



Extra-Financial Performance Report 2024

2023 Activity

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Foreword - About This Report

This 2024 Extra-Financial Performance Report provides a detailed account of GENFIT's Corporate Social Responsibility (CSR) activities in 2023 and includes some elements relating to the beginning of 2024.

With this new edition, our goal is to continue to share relevant and accurate information with our stakeholders about our CSR commitment: strategy, policies, resources and data. Our aim is for our stakeholders to have the ability to independently assess GENFIT's efforts, whilst also encouraging them to engage in open and frequent communication with us.

GENFIT is not yet subject to any significant obligation in terms of non-financial reporting, but we are committed to this publication, which is part of a voluntary and proactive transparency approach, as we believe that environmental, social, societal and governance issues are essential to our Company's sustainability and that of our core ecosystem.

Note on Methodology (GRI 2-2)

The scope of this edition mainly covers the Group's parent company, GENFIT SA, which is the main driver of the company's overall extra-financial performance. However, a large amount of information relating to the subsidiary GENFIT Corp (based in the United States) is also included in this report, as well as an increasing amount of information relating to the Company Versantis AG (based in Switzerland) that we acquired at the end of 2022.

Certain Key Performance Indicators (KPIs) are not taken into account to ensure representativeness. This is the case for environmental impact indicators, which are only assessed for GENFIT SA, given the relative size of the teams and buildings located outside of France.

Furthermore, in order to respect the confidentiality of personal data, certain social indicators cannot be shared for employees in the United States and Switzerland, so as to avoid any possible identification of the employees concerned.

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Disclaimer

This Extra-Financial Performance Report contains certain forward-looking statements, including those within the meaning of the Private Securities Litigation Reform Act of 1995. The use of certain words, including "believe", "potential," "expect", "target", "may", "will", "if" and similar expressions, is intended to identify forward-looking statements. This information is mentioned in various sections of this Extra-Financial Performance Report, and contains data relating to the Group's intentions, estimates and targets concerning, in particular, the market in which it operates, its strategy, growth, data on its results, financial and non-financial position, cash position and forecasts. Although the Company believes that its projections are based on the reasonable assumptions and expectations of its General Management, such forward-looking statements may be affected by a number of known and unknown risks and uncertainties, which could cause results to differ materially from those described in, or implied or projected by, such forward-looking statements. These risks and uncertainties include, among others, uncertainties related to the economic, financial, extra-financial, competitive and regulatory environment, uncertainties inherent in research and development, including those related to the safety of drug candidates, progress, costs and data from planned and ongoing clinical trials, U.S., European and worldwide regulatory reviews and approvals of drug candidates and diagnostic solutions, the potential commercial success of elafibranor should it be approved by regulatory authorities, currency fluctuations, the Company's ability to continue to raise capital for its development, as well as those risks and uncertainties discussed or identified in the Company's public filings with the AMF, including those listed in Chapter 2 "Main Risks and Uncertainties" of the Company's 2023 Universal Registration Document (n° D.24-0246) filed with the AMF on April 5, 2024, which is available on the Company's website (www.genfit.com) and on the website of the AMF (www.amf-france.org) and public filings and reports filed with the U.S. Securities and Exchange Commission ("SEC") including the Company's 2023 Annual Report on Form 20-F filed with the SEC on April 5, 2024. In addition, even if the Company's results, performance, financial condition and liquidity, and the development of the industry in which it operates are consistent with such forward-looking statements, they may not be predictive of results or developments in future periods. These forward-looking statements speak only as of the date of publication of this document. Other than as required by applicable law, the Company does not undertake any obligation to update or revise any forward-looking information or statements, whether as a result of new information, future events or otherwise.

This Extra-Financial Performance Report contains information on the Group's markets and competitive position. In particular, this information is based on studies carried out by external sources. The publicly available information, which the Company considers to be reliable, has not been verified by an independent expert, and the Company cannot guarantee that a third party using different methods to gather, analyze or calculate data on these markets would obtain the same data. In addition, the Group's competitors may define markets differently.

Editorial

Editorial by GENFIT's Chief Executive Officer

"GENFIT's goal is to develop effective and safe therapeutic solutions for patients. This also involves identifying patient populations that are eligible for these future treatments, using simplified diagnostic techniques.

To achieve our goal, we are capitalizing on our experience in clinical development of drug candidates, particularly in the field of liver diseases. In just a few years, we have established ourselves as an innovative stakeholder in the field of medical research and clinical development, notably bringing our drug candidate elafibranor through to Phase 3, with a positive outcome in June 2023. The potential approval date for elafibranor in the United States is fast approaching. This means that in 2024, GENFIT could see its first molecule, developed by our teams, arrive in pharmacies, to be made available to the many PBC patients who today still lack effective treatments to combat this disease. In 2023, GENFIT also continued to expand and diversify its R&D portfolio of programs in Acute-on-Chronic Liver Failure, adding two new assets to its franchise, which now includes 5 innovative assets.

Our role in the healthcare sector, and in research and development in particular, naturally places us at the hearts of a major social issue. We reinforce this commitment by complementing it with a proactive social and environmental policy that translates into specific initiatives every year. Our governance system ensures that all these initiatives are coordinated in accordance with the highest standards of ethics, responsibility and fairness. In order to ensure that our actions are in line with our mission and values, we have created an ESG Committee which meets at least twice a year to ensure that our roadmap is consistent with social and environmental issues, our data and our purpose. This explicitly states our ambition in terms of corporate responsibility.

At management level, CSR strategy is driven by our Chief Corporate Affairs Officer, Jean-Christophe Marcoux, a member of the Executive Committee. He has been leading our efforts in this area since the end of 2021."

Pascal Prigent

A Word 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 each 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 and the company's growth dynamic is therefore strengthened. 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



Pascal Prigent,
Chief Executive Officer



Jean-François Mouney,
Chairman of the Board



Catherine Larue,
Chair of the ESG Committee

CHAPTER 1

Our Business, Our Values, Our Purpose, Our Commitment

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1.1 Our Activity

GENFIT is a late-stage biopharmaceutical company primarily committed to improving the lives of patients suffering from hepatic diseases, including rare and/or severe diseases with unmet medical needs.

GENFIT's core mission is a response to the United Nations' 3rd Sustainable Development Goal ('Health and well-being'). Our particular expertise in the field of liver disease has led us, though not exclusively, to seek to meet the needs of populations which can sometimes be vulnerable, and/or whose vital prognosis may be at stake:

- This has led us to develop drug candidates designed to fight against certain rare diseases, which are sometimes under-diagnosed and the low prevalence of which may limit the amount of information available to guide patients and/or provide them with psychological support;
- Our current programs target patients who may be suffering from late-stage conditions, with potentially high short-term mortality;
- We are currently concentrating a significant part of our R&D effort on diseases for which patients have few, if any, therapeutic solutions at their disposal.

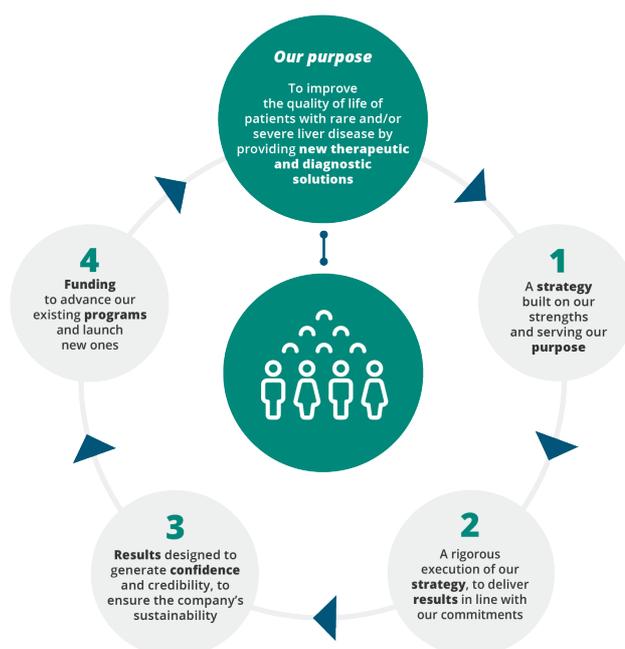
To learn more about GENFIT's therapeutic areas, see chapter [4.1.5 - Health and Well-Being of Patients](#).

A Different Model to Pharmaceutical Groups

While our ambition is to one day bring our therapeutic and diagnostic solutions to market, our business model is different from that of large pharmaceutical companies that already have products on the market. While large pharmaceutical companies are financed by the revenues generated by the sales of their drugs, GENFIT must find other sources of capital to finance its research, since most of its programs are still at the pre-clinical research or clinical development stages. The company is primarily funded¹ via two paths:

- by raising funds on capital markets through financial instruments that may vary according to the needs and context;
- or by signing partnership agreements, as we did in 2021 with the pharmaceutical group Ipsen.

Our Business Model



¹ Public funding can complement these two pathways from time to time.

Our strategy serves our purpose. To build on this, we leverage our assets and strengths. To execute this strategy, we capitalize on the skills of our teams, our network of experts and our partners. Our objective is to achieve results that align with our commitments, while meeting our stakeholders' expectations, both internal (employees) and external (patients, associations, Key Opinion Leaders, partners, shareholders, etc.). These results help generate confidence and credibility, so our successes create favorable conditions to obtain funding. This in turn enables us to mobilize the resources needed to continue to move our programs forward, or launch new ones, to bring solutions to patients and physicians. In doing so, we secure the company's future by generating value for our employees and shareholders.

1.2 Our Purpose

At the Annual Shareholders' Meeting on May 25, 2022, GENFIT adopted a corporate purpose as set out below:

"The Company is a late-stage biopharmaceutical company committed to improving the lives of patients with severe liver diseases who have a significant unmet medical need. The Company's "Raison d'être" is based on the affirmation of its long-term commitment with regard to the position it wishes to occupy in society, not only as an economic contributor whose purpose is to be part of the long term and to create value for its counterparts and its ecosystem, but also as an innovative biotechnology company aiming to improve the quality of life of patients, and finally as a corporate citizen seeking to facilitate the professional and personal development of its employees."

In order to clarify the ambition of the Company's CSR approach, as well as the role played by the Board of Directors in this goal, it is proposed that the Company's shareholders complete this statutory purpose statement at the Annual General Meeting of May 22, 2024, by approving resolution no. 26. Should this resolution be approved, the corporate purpose would read as follows:

"The Company aims to generate a positive and significant social, societal and environmental impact in the course of its activities. As part of this approach, the Board of Directors undertake to take into consideration (i) the social, societal, environmental consequences of its decisions on all of the company's stakeholders, and (ii) the consequences of its decision on the environment."

As part of this commitment, and in accordance with the recommendations of the MiddleNext governance code, the Company has set up a dedicated CSR committee of the Board of Directors, which meets at least twice a year to measure and monitor the Company's extra-financial performance, and communicate this to the public through an annual extra-financial performance report.

1.3 Our Values

Our core values reflect our convictions and define our principles of action. They guide and influence the choices of our employees on a daily basis and shape the relationships we develop with our ecosystem.

Innovation to Serve Patients

We are deeply committed to improving the health and quality of life of patients affected by rare and severe liver diseases characterized by high unmet medical needs. With a strong desire to leverage our agility and responsiveness, we and our employees strive to move our scientific and medical approaches forward and improve patient management in terms of diagnostics, prevention and care.

Respect & Diversity

We bring together talented employees with unique perspectives and experiences, we recognize and value diversity as a great strength, and we also 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 hold ourselves and others to the highest ethical standards and we conduct our business in a socially and environmentally sustainable manner.

1.4 Key Points and Summary of Our Commitment

As part of our CSR commitment and in accordance with the recommendation of the MiddleNext Governance Code, the Company has created a **dedicated committee within the Board of Directors**. This committee meets at least twice a year to measure and monitor the Company's extra-financial performance, validate the roadmap in this area and ensure transparent communication to the public and all stakeholders, through an annual extra-financial performance report covering (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.

Among our commitments to national and international standards:

- We are committed to the 10 principles of the United Nations Global Compact
- We are committed to the UN's 17 Sustainable Development Goals
- We follow the new recommendations of the MiddleNext Governance Code
- Indicators, included in our Extra-Financial Performance Report, refer to the main themes established by 4 major reference systems (ISO 26000, SASB, GRI and the Sustainable Development Goals/ODDs). As of 2024, elements linked to a 5th reference system (the future European CSRD) will be integrated into our correspondence grids
- Consideration of the LEEM "Responsibility and Reputation" commission's work
- We consider with interest the elements of the PACTE Law (Plan d'Action pour la Croissance et la Transformation des Entreprises).
- We are a signatory of the regional PAQTE

CHAPTER 2

The Fundamentals of Our CSR Approach

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GENFIT's approach to CSR is based on a number of voluntary commitments, several international benchmarks and regulatory frameworks, all of which are described in more detail in this chapter. In addition to these benchmarks, our approach is structured around five specific pillars, providing an enhanced framework.

2.1 The Five Fundamental Principles

1. Much of our R&D work is aimed at a patient population suffering from hepatic diseases, including:

- **rare or orphan diseases;**
- **severe diseases**, in which the patient's life is threatened in the short term;
- diseases with **no or very few available treatment options.**

2. We are committed to implementing actions that can have:

- a positive **social** impact;
- a positive **societal** impact;
- the lowest possible **environmental** impact.

3. Through our system of governance, we strive to manage the risks that could jeopardize the sustainability of our core ecosystem and/or of our business:

- damage intrinsically **caused** by our activity;
- environmental, social or societal risks that could indirectly or directly **impact** our business

4. When choosing our initiatives, we place particular emphasis on the following 5 criteria:

- the **real impact** of the initiatives planned, since GENFIT's philosophy is rooted in reality and on the field;
- their relationship with our **business field**, because it makes sense for us to capitalize on what we know best;
- **Simplicity** of implementation: as a biotechnology company, we have to take our limitations into account and remain pragmatic by ensuring that our efforts are consistent with our resources;
- the degree of **involvement for our employees**, because we want CSR to be a participatory process
- the possibility of creating **synergies within our core ecosystem**, particularly at a local level, because our commitment to the principle of cooperation places our stakeholders at the heart of our approach.

5. Finally, we also prioritize our choices of angles of attack:

- Our first priority is action. Our priority is to have a real positive impact on our ecosystem, in line with our DNA, which is characterized by entrepreneurship and a desire to act quickly and effectively;
- In doing so, we seek to formalize our approach by establishing policies that will provide a framework for our actions and outline our strategy;
- Finally, we measure performance through the implementation of indicators intended to serve as a lever for our CSR approach to gain in maturity over the years, in a logic of continuous improvement.

2.2 Voluntary Commitments

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.) within its 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, gender, language, religion, political or other beliefs, national or social origin, property, birth or other status. Beyond simply respecting human rights, we seek to take concrete, voluntary steps to support and promote respect for

them by making a positive contribution through our core business, our strategic social investments, our corporate sponsorship policy, our partnerships and other collective actions.

Furthermore, in order to meet the challenges of our sector, our clients and our partners in the pharmaceutical industry, we decided to join the "Responsibility and Reputation" commission of the LEEM (Les Entreprises du Médicament, the French Pharmaceutical Companies Association) in 2022. Although this committee no longer exists, we continue to draw inspiration from its recommendations because, although our business model differs from that of the major pharmaceutical groups (which manufacture and sell medicines and medical devices), we feel that it is useful to include our CSR approach in the context of a sector-wide discussion. The value of the LEEM's work also lies in the quality of the benchmarks used in its "Guide for pharmaceutical companies": ISO26000, 17 ODDs, ADEME and SBTi. In 2022, GENFIT was one of the very few biotechs to take part in the LEEM's CSR self-assessment pilot project ("Oserleem").

The company is a signatory of the regional **PAQTE (Pacte Avec les Quartiers pour Toutes les Entreprises)**, an initiative led by the Ministry of Territorial Cohesion and Relations with Territorial Communities (www.paqte.fr).

Finally, we are a signatory of the **United Nation's Global Compact**, to which we have reaffirmed our commitment in 2023 and 2024 and we are committed to working towards the **UN's 17 Sustainable Development Goals**.

2.3 International Frameworks and Benchmarks

Global Benchmarks and Frameworks Used in this Report

Pending the implementation of future European regulations (the Corporate Sustainability Reporting Directive, or CSRD), for which the exact contours have yet to be defined, our analysis is based on existing standards, which provide useful benchmarks, despite their heterogeneous nature. In order to facilitate reading and guide the reader, these benchmarks are outlined in different chapters, as well as in the correspondence grids at the end of this report.

These benchmarks include the seventeen Sustainable Development Goals (SDGs) established by the Member States of the United Nations as part of the 2030 Agenda:



The **ISO26000 standard** is another reference used. This standard provides guidance on seven core subjects: organizational governance; human rights; labor practices; the environment; fair operating practices; consumer issues; and community involvement and development.

The guidelines and the four sets of standards (universal, economic, environmental, social) set out by the **Global Reporting Initiative (GRI)** also serve as benchmarks, as does the work of the **Sustainability Accounting Standards Board (SASB)**, or the **IFRS Foundation**, which has announced the establishment of a new sustainability standards development board in 2021, with the **International Sustainability Standards Board (ISSB)**, which is responsible for setting core global sustainability reporting standards to meet investors' needs.



Other frameworks complete this non-exhaustive inventory, with variations in the relative weight of criteria depending on the organizations that define them. Several sets of recommendations of organizations and institutions coexist; such as those of BCorp, ISS, Moody's/Vigeo-Eiris, Sustainable Fitch, Ethifinance/Gaïa, CDP, EcoVadis, Sustainalytics, Novethic, MSCI, AFEP-MEDEF, etc.

At GENFIT, the implementation of CSR is based on principles that match most of the above-mentioned approaches, and which are globally recognized:

- A first approach distinguishes four types of essential challenges from which our CSR objectives are derived: Environmental, Social, Societal, and Governance (ESG); and
- A second approach distinguishes three types of activities to be undertaken in order to address these key CSR challenges and achieve our goals: Policies and Strategies, Implementation Systems and Activities, and Performance Assessment (PSP).

Limits of CSR Standards' Application: Biotechnology Sector vs. Pharmaceutical Sector

It is important to remember that the fundamental differences in CSR criteria between the major players in the pharmaceutical industry and biotechnology companies have significant implications for the ranking of issues and the way in which they are addressed. Below are a few examples of titles and criteria on issues that are essential for the pharmaceutical industry as a whole. However, GENFIT, having no product on the market yet, cannot be rated relevantly based on these criteria:

- "Accessibility and Pricing Conditions of drugs for patients" (SASB)
- "Counterfeit medicines" (SASB)
- "Water and pharmaceutical residue management" (ISS)
- "Access to medicines in underserved geographies" (ISS, Moody's)
- "Respect for human rights in bioprospecting projects" (Moody's)
- "Respect for human rights in our genetic research activities" (Moody's)

Nevertheless, GENFIT recognizes the crucial importance of these issues, and for this reason:

- has provided the information required by the international GRI and SASB frameworks in the appendix to this report
- remains attentive and contributes to the collective effort in education and awareness on these essential issues
- ensures that its main partners concerned by these issues care for them and act accordingly.

2.4 European and American Regulations

Although at present we are not yet subject to any truly significant CSR reporting obligations (GENFIT does not fall within the applicability criteria of Order No. 2017-1180 of July 19, 2017 on the obligation for large companies to publish a declaration of extra-financial performance), we are nevertheless taking a proactive and transparent approach, publishing an Extra-Financial Performance Report ("RPEF") every year since 2021.

In addition:

- We follow the recommendations of the Corporate Governance Code published by Middlednext, which was last updated in September 2021.
- We are also considering with interest the elements of Law No. 2019-486 of 22 May 2019 (the PACTE Law) enacted in 2019, which recognizes the fact that every company has social and environmental issues that must be taken into consideration, and encourages a global, coherent CSR approach that is linked to the company's core activity.

The Company is also preparing for the application of new or draft European and American CSR standards.

European Regulations

At the end of 2022, the EU institutions adopted the final version of the CSRD (Corporate Sustainability Reporting Directive). This new directive significantly strengthens the non-financial reporting requirements of the previous NFRD (Non-Financial Reporting Directive), and in particular extends the reporting obligation to listed European SMEs such as GENFIT. In 2023, the European institutions adopted, by means of a delegated act, the first ERS (European Sustainability Reporting Standards), drawn up by EFRAG (European Financial Reporting Advisory Group), which specify the information to be published in a new sustainability report. Other sets of standards will follow, in particular sector-specific standards and standards for listed SMEs. France transposed the CSRD into national law via Order 2023-1142

of December 6, 2023 and Decree 2023-1394 of December 30, 2023. The timetable for applying the CSRD reporting requirements to companies is progressive, depending on size and status criteria.

 **US Regulations**

In 2022, the Securities Exchange Commission (SEC) published a proposed regulation aimed at requiring US-listed companies of a certain size, including foreign issuers, to include standardized climate reporting in their annual reports. The SEC adopted this new amended standard in March 2024.

In due course, GENFIT will adapt its CSR reporting according to the scope of application and criteria adopted by these different standards. With this in mind, GENFIT has already carried out a materiality analysis as presented in [section 3.1 of this report](#).

GENFIT is not expected to be subject to this exempt non-financial reporting framework until 2027 at the earliest, based on data for the 2026 financial year.

CHAPTER 3

GENFIT's Materiality Assessment and CSR objectives

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3.1 Materiality assessment

A quality CSR strategy comprises four essential steps to tackle the main challenges and achieve the appropriate objectives. The first concerns the analysis of risks and opportunities (**materiality**), followed by the implementation of ESG risk mitigation **policies** and procedures, the creation of objectives and **action plans** to achieve them, and finally the identification of performance monitoring **indicators**.

Well-identified material challenges, generally in agreement with the stakeholders consulted

As a biotechnology company, GENFIT considers its main challenges to be:

- The **resilience of its business model**, based on its ability to:
 - advance its scientific programs on the regulatory front by managing risks, and to strengthen the potential of its portfolio by seizing opportunities, so as to meet the patient needs that are at the heart of its "Raison d'être";
 - to finance itself by diluting its shareholders as little as possible, and by maximizing the value of its scientific results and regulatory advances, so as to give itself the means to continue advancing its research and development work ; and
 - ensure the commitment of its employees by making sure that diversity, inclusion and quality of life in the workplace are driving forces behind the effective progress of its programs.
- **Controlling its impact on its ecosystem**, through its ability to :
 - generate a positive contribution to society; and
 - limit the carbon footprint of its activities.

At the end of 2023 and in line with the [roadmap drawn up by the ESG Committee](#), a process to formalize material challenges was initiated in a "pilot" configuration. This process consists of co-constructing a **double materiality matrix** aimed at prioritizing the main challenges facing the company (defined on the basis of ESRS/CSRD specifications as well as other reference frameworks), involving some forty internal and external stakeholders, divided into a dozen categories. This work is intended to be reproduced in the future, in order to:

- take into account the evolution of GENFIT's business model and its environment, which can change quite rapidly
- broaden the number of interlocutors involved, to conduct the exercise on a larger scale and reinforce representativeness

The aim of this inaugural exercise was threefold :

- to identify and, above all, **prioritize** the issues considered to be material for the company, by formally involving various GENFIT stakeholders;
- **acculturate** a number of key players in our ecosystem to the key principles and concepts of CSR, some of whom are still relatively unexposed and uneducated in this area;
- **initiate** the process of gradually aligning our Extra-Financial Performance Report with the future requirements of Directive (EU) 2022/2464 of December 14, 2022 (CSRD Directive), as transposed in France, to which GENFIT will be subject from January 1, 2026.

The main conclusions to be drawn from this work are as follows:

- An overall consensus on :
 - the clear priority given to **patient**-related issues, because of their direct link with our raison d'être ;
 - the significant importance given to **governance** and **social** issues, seen as essential means of responding (indirectly) to the priority issues linked to our raison d'être ;
 - the relatively anecdotal dimension of **environmental** issues, GENFIT being seen overall as an organization with very little impact or influence on the global challenges of climate change.
- Differences were noted on certain subjects: these were generally directly linked to the specific prism of the stakeholders concerned.

In concrete terms, this work will enable GENFIT to pursue its reflection along 3 complementary axes:

- Adjustment of the **roadmap**: concentration of efforts on the issues considered by stakeholders to be the highest priorities;
- Integration of the main findings of the analysis into the **structure** and **content** of future editions of the Extra-Financial Performance Report;
- Continuation/extension of **dialogue** with internal and external stakeholders, to acculturate the entire corporate ecosystem early enough, before the official entry into force of the future CSRD and ESRS standards.

Further details are provided in other sections of this report, and interested stakeholders are invited to contact GENFIT if they wish to discuss certain topics in greater depth.

Please note that for the purposes of this report, the indicators, references and correspondence grids are still associated with the material issues identified and used last year.



Applicability of the material issues identified by the SASB standard

At the beginning of 2023, in order to meet investors' expectations, and pending the homogenization of reporting practices that will be made possible by the CSRD, we studied the 9 issues considered by SASB to be material for companies in the "[Biotechnology and Pharmaceuticals](#)" category, namely:

Category	Sub-category
Human Rights & Community Relations	Safety of Clinical Trial Participants
Access & Affordability	Access to medicines
Access & Affordability	Affordability & Pricing
Product Quality & Safety	Drug safety
Customer Welfare	Counterfeit Drugs
Selling practices & Product Labelling	Ethical Marketing
Employee Engagement, Diversity & Inclusion	Employee Recruitment, Development & Retention
Supply Chain Management	Supply Chain Management
Business Ethics	Business Ethics

Of these nine issues, only four directly apply to GENFIT due to its development stage:

- "Human Rights & Community Relations - Safety of Clinical Trial Participants"
- "Product Quality and Safety - Drug Safety"
- "Employee Engagement, Diversity & Inclusion - Employee Recruitment, Development & Retention"
- "Business Ethics"

"Access & Affordability - Access to Medicines" is relatively far removed from the material issues of a company such as GENFIT, which does not sell medicines, and only makes sense through the very specific angle of "clinical trials", on which GENFIT makes a positive contribution:

- by providing access to drugs that are innovative in nature (as they are still in the development phase), to patients suffering from rare and/or severe diseases with no (or very few) therapeutic solutions;
- by providing this access free of charge, since patients taking part in clinical trials have all their medical expenses covered.

Lastly, four cannot be considered material issues for GENFIT, since here again the company is not responsible for the production or sale of drugs :

- "Access & Affordability - Accessibility & Pricing",
- "Selling Practices & Product Labeling - Ethical Marketing",
- "Customer Welfare - Counterfeit Drugs", and
- "Supply Chain Management".

On the other hand, other issues not selected by SASB may possibly be considered material for GENFIT:

- *"Employee Health and Safety"*: as innovation is a key lever for GENFIT's success, and this success depends on its employees, their health and safety may be considered material issues.
- *"GHG Emissions"*: forthcoming regulations will soon impose strict, complex and mandatory reporting standards in this area, so even if GENFIT's environmental footprint is insignificant - in absolute terms as well as in relative terms on the scale of its industrial sector - the subject of transparency and the quality of the figures reported may possibly be considered material.
- *"Product Design & Lifecycle Management"*: patients, GENFIT's future customers in a B-to-B-to-C model (with a pharmaceutical partner as intermediary), are deeply involved in the design/validation process of drug candidates developed by GENFIT, well before their eventual marketing. Indeed, only drug candidates demonstrating efficacy and safety on patients, in clinical trials conducted under the strict control of regulatory agencies, can be marketed.

- "Waste & Hazardous Materials Management": our laboratory research activity requires us to apply strict methods for the treatment and monitoring of our waste, even if the quantity remains very limited.
- "Data Security": for a company conducting clinical trials, it is vital to be able to ensure the security of patient data included in these trials. What's more, as our head office is based in France, we are subject to GDPR regulations, which require us to have strong control over the management of the company's proprietary and non-proprietary data.

Thus, to analyze GENFIT's materiality with regard to the SASB reference grids, we have chosen to base ourselves on the following list of criteria :

Category	Sub-category
Human Rights & Community Relations	Safety of Clinical Trial Participants
Product Quality and Security	Drug Safety
Employee Engagement, Diversity & Inclusion	Employee Recruitment, Development & Retention
Business Ethics	Business Ethics
Human Capital	Employee Health & Safety
Environment	GHG Emissions
Environment	Waste & Hazardous Materials Management
Business Model and Innovation	Product Design & Lifecycle Management
Social Capital	Data Security

Correspondence Grids for the Materiality of Issues: a 5th Standard Added

For ease of reading, three summary tables are provided in the appendix of this report (see [chapter 6 - Appendices](#)), covering:

- 2023 initiatives
- 2023 performance indicators
- initiatives related to the 2024 roadmap

These tables make the link between the politics, actions, performance indicators and their materiality defined by 5 major international benchmarks:

1. the ISO26000 standard (and the relevant chapters)
2. the United Nations' SDGs (the relevant ODD)
3. the SASB standard (the relevant code in relation to the indicator)
4. the GRI standard (the relevant code in relation to the indicator)
5. the ESRS standard system linked to CSRD

They are supplemented by an internal reference system set up by GENFIT, which are based on PSP/ESG (see [chapter 2 - the fundamentals of our ESG approach](#)).

3.2 Objectives of our CSR Strategy

Our CSR objectives are defined on the basis of :

- the **fundamentals** of our approach, based on the 5 main pillars outlined above;
- the **challenges** identified through our analysis of the various reference frameworks, on the one hand, and through the materiality exercise carried out with our stakeholders, on the other.

3.2.1 Societal

Societal issues, particularly those directly related to our business sector, are at the forefront of our concerns and represent the first pillar of our CSR strategy:

- **People's health** is at the heart of our "raison d'être", and the importance of the subject has been confirmed by the materiality exercise conducted with our stakeholders, notably on the following themes: patient safety in the conduct of clinical trials; drug efficacy and innovation in their development, ease of access to clinical trials and thus to innovative drug candidates, etc.
- The fact that our head office is **located** in the Hauts-de-France region also encourages us to consider local issues such as education, employment and integration, capitalizing in particular on our influence in the regional innovation-health ecosystem. Although this specific aspect was not directly identified as a priority by the stakeholders interviewed as part of the materiality analysis, we attach particular importance to it.

3.2.2 | Social

As the success of a biotech company depends to a large extent on its expertise and capacity for **innovation, human capital** naturally plays an essential role, and must be protected and developed. Our stakeholders have confirmed the importance of these issues, particularly in terms of working conditions, diversity and inclusion. Training, employee development and workplace safety are also considered to be of significant importance. In practice, this leads us to build our policies, commitments and initiatives around the following axes:

- Action to maintain employees' purchasing power
- Recruiting, developing and retaining employees
- Equal opportunities, diversity and the fight against all forms of discrimination
- Promoting good health practices and employee well-being in the workplace

3.2.3 | Governance

The importance of governance issues was also confirmed during the materiality analysis carried out with our stakeholders, in particular as regards **compliance with regulations** and the **ethical** nature of the company's **practices**, which are considered essential. Transparency and risk management were also considered relatively important. These lessons are in line with what GENFIT had already identified, because beyond ethical common sense, which is fundamental for the company and its managers, it is necessary to meet a dual regulatory requirement:

- In **scientific and medical** terms: GENFIT develops drug candidates whose vocation, if they are one day approved by the regulatory authorities, is to be administered to patients who, in the meantime, can participate in clinical trials designed to generate proof of efficacy and safety. In fact, we are 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 linked to the potential marketing of future products;
- In **financial** terms: GENFIT is a dual-listed company on the Euronext Paris and Nasdaq Global Select stock markets in New York, USA, which implies transparent and strict governance practices, monitored by the authorities in charge of compliance with regulations specific to the financial sector (SEC in the USA, AMF in Europe).

Beyond the regulatory aspect, good governance also enables us to meet **operational and strategic challenges**:

- Controlling and managing **risks** to ensure the long-term viability of GENFIT's business;
- Identifying **opportunities** to grow our business and optimize our social, societal and environmental impact.

3.2.4 | Environmental

The double materiality analysis carried out at the beginning of 2024 showed that our stakeholders attached relatively little importance to environmental issues, which are generally perceived as being of **low priority**. Given GENFIT's size and activity, the impact of its energy consumption on climate change is considered low, if not negligible. For our stakeholders, the link between GENFIT's activity and water pollution is also not considered very clear.

It is true that the level of environmental risk associated with our activity is low, since we focus on research and development work that does not involve industrial production or a distribution chain, our workforce numbers less than 200 people whose activity is rather sedentary, and our consumption of raw materials, our discharges into the environment and our carbon footprint are by nature relatively limited.

Nevertheless, the environment remains an important issue for the company, and as a biotech company, we consider it our responsibility to act - at our own level - to protect the environment, since this can have an impact on the **health** of our fellow citizens. We therefore strive to align our approach with a logic of reducing environmental damage wherever possible, in the spirit of the objectives specified by the Paris Climate Agreements signed in 2015.

CHAPTER 4

2023 Roadmap: Objectives, Initiatives and Results

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4. 2023 Roadmap: Objectives, Initiatives and Results

In addition to its previous commitments and the many initiatives detailed in the report covering the 2022 financial year, GENFIT implemented a new roadmap in 2023. This ambitious roadmap has enabled us to pursue and strengthen our commitment. It was discussed by the ESG Committee, then reported on and approved in principle by the Board of Directors. As has been the case every year since 2021, particular attention has been paid to the balance between the social, societal, environmental and governance aspects of the roadmap, as well as to compliance with the 5 fundamentals outlined in [Chapter 2.1](#).

Our 2023 CSR Initiatives

Societal

Creation of a Patient Advisory Board
Continued Commitment to the Captech Healthcare Innovation Fund
"Mixité" Project with Eurasanté
"One Day for an Association" - Bread of Life
Involvement with Local Charities Promoting Integration, Reintegration and Fighting against Poverty

Social

Annual Employee Survey
Implementation of a Workplace Healthcare Access Service for Employees - Predilife
Encouraging and Valuing Diversity
Reflection on an Internal Policy for "Caregiver" Employees
Evolution of our Internship Policy
Improving Workspaces and Work Environment

Governance

Co-construction of a materiality analysis with our main stakeholders
Details on the non-financial performance criteria used for the Chief Executive Officer's variable compensation
Continuation of the CSR Training and Awareness Program
Regular presentation of a CSR scorecard at Executive Committee Meetings
Addition of a more detailed section on lobbying practices to the Code of Conduct and Ethics

Environment

Continuation of the process to measure our carbon emissions, in order to define a potential trajectory for 2030 or 2035.
Exploring ways to reduce gas and electricity consumption
Appointment of a "protection of biodiversity and water as a natural resource" referent and implementation of a policy of best practices in this area
Cyber Clean Up Challenge
Implementation of a "Carbon Budget" for a pilot department
Promoting "Green Travel"
Participation in Air France's Safe Aviation Fuel program

4.1 Our Societal Commitment

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4.1.1 Our Vision of Societal Commitment

GENFIT is a biotech company that addresses health issues, a major societal challenge. Our role goes beyond helping patients and the medical profession to include active participation in the community. Committed to clinical research and medical innovation, we also take our corporate citizenship responsibilities seriously. We work with our stakeholders, especially in the regional healthcare innovation ecosystem, to make a positive impact on society. Our goal is to help solve societal problems that go beyond our core business.

4.1.2 Our Societal Policies and Commitments

Commitment to the Safety of Our Patients Participating in Our Clinical Trials

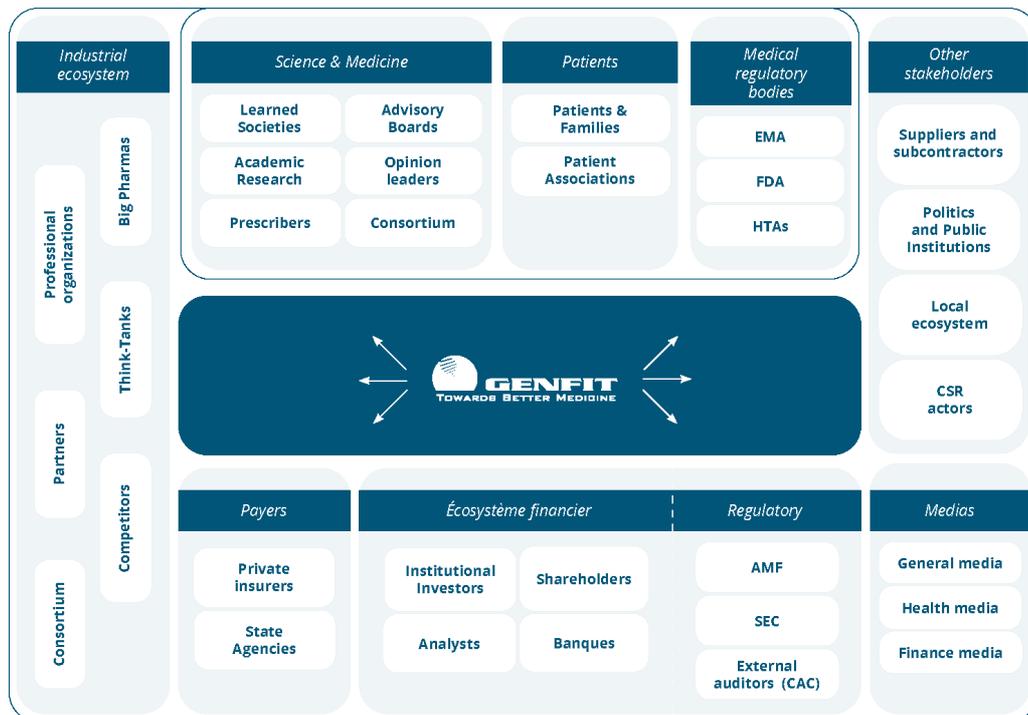
Each service provider that is involved in these clinical trials ensures that its personnel have the qualifications and experience required to conduct a study in accordance with the relevant best practices. GENFIT is committed to scrupulously complying with the directives of the competent ethical committee, the provisions of the Declaration of Helsinki and the recommendations of the World Health Organization and The International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH).

Engagement with Stakeholders in our Ecosystem

Since its creation, GENFIT has been committed to playing an active role in its ecosystem, which we want to be dynamic and collaborative. Each year, it mobilizes a wide range of stakeholders - patients, doctors, hospitals, research centers, incubators, industrial partners, investors, local, national and European politicians, subcontractors, regulatory agencies and non-profit associations. GENFIT leverages the expertise of local academic research, in particular the laboratories of the University of Lille 2 and the Pasteur Institute of Lille and continues to see these institutions, as well as Finorpa, a leader in financing the regional economy, as key partners.

In 2023, GENFIT strengthened its relationships with key players in its network. The Company not only pursues its growth objectives, but also strives to meet the expectations of its stakeholders. It strives to develop a regular dialogue to understand needs and identify opportunities that can benefit the entire ecosystem.

Overview of the main stakeholders that GENFIT engages in regular dialogue with:



■ Physicians and Academic Researchers

GENFIT works with world leaders in medicine and life sciences. The Company reviews grant applications for educational, charitable, independent research, sponsorship and patient support activities through a dedicated committee. These initiatives are part of GENFIT's commitment to the communities in which it operates. In 2023, as in previous years, GENFIT took part in major international scientific congresses focused on liver disease, in particular those organized by scientific societies: AASLD in the United States and EASL in Europe. The Company has also taken an interest in the work of the EASL-CLIF group, which focuses on ACLF, a priority area of GENFIT's research. In 2024, an even closer relationship was forged with this academic leader, which should lead to the implementation of joint initiatives over the next few years. GENFIT also remains strongly committed to patient communities via the Global Liver Institute, a US-based, but international, organization that defends the interests of patients suffering from liver disease.

■ Regulators

We are in regular contact with regulatory agencies to ensure that we provide reliable, high-quality information:

- in the financial sector: AMF and SEC, to respect our commitments as an issuing company
- in the medical field: FDA and EMA, to respect our commitments as a company specializing in medical research

■ Industry Stakeholders, Strategic and/or Commercial Partners

GENFIT has always been able to forge links with the industrial stakeholders in its ecosystem. The quality of these exchanges is regularly reflected in the identification of opportunities for alliances and collaborations, which can contribute to the expansion of our product portfolio or the sale of assets to finance the Company.

As a result, two new assets were added to the product portfolio in 2023 (CLM-022 and SRT-015). It also enabled the acquisition of the Swiss biotechnology company Versantis AG in 2022. Other previous examples illustrate the value of this type of relationship and dialogue: a strategic and commercial partnership with Ipsen in 2021, a licensing agreement with Genoscience Pharma in 2021, and with Labcorp in 2019 and 2020.

These partnerships were made possible by our management team's rigorous selection of partners, their expertise in establishing a relationship of trust based on transparency and excellence, and the quality of the teams involved in the due-diligence and contractual processes. The establishment of steering committees then helps to ensure that quality, cost and schedule objectives are met.

GENFIT maintains close links with its operational partners in charge of conducting clinical trials (the Contract Research Organizations).

■ Stakeholders in the Financial Ecosystem Interested in the Company's Work (Institutional Shareholders and Individuals, Financial Analysts, Investors)

Each year, GENFIT provides a variety of detailed documentation in order to ensure that the information is complete and easy to understand. This documentation includes press releases, PowerPoint presentations, website sections and summaries, as well as webinars and conferences available for playback, interviews with the CEO and newsletters.

For example, in 2023, GENFIT published two new letters to shareholders as part of its Annual General Meeting to make corporate communications, which are often complex and regulated, simpler and more accessible. The Company also organized two "ACLF Days" for healthcare finance professionals, one in Boston in November and the other in Paris, France in December.

GENFIT has also updated its entire website, making information more accessible, as well as improving the quality of navigation and content.

■ Professional Organizations and Think-Tanks

- *France*

In 2023, GENFIT considerably increased the number of its participations in round tables, juries, and industry think tanks: "Health Tech Innovation Days" organised under the patronage of Emmanuel Macron, President of the French Republic, "Healthtech CFO Days" organised France Biotech, "Le live 100% HealthTech" organised by France Biotech, member of the selection panel for "French Tech Lille", "ESG Round Table" organised by Eurasanté, and "Organ & Organoid on Chips: new frontiers for pre-clinical studies" organised by Clubster NSL. In July 2023, GENFIT also welcomed the Agence Innovation Santé and Dr Lise Alter, its CEO, to its headquarters.

- *Europe*

GENFIT is also regularly involved at a European level: the Company participates in two working groups and discussions within the European Federation of Pharmaceutical Industries and Associations (EFPIA). The first, the "SME funding group", is looking at ways of facilitating access to funding for European biotech companies in order to promote healthcare innovation. In 2022 and 2023, GENFIT's contribution took the form of the development and launch of a survey designed to collect the expectations of small and medium-sized European biotech companies belonging to 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 the subjects of Product information, EMA performance, Scientific Dialogue, and Patient involvement. Through its participation in EFPIA, GENFIT is committed to respecting its code of conduct.

- *International*

GENFIT also follows the activities of the Liver Forum, an independent body that brings together the majority of stakeholders in the development of therapeutic and diagnostic solutions in the field of the liver at the global level (US and European drug regulatory agencies, learned societies, opinion leaders, patient associations, healthcare manufacturers, etc.). GENFIT works very closely with the LITMUS (Europe) and NIMBLE (USA) consortia in its work to develop a simplified and easily accessible diagnostic solution to detect so-called "at-risk" MASH in patients who may rapidly develop cirrhosis if they are not aware of the risks associated with their medical condition.

- **Local ecosystem players, particularly in the health and innovation sectors**

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, offers a privileged location, enabling us to forge high-quality partnerships. GENFIT thus contributes favorably to the economic development of companies in the healthcare sector, taking advantage of the large number of hospitals and medical institutes concentrated on a single site.

- GENFIT contributes, both in kind and financially, to the CAPTECH regional fund managed by Finorpa Gestion (more details are provided in the next chapter)
- GENFIT is a member of the "Comité des Représentants" of Parc Eurasanté, and has appointed an "ambassador" to contribute to the strategic development of the park, and enhance its attractiveness and quality of life.
- After contributing to the Hibster/Deepster Hackathon in 2022 focusing on "Health Innovation", GENFIT's commitment to the Parc Eurasanté has diversified in 2023, with participation in the Steering Committee of the "Gender Diversity in Industry" project, a major campaign to raise awareness of inclusion and diversity that will be conducted among the companies and structures of the Parc Eurasanté, in partnership with the Association Femmes Ingénieures
- GENFIT is also a member of French Tech Lille, with the dual aim of sharing its experience through mentoring initiatives and forging links with innovative local start-ups. In 2023, the participation of the Corporate Affairs Director of GENFIT in the regional jury of "French Tech Rise" contributed to the pre-selection of the start-up Hiléores, enabling it to compete at national level, before winning the Deeptech prize in Paris. GENFIT est également membre du Club RH French Tech, dans un esprit de partage et de réseau pour le développement de l'emploi local sur des thématiques porteuses
- In October 2023, GENFIT took part in the departmental meeting of the PAQTE (Pacte avec les Quartiers pour Toutes les Entreprises - Pact with Neighbourhoods for All Businesses), helping to strengthen links with a number of local bodies
- GENFIT also remains involved in local life, regularly taking part in events and training courses organised by the Lille Metropolitan Area, such as energy transition workshops designed to encourage the transition to a sustainable economy in the metropolitan area.

- **Subcontractors and Suppliers**

Since 2021, GENFIT has integrated sustainable development criteria into its interactions with suppliers, in order to make them a key element in its purchasing decisions. This initiative led to a specific project in 2023 aimed at updating the company's purchasing policy with 3 new principles that we are gradually integrating to make our policy more responsible:

- Inclusion of CSR criteria in the "scorecards" used to evaluate candidate companies; based on a reference grid which, we believe, would enable us to measure the performance of one candidate supplier compared to another. We invite our employees to include this grid in their selection process. This evaluation grid may include a number of criteria to be audited by the prospective supplier.
- Inclusion, as far as possible and depending on the size of the companies concerned, of a contractual clause on compliance with good CSR practices; social, societal, environmental and governance in the contract signed with the chosen service provider, as well as compliance with our values and the United Nations' SDGs;
- Inclusion, wherever possible and depending on the size of the companies concerned, of a contractual clause inviting the chosen service provider to provide the necessary information for the reporting that GENFIT is gradually seeking to put in place to cover Scope 3 of the carbon footprint assessment.

■ CSR Players

In 2023, GENFIT continued to intensify its dialogue with its leading stakeholders in the field of CSR, in order to strengthen governance in this area and draw inspiration from the best practices in place (LEEM, BCorp, Moody's/VE, Ethifinance/Gaïa, ISS, Sustainalytics, investors, financial analysts, ESG analysts, CSR experts, etc.). More specifically, we conducted our materiality analysis by including, among the stakeholders consulted, those who were able to provide a particularly sharp and well-informed perspective.

4.1.3 Societal Initiatives - 2023 Roadmap

Creation of a Patient Advisory Board

Following GENFIT's recent strategic shift towards ACLF, we decided to strengthen our level of engagement with patients and their carers in this particular area. The specific needs of this indication need to be explored in order to be fully understood. This is why GENFIT created a specific body in 2023, which will meet at least once a year to define avenues of reflection around key themes, such as:

- **Clinical trial access:** To give under-supported patients the opportunity to access innovative therapeutic solutions. For rare diseases, which are by their very nature less well known, it is crucial to provide all potentially eligible patients with a good level of information on the possibilities of enrolling in trials;
- **Support for patients and their families, and information on the disease:** to give patients and families in stressful situations simple, high-quality access to information designed to improve their understanding of their disease. Creating a reassuring framework around the patient is also essential in the case of rare and severe diseases, as they are sometimes complex and create difficult situations for patients and their families;
- **Listening to suggestions from patient groups** and/or their representatives with the aim of including some of those relevant to the design of clinical trials.

In November 2023, the first "Patient Advocacy Council" was organized as part of the scientific congress held in Boston by the AASLD (The International Liver Congress, by the American Association for the Study of Liver Diseases). GENFIT brought together the Global Liver Institute, the leading US patient association for liver disease, and Dr Jennifer Lai, a hepatologist who specializes in liver transplants at the University of California, to discuss patients' carers' and doctors' needs in the field of ACLF and to lay the foundations for future initiatives that could help to better meet these needs.

Continued Commitment to the Captech Healthcare Innovation Fund

Captech Healthcare Innovation Fund is an early stage fund managed by FINORPA, which makes equity and quasi-equity investments in new and innovative companies operating primarily in the human and animal health sectors. The fund particularly aims to accelerate the development of projects in biotech, medtech, connected health and human or animal nutrition in the Hauts-de-France region. By seeking to leverage its investments, the Fund seeks to encourage the emergence and development of companies with strong growth potential in these cutting-edge sectors. This is an FPCI fund with a 12-year term, including a 5-year investment period. It focuses on a portfolio of around twenty companies. This expert fund relies on the network of its subscribers, who are specialists in the sector.

GENFIT's involvement in this initiative reflects our desire to promote innovation in our chosen sector and to have a tangible impact on our regional ecosystem. In 2023, this commitment was reflected in the direct involvement of GENFIT's senior management, through the participation of the Chairman of GENFIT's Board of Directors in 2 Strategic Committees, as well as the participation of GENFIT's Chief Operating Officer in 6 Assessment Committees aimed at selecting the most promising start-up projects.

"Mixité" Project with Eurasanté

Gender equality in the workplace is a priority for companies, one that GENFIT attaches particular importance to. In 2023, when Eurasanté launched the "mixité" project with the support of DREETS to encourage gender diversity in the healthcare industry in the Hauts-de-France region, GENFIT's Human Resources Director joined the steering committee. This initiative aims to enrich the project by sharing the experience and good practices implemented at GENFIT, while integrating successful strategies from other companies and stakeholders.

"One Day for an Association" - Bread of Life

GENFIT employees are always open and willing to make a commitment to society, which has been demonstrated by the many campaigns they have carried out for the benefit of various associations. In May 2023, a charity was selected by GENFIT CORP employees for targeted action: the team volunteered with Bread of Life, a non-profit organization based in Malden, MA (USA) which has been working for over 40 years to promote food security. Bread of Life provides more than 680 tons of free food to families, young people and seniors in

need in the Greater Boston area. They rely mainly on volunteers to collect and distribute the food. Our employees, under the direction of the food program coordinator, prepared 100 boxes of food, which were delivered on the same day by the charity's 2 lorries.

Involvement with Local Charities Promoting Integration, Reintegration and Fighting against Poverty

■ **Training Levy "Taxe d'apprentissage"**

Each year, GENFIT pays its "taxe d'apprentissage" (training levy) to training centers or schools offering what it considers to be worthwhile activities. In 2023, we chose to distribute this sum between four organizations:

- **Simplon**: through its social mission, Simplon uses digital technology as a lever for inclusion, integration and employment, as well as a catalyst for diversity and social innovation.
- **La Cravate Solidaire**: this organization's mission is to enable people in disadvantaged circumstances to succeed in their job interviews under the best possible conditions. The organization works for equal opportunities and aims to combat discrimination in recruitment by helping people to (re)integrate into society and succeed in their professional projects.
- **Agrocampus des 2 Vallées**: this training center offers courses for French qualifications (CAP to BTS) in agriculture, landscaping, biochemical and biotechnological analysis and laboratory quality control. The center focuses on apprenticeships, and aims to prepare students for the realities of the business world, while promoting professional integration.
- **FACE MEL**: this organization is a member of the national network of the Fondation Agir Contre l'Exclusion, whose mission is to prevent and combat all forms of exclusion, discrimination and poverty. FACE MEL supports companies in the development of inclusive projects and provides a framework to ensure that they run smoothly and can be assessed, in order to innovate and respond to new societal challenges. We have decided to allocate part of our "taxe d'apprentissage" (apprenticeship tax) to FACE MEL, given its vital role in our day-to-day support for the implementation of PAQTE (Pacte avec les Quartiers pour Toutes les Entreprises).

■ **Employee Collections and Commitments**

In 2023, GENFIT continued to support initiatives aimed at improving the lives of underprivileged or isolated populations within its local ecosystem. Our employees were once again involved, continuing the work they have been doing for several years with Atout FACE, La Cravate Solidaire, Duo for a Job, the Banque Alimentaire and Les Petits Frères des Pauvres:

- In December 2023, as part of Food Bank Week and as it does every year, GENFIT's Works Council organized a food drive for the **Banque Alimentaire du Nord** (food bank located in the North of France). Our employees' commitment was once again significant, with 216 kilos of food collected for the benefit of the 2.3 million people in need in France.
- At the end of 2023, we decided to expand our partnership with **La Cravate Solidaire**, demonstrating our shared vision of a more inclusive and equitable professional world. The clothing drive was complemented by an awareness session for our employees on the theme of discrimination in recruitment, during a quarterly breakfast followed by an interactive presentation and educational quiz. 322 kg of clothing, shoes and accessories were collected, equivalent to 2.25 kg per employee.
- As in previous years, GENFIT employees took part in the Innocent hat campaign to raise funds for the **Petits Frères des Pauvres** charity, which helps to combat the isolation that affects nearly 2 million elderly people in France. In 2023, 300 hats were produced by our employees in their spare time. They will be sent to the charity in 2024.

GENFIT regularly takes part in activities organized by **FACE** (Fondation Agir Contre l'Exclusion) in the Lille area.

In 2023, GENFIT was particularly interested in one of the activities helping schoolgirls build and reflect on their career plans. The Company decided to take part in the project by offering GENFIT employees the chance to become mentors to a group of young girls, on a voluntary basis. Volunteer employees will carry out 1 or 2 mentoring sessions over the course of 2024, during their working hours.

Additional Initiatives Beyond Our 2023 Roadmap Framework

■ **Signature of an Equal Opportunity Agreement**

In line with our ongoing commitment to this issue, we signed an agreement with the Préfète déléguée pour l'égalité des chances attached to the Préfet du Nord. This convention sets out GENFIT's commitments in our local area, confirming our desire to work in partnership with local stakeholders to offer concrete opportunities that promote the economic and social development of local communities.

■ **Race to End Violence Against Women**

In November 2023, a group of 15 GENFIT SA employees took part in the night-time race to combat violence against women. They ran between 5 and 10 kilometers as part of Challenge3919. Registration fees and a post-race snack were covered by the Company.

4.1.4 Societal Key Performance Indicators

We measure our performance in this area using qualitative and quantitative monitoring indicators. These include:

Patient Health and Well-Being

Goal: Fighting rare and severe liver diseases

- Number of therapeutic fields covered by GENFIT's Research and Development activity
- Number of Patients affected by the diseases targeted by our Therapeutic and Diagnostic Solutions
- Number of Programs Currently Ongoing at GENFIT
- Number of patients treated by the Company's products
- Number of FDA sponsored inspections related to the management of clinical trials and pharmacovigilance
- Monetary losses as a result of legal proceedings related to clinical trials in developing countries
- Description and number of events co-organized with patient associations
- Participation in healthcare-related think tanks
- Information made available to patients by the Company

Positive Contribution to Our Core Ecosystem

Goal: Stimulation of dialogue with our external stakeholders

- Number of civic initiatives GENFIT is directly or indirectly involved in
- Participation in healthcare-related think tanks
- Information made available to patients by the company

Positive Contribution to Our Local Ecosystem (Loos, France)

Goal: Local presence, social and environmental responsibility, dialogue with stakeholders

- Number of civic initiatives GENFIT is directly or indirectly involved in

Contribution to Regional and National Economic Development

Goal: Local presence, social and environmental responsibility, dialogue with stakeholders

- Number of actions in support of education, employment and integration of underprivileged populations in the Hauts-de-France region
- Amounts allocated and/or number of projects funded in the field of health innovation
- Our expenses, with a breakdown of suppliers based in France and outside France

4.1.5 Evolution of Social Indicators

Patient Health and Well-Being

Goal: Fighting rare and severe liver diseases

■ Therapeutic fields covered by GENFIT's Research and Development activity

Taking patients' expectations into account is the first of the six areas defined by LEEM in its Guide for Pharmaceutical Companies, an inventory of its recommendations on sustainable development. Since 2021, , as a result of the expansion of its Research and Development pipeline, the number of patients potentially concerned by GENFIT's therapeutic and diagnostic innovations has grown considerably. In addition to the PBC patients for whom the Company has been working for many years, it is now seeking solutions for 5 severe liver indications:

- ACLF (Acute-on-Chronic Liver Failure)
- Cholangiocarcinoma
- Hepatic Encephalopathy
- Urea Cycle Disorders
- Organic Acidemias

■ **Patients affected by the diseases targeted by our Therapeutic and Diagnostic Solutions²**

- **Primary Biliary Cholangitis (PBC):** The incidence and prevalence rates for PBC in Europe, North America, Asia, and Australia are reported as ranging from 0.33 to 5.8 per 100,000 inhabitants and 1.91 to 40.2 per 100,000 inhabitants, respectively.
- **ACLF (Acute-on-Chronic Liver Failure):** In 2021, the prevalence of ACLF was estimated to be approximately 294 thousand across the U.S., EU4 (France, Germany, Italy, and Spain) and UK. This market is expected to grow to approximately 300 thousand patients by 2036.
- **Cholangiocarcinoma (CCA):** The incidence of CCA appears to be increasing and may be as high as 2.1 per 100,000 person years in Western countries.
- **Urea Cycle Disorders/Organic Acidemias (UCD/OA):** 1,900 acute hyperammonemic crisis in the US and the five major European countries per year.
- **Hepatic Encephalopathy (HE):** In the US, approximately 200,000 patients with cirrhosis had HE in 2018. In Europe (EU-5), the prevalence of HE is close to approximately 90,000 cases.

■ **Number of Programs currently ongoing at GENFIT**

	2023
Number of ongoing clinical programs	4
Number of ongoing preclinical programs	4
Number of ongoing diagnostic programs	2



GENFIT's pipeline has diversified considerably, moving from a single compound (elafibranor) and a single indication (PBC) to a more extensive portfolio. The diversity of the mechanisms of action being explored and the indications being targeted means that risks can be spread over several programs. In 2023, 4 clinical trials were underway:

- 1 Phase 3 trial (PBC), with positive topline results at 52 weeks published in June 2023
- 1 Phase 2 trial (ACLF)
- 2 Phase 1 trials (CCA, ACLF)

In terms of preclinical research, 4 programs are now underway in ACLF and UCD/OA. One of these programs specifically targets pediatric diseases affecting newborns.

■ **Number of Patients treated by the Company's products**

No drug candidates in GENFIT's pipeline have yet been commercialized.

² GENFIT, Annual Report on Form 20-F 2023

- **Number of FDA sponsored inspections related to the management of clinical trials and pharmacovigilance**

In 2023, GENFIT was not subject to any FDA inspections relating to the management of its clinical trials and/or pharmacovigilance.

- **Monetary losses as a result of legal proceedings related to clinical trials**

GENFIT has not been involved in any legal proceedings of this type.

Positive Contribution to Our Core Ecosystem

Goal: Stimulate dialogue with our external stakeholders

- **Number of civic initiatives GENFIT is directly or indirectly involved in**

Civic initiatives GENFIT is directly or indirectly involved in	2023
<i>Support for health awareness initiatives by patient organizations (commitments and participation in global awareness days)</i>	See 4.1.2 - Our Societal Policies and Commitments See 4.1.3 - Societal Initiatives - 2023 Roadmap

- **Participation in healthcare-related think tanks**

Civic initiatives GENFIT is directly or indirectly involved in	2023
Number of health-related work groups in which the Company has participated	See 4.1.2 - Our Societal Policies and Commitments

- **Information made available to patients by the company**

At GENFIT, serving patients also means sharing information about our ongoing clinical trials, with key details accessible on our website. Our aim is to inform patients with few or no therapeutic options about the possibilities that exist in terms of clinical trials and to enable them to contact directly the clinical centers conducting the trials for which they are potentially eligible, in accordance with the appropriate regulatory procedures. All information published is subject to strict internal and external validation by ethics committees. Information is also posted online at clinicaltrials.gov.

When it comes to diagnostics, GENFIT also provides clear, precise information so that patients can find the resources and contact details they need to contact the appropriate medical authorities. Again, the content of published information is subject to strict internal and external validation.

In 2023, GENFIT released a detailed animated video explaining the causes and mechanisms of the progression of ACLF, highlighting underlying chronic conditions and explaining the cascade of organ failures that characterize the syndrome that GENFIT seeks to combat.

Since our "ACLF Day" events at the end of 2023, GENFIT has been regularly sharing video extracts on its LinkedIn page, website and Youtube channel to make high-quality medical and scientific information accessible to as many people as possible.

Important note: Most content shared with external parties is strictly controlled by a procedure, designed to ensure compliance with the rules in three major areas: Medical - Legal - Regulatory. The control points for each of these areas are members of the Company's Executive Committee.

Positive Contribution to Our Local Ecosystem (Loos, France)

Goal: Local presence, social and environmental responsibility, dialogue with stakeholders

- **Number of civic initiatives GENFIT is directly or indirectly involved in**

Civic initiatives GENFIT is directly or indirectly involved in	2023
<i>Initiatives to support those in need in our local ecosystem (food drives, material collections, participation in Company initiatives)</i>	See 4.1.3 - Societal Initiatives - 2023 Roadmap

Contribution to Regional and National Economic Development

Goal: Local presence, social and environmental responsibility, dialogue with stakeholders

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 targeted markets, we have managed to maintain a very strong presence in France and the region.

■ Actions in support of education, employment and integration of underprivileged populations in the *Hauts-de-France* region

In 2023, we have continued to pursue our recruitment policy initiated in 2021, with 30 new recruits.

GENFIT is also committed to 4 initiatives to promote education, employment and integration:

- Payment of a training levy, "taxe d'apprentissage"
- An impressive collection of 322 kg of clothing in partnership with La Cravate Solidaire to combat discrimination in recruitment
- Our commitment to the PAQTE (Pacte avec les Quartiers pour Toutes les Entreprises) since 2018
- Signature of an agreement with the Préfète déléguée pour l'égalité des chances attached to the Préfet du Nord.

For more information on these initiatives, please refer to [4.1.3 - Societal Initiatives - 2023 Roadmap](#)

■ Amounts allocated and/or number of projects funded in the field of health innovation

In 2022, a first participation of €175k was paid to the CapTech fund. In 2023, no further instalments were paid, but our commitment is set to continue for several years. See [4.1.3 - Continued Commitment to the Captech Healthcare Innovation Fund](#).

■ Expenses

At GENFIT, we reaffirm our determination to prioritize local, regional, national and European suppliers according to their services. This approach comes from our determination to support the local economy and reduce the ecological impact by prioritizing short journeys for physical supplies.

In 2023, the breakdown of our suppliers by geographic zone was as follows.

• *Suppliers Based in France*

An overall analysis of all of our committed expenditures in 2023 showed that:

- Of the 526 suppliers GENFIT SA counted in 2023, 374 were French, i.e. 71% of the total number of suppliers;
- Expenditure associated with these French suppliers represents 74% of our total expenditure, compared with 52% in 2022, an increase of 42%;
- The 10 suppliers with whom we spend the most are located around our 3 centers of gravity, with 8 based in France and 2 in the USA. Combined, they account for 59% of our total expenditure;
- More specifically, 107 of our suppliers are based in the Hauts-de-France region, where the head office of the Group's parent company (GENFIT SA) is based and where our laboratories are located, exclusively in the departments of Nord (101 of them), Pas-de-Calais (5 of them) and Oise (1 of them). Together, they represent 30% of our French suppliers and 20% of our total suppliers.

• *Suppliers Based Outside of France and Geographical Breakdown*

Of the 152 suppliers located outside France:

- 66 are located in Europe;
- 65 are located in North America (United States and Canada), almost all of whom, due to the nature of our business, are service providers for our clinical studies.

GENFIT's business activity thus feeds its local, regional and national ecosystem with a wide range of economic opportunities.

4.2 | Our Social Commitment

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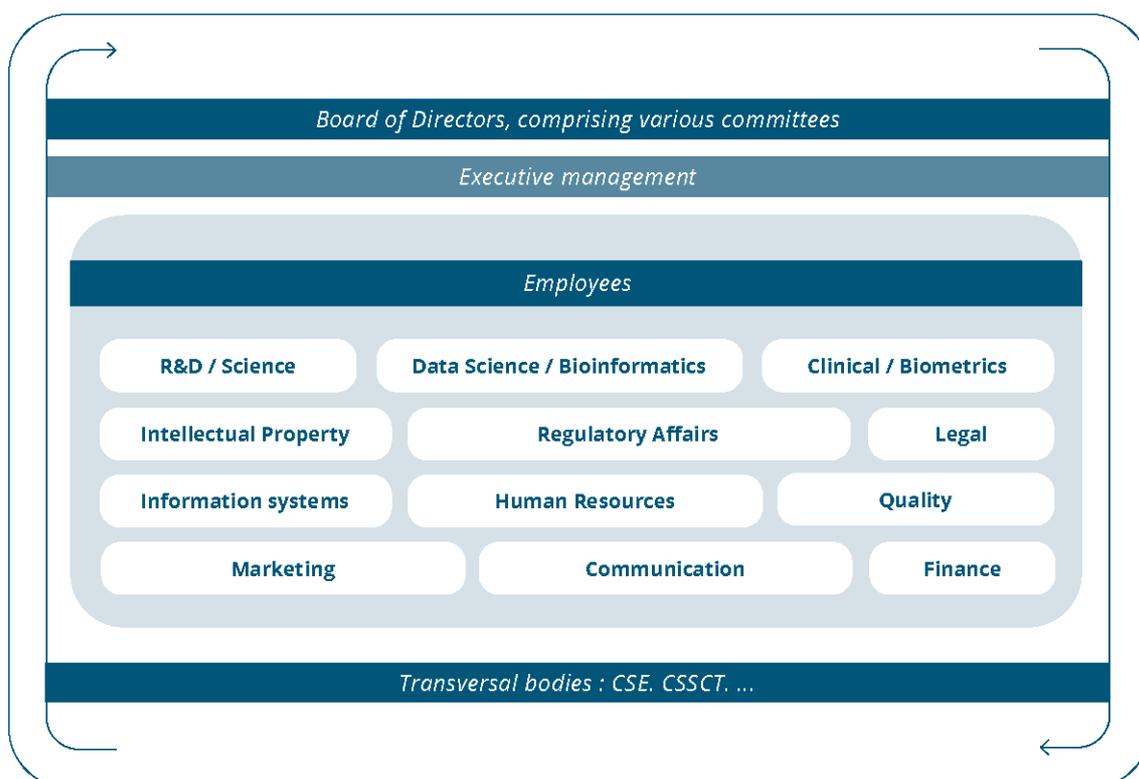
4.2.1 Our Vision of Social Commitment

GENFIT believes that its capacity for innovation depends in part on the working conditions in which employees can interact and collaborate. We also believe that our team's strength lies not only in its skills and agility, but also in the diversity of its profiles, which enrich the dynamic of our exchanges and stimulate innovation. Human resources management, which is by definition a social issue, is one of the pillars of the Company's performance. Our policy in this area is based on the following principles:

- **Developing employees' skills** and maintaining their employability;
- **Equal opportunities** and equality in terms of working conditions, remuneration or access to training;
- **Diversity of profiles:** All aspects of diversity are considered as factors of cultural enrichment within the Company;
- The **well-being** of our employees at work;
- **Exchange between stakeholders**, including feedback from employees, by coordinating several complementary channels to ensure effective collection and circulation of information.

From an operational point of view, employees work with the same tools and the same rules on a day-to-day basis, regardless of the legal entity to which they belong. All employees work within a single hierarchical organization. The Executive Committee includes members from all three legal entities. All company systems and mechanisms run across all three entities: steering committees, performance management processes, intranet, training, internal webinars ("Town Halls" - information meetings for all employees), employee surveys, company seminars, etc.).

Our internal stakeholders include:



4.2.2 Our Social Policies and Commitments

Commitment to Successful Integration into the Company

■ **Equal Opportunities in the Recruitment Process**

At GENFIT, we are committed to offering equal opportunities to all candidates, ensuring an accessible and inclusive recruitment process. Furthermore, the integration of a new employee represents a significant change, both for the team and for our company, given its size. The

quality of our recruitment process is therefore crucial if we are to respond effectively to the various issues involved. To this end, we are committed to:

- encourage and maintain diversity, by selecting a variety of profiles, talents and experience, and by basing our decisions on the real skills of candidates;
- ensure a quality experience that is consistent for all candidates, so that both candidates and teams are able to make the best possible decisions;
- promote effective collaboration between teams, regardless of their location, by selecting candidates who are fluent in French and English, according to the needs of the teams and the Company;
- promote employees' professional development by offering internal promotion paths and encouraging versatility.

The conditions for success defined by GENFIT in its recruitment processes are as follows:

- each candidate receives an acknowledgement of receipt as soon as 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 qualify the candidate's project;
- interviewing methods are varied, allowing everyone to have a chance: videoconferencing, telephone, face-to-face interviews;
- interviews at the premises are grouped over half a day, whenever possible;
- company representatives are clearly identified, they can give details on the proposed missions;
- all exchanges are strictly confidential;
- for positions based in France, an English listening comprehension test is systematically carried out, as well as a reference check, with the candidate's permission;
- every candidate receives an answer, even if it is negative;
- in order to ensure the best possible candidate experience, and to guarantee the efficiency of the recruitment process, GENFIT has, since February 2019, been equipped with an application management tool interfaced with a dedicated recruitment website: jobs.genfit.com. This tool also ensures GDPR compliance for all candidate data, regardless of location (Europe or US), and provides statistical data on the evolution of applications. At the end of 2022, this tool was extended to recruitment in Switzerland.

■ **Integration Program**

GENFIT's commitment to its employees begins as soon as they join the Company. The integration of every new Employee is built around a specific schedule drawn up with their manager, whose role is key to their successful integration. At GENFIT, we want the induction process to be a natural extension of the recruitment process and to reflect our vision of the company. All our communications, both before and when the employee's arrival, ensure that he or she feels expected, so that they can take up their duties in the best possible conditions from the very first day onwards:

- The mandatory common training courses (information security, confidentiality, etc.) are grouped together in the first week as much as possible, and are supplemented by a specific course depending on the position;
- These training sessions are led by different employees from different teams, thus allowing the newcomer to meet both the internal trainers and other employees who are completing their integration course at the same time, if necessary;
- The Human Resources Department publishes a specific notice on the collaborative intranet for all new arrivals, whatever their job level, in French and English, with their name, photo (with the employee's permission) and job title;
- An evaluation of each employee's probation period is systematically carried out by the employee and his/her manager, with the support of the HR team if necessary. In France, validation of the trial period is the subject of a formal letter sent to the employee;
- Regular events organized by the Works Council complete the process, further accelerating the natural integration of new arrivals.

■ **Gender Parity and Diversity**

During annual salary reviews, the HR team checks for pay gaps and increases in terms of gender parity. The Human Resources Department also regularly updates its processes to ensure the inclusion of women at every level of the Company.

■ **Diversity**

Beyond gender diversity and parity, diversity of profiles is considered a key to the success of our projects, which require versatility and expertise. This diversity is integrated into our practices from the moment we recruit employees, where each application received is scrupulously studied on the basis of **skills**.

■ Fighting against Moral and Sexual Harassment and Sexist Behavior

GENFIT is committed to implementing the means available to fight against moral and sexual harassment and against sexist behavior. In this respect, GENFIT has taken several measures aimed at preventing any situation of harassment, and where necessary, identifying and alerting employees to any potential situation of harassment or sexist harassment:

- Internal regulations, which are available to all employees, set out the provisions relating to moral and sexual harassment and to sexual harassment as defined in the Labor Code;
- Two referents (one man and one woman) have been appointed to combat sexual harassment and gender-based harassment. They are members of the Works Council's staff delegation and have received dedicated training;
- The Human Resources team has appointed an anti-sexual harassment and sexual harassment officer, who has received dedicated training;
- An internal procedure for reporting and dealing with sexual harassment has been

These provisions are designed to ensure:

- Identify situations involving sexual or moral harassment;
- Identify at-risk behaviors and situations;
- Understand the very definition of harassment in order to anticipate, prevent, react to and combat moral and sexual harassment.

■ Disability Charter

In February 2023, GENFIT formalized its commitments to people with disabilities through a Disability Charter. In addition to giving concrete form to our commitments, the aim of our charter is to continue to raise awareness of the issue of disability among all of our employees. The 10 articles are essentially inspired by the Disability Charter proposed by the International Labor Organization. The Charter applies to all GENFIT employees, regardless of location, and every employee joining the company receives a copy along with the Code of Conduct and Ethics.

Commitment to Employee Health

■ Quality of Premises

The headquarters premises, built in 2001 and extended in 2019, offer a high quality of life:

- A total surface area of 6,580 m²;
- Accurate, high-performance scientific equipment, inspected annually by external service providers to ensure compliance with current standards (NF), installed in secure laboratories;
- Offices spacious enough to respect social distances and with plenty of light;
- A 2-storey extension completed in 2019, including numerous modular workspaces, constructed in accordance with the RT2012 thermal and NRA2000 acoustic regulations;
- Several break rooms accessible at all hours and a number of dining areas;
- A gym with adjacent showers, which were renovated and enlarged in 2021 and accessible to all GENFIT SA employees, enabling them to exercise in good conditions. The facilities include new equipment and a television with various exercise videos;
- An outdoor area with a number of flowerbeds featuring a variety of tree species, and outdoor tables for summer dining;
- Private, secure parking for cars and motorbikes (including bicycles and scooters);
- Close proximity to public transport: metro, bus and self-service bicycles.

To ensure optimal air quality in the Loos laboratories, offices and meeting rooms, a range of equipment is installed in the buildings:

- Air conditioning;
- Filtration of new and recycled air by bag filter;
- Plate heat exchanger that recycles 80% of air and heat.

Although the temperature of each office can be controlled independently, the overall temperature of the building is controlled in both summer and winter.

The Company has filed the necessary declarations for its facilities, and holds the necessary permits to carry out its activities. Technical checks and inspections are carried out in accordance with current legislation.

■ Medical Coverage

Health coverage is an important element of GENFIT's policy. It is applied differently to employees attached to GENFIT SA and those attached to GENFIT Corp, in order to take account of the specificities and regulatory disparities between France and the United States:

- In France: GENFIT SA employees and their families benefit from health insurance with regularly updated benefit booklets, as well as provident cover with several options for employees. In 2022, the employee health insurance packages were renegotiated, and the introduction of a supplementary insurance plan was offered to those interested.
- In the United States: GENFIT Corp. employees and their families benefit from a referral plan (PPO - preferred-provider organization, which gives employees greater flexibility in their choice of healthcare professionals) with a limited excess, and whose insurance premium is covered by the Company, with a harmonization of the offer throughout the United States by 2022. Dental and vision insurance is also provided for employees and their families, with premiums covered by the company.
- In Switzerland: In 2023, as planned, improvements to existing medical coverage were implemented.

■ **Supplementary Health Insurance**

At the beginning of 2023, GENFIT SA made two major changes to its employee health cover:

- Firstly, the Company has changed insurers for its health expenses ("mutuelle"), enabling it to maintain the same contribution rate until the end of 2024. This rate has remained unchanged since 2017;
- It has also introduced an optional supplemental health insurance plan for all employees based in France, at a highly competitive rate in terms of coverage (under €10 for executives and non-executives for the "Isolé" plan, and between €11 and €17 for the "Famille" plan), giving them access to additional coverage to the basic plan for employees who decide to subscribe (e.g. better reimbursement for dental implants, eye surgery, alternative medicine, etc.).

■ **Occupational Medicine**

GENFIT SA employees have the necessary health and safety clearance and training to use our equipment. They are subject to medical supervision by the occupational physician (which is reinforced where necessary), including annual medical check-ups and blood tests for employees 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 are sent to all staff via the intranet, to the Occupational Physician, and to the Labor Inspectorate and CRAM.

■ **Promoting Access to Physical Activities for Employees**

GENFIT recognizes that taking part in sporting activities, which contribute to health and well-being, has an impact on employee morale and boosts productivity. GENFIT encourages employees to take part in physical activity, in particular by providing a gym and organizing pilates classes. Employees are also encouraged to take part in various physical activities at lunchtime at the local sports facility in Loos, such as futsal, badminton and basketball.

Commitment to Value Sharing

■ **Employee Shareholding in the Company's Capital**

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

- Free shares to all eligible employees, corporate officers and executive directors of GENFIT SA;
- Stock subscription options (stock options) for the benefit of certain employees and corporate officers of all GENFIT entities.

These instruments have been put in place to develop loyalty and motivate teams, attract new talent, and involve them in achieving operational and financial targets. They enable us to:

- Continue to offer new employees compensation packages that are competitive with those offered by other companies in the sector, particularly in the United States;
- Convert part of the total compensation of employees into shares;
- Motivate employees to achieve medium/long-term objectives.

Commitment to Responsible Management of Possible Organizational Transitions

As was the case in the context of the acquisition of Versantis AG at the end of 2022 or in 2020 in the context of the Workforce Reduction Plan (see the previous extra-financial performance reports published in 2022 and 2023), GENFIT attaches particular importance to the management of organizational transitions, so that its employees are stakeholders in the processes put in place, and are properly informed (in addition to the legal obligations, where applicable):

- **Responsible Management:** GENFIT constantly strives to improve its performance, and is committed to ensuring that any reorganization serves this objective.
- **Information and Consultation of the Works Council and Employee Delegates:** Extraordinary meetings are held with the company's Works Council to address all issues, and answer all employee questions (as provided for by French law for certain types of reorganization).

- **Impact Mitigation Measures (e.g. PSE) or Optimization (e.g. acquisition):** Specific plans to address the specific context and its challenges, and support employees throughout the process of change.
- **Informing all Employees:** Through employee representatives and additional communication channels, whilst ensuring that the Company's management is readily available.

4.2.3 Social Initiatives - 2023 Roadmap

Annual Employee Survey

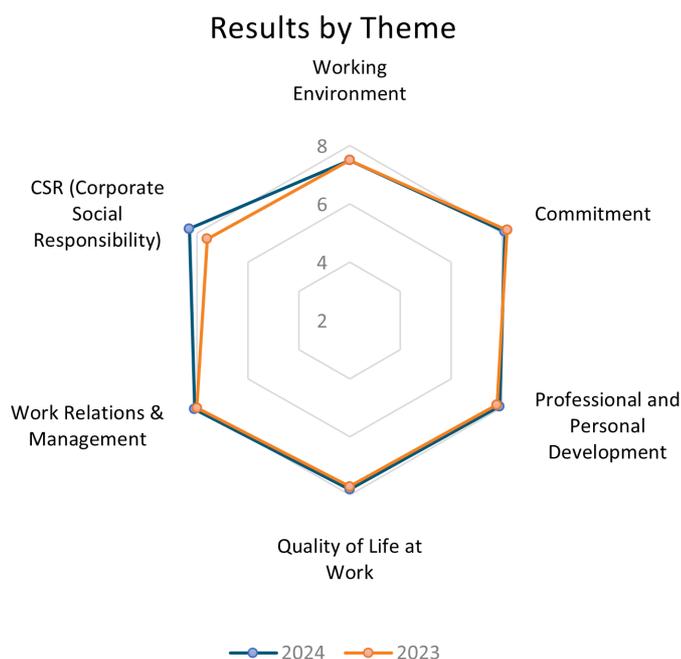
■ About

GENFIT has conducted a major annual, anonymous survey of all its employees in France, the United States and Switzerland since 2021, in collaboration with an independent external partner. The method used is the same from one year to the next, in order to analyze the most significant changes. The survey also includes questions specific to current conditions, changes in the environment or emerging themes. The survey is open for several weeks, to give each employee time to respond. The results are analyzed anonymously and aggregated for the smallest teams (to guarantee anonymity) and are shared with all staff via various internal communication channels. They are supported with details of the specific action plan developed on the basis of the survey's main findings. Participation rates are generally high, indicating that employees :

- are committed to moving the Company forward;
- consider that concrete actions are taken after each survey.

■ Data from the Survey Conducted in Early 2024

- **Participation:** 94%
- **Overall Score:** 8/10
- **Scores by Question Category:**
 - o Work Environment - 9 questions (unchanged) - Score: 7.5/10
 - o Commitment - 15 questions - Score: 8.1/10
 - o Career Development - 9 questions - Score: 7.9/10
 - o Quality of Life at Work - 4 questions (unchanged) - Score: 7.8/10
 - o Work Relations and Management - 10 questions (unchanged) - Score: 8.1/10
 - o Transformation - 12 questions - Score : 7.8/10
 - o New criterion - CSR - 4 questions - Score: 8.3/10
 - o Other Questions



■ Conclusions

The main findings of this fourth campaign can be summarized as follows:

- Participation rates were stable, at high and even very high levels, confirming employees' satisfaction with the year;
- Scores are stable overall, and all above 7.5/10;
- Several areas for improvement have been identified, corresponding to subjects already identified by General Management.

■ Action Plan

At the time of writing, our action plan is being finalized. It will be shared with the teams that are directly concerned, and the main points will be communicated to employees.

Teambuilding Activities

GENFIT is committed to creating an environment that fosters cohesion and solidarity, both within and between teams, locally and internationally. To strengthen these bonds, the Company regularly organizes teambuilding activities. These initiatives are designed to facilitate the integration of new employees and encourage interaction between different departments that do not necessarily work together on a day-to-day basis. These shared experiences are essential for a company whose success depends on its ability to innovate. This innovation is stimulated by informal exchanges, spontaneity and employees' commitment to the Company's values.

- French Teambuilding Day - June 2023. This social event for employees was designed to be eco-responsible. During a Climate Fresk workshop, attendees discussed the challenges of climate change and identified actions to be taken on a personal and professional level. The event also included a lunch featuring local produce and a visit to the marshes in the Audomarais region. The post-event feedback survey was largely positive, with suggestions for future editions.
- USA Teambuilding Day - May 2023. The team met in person in Cambridge, MA. This was an important day, especially for new employees, as home-working is becoming more commonplace. The day included volunteering with "Bread of Life", an organization that helps those in need by preparing and distributing food. The day ended with a visit to the climate change exhibition at the Harvard Museum of Natural History, where we focused on environmentally responsible activities.
- Annual Seminar, October 2023 (Global). In line with our commitment to corporate social responsibility, we opted to travel by train and hold the event in France. This was the second seminar since the COVID-19 pandemic, and provided an opportunity for new employees, as well as colleagues from GENFIT Corp and VERSANTIS, to meet each other. We organized a number of convivial activities, including a team presentation session inspired by scientific congresses. This mock congress was a playful way to facilitate understanding of everyone's roles within the Company.

Implementation of a Workplace Healthcare Access Service for Employees - Predilife

The well-being of our employees is essential, and access to healthcare can at times be facilitated by the employer. This is why GENFIT chose to take the opportunity offered by the breast cancer awareness campaign "Octobre Rose" in 2023 to establish a partnership with Predilife, a leading provider of predictive medicine in France, who supports companies in their policy of health and well-being in the workplace, with the aim of reducing the risk of serious illness. GENFIT offered its female employees over 40 a breast cancer prevention check-up, which was fully paid for by the Company. A breast cancer awareness conference led by Dr Stella Carpentier, medical obstetric gynecologist, was also organized for all GENFIT employees. This first edition was a great success, with 18 out of 36 eligible employees being screened.

Encouraging and Valuing Diversity

Diversity is particularly important to GENFIT in the management of its human capital, whether it concerns age, gender, career path, nationality, family status, name, health status, disability, etc. To continue to promote diversity, and ensure that it is transformed into strength, two initiatives have been undertaken:

- Involvement with the AFMD (Association Française des Managers de la Diversité - French Association of Diversity Managers), to encourage thinking about ways of promoting diversity, and identify possible synergies with relevant stakeholders;
- Raising awareness about cognitive biases through a workshop conducted in collaboration with La Cravate Solidaire, to help our employees become more aware of the pitfalls that these unconscious biases can induce, and their influence on certain behaviors or decisions.

Reflection on an Internal Policy for "Caregiver" Employees

GENFIT recognizes the difficulty that caring for a seriously ill or disabled/dependent loved one can pose. With this in mind, in 2023, the Company chose to set up an offer for "caregiver" employees with its partner DIOT SIACI. In April 2024, the MyPrevention application will enable each employee concerned to benefit from a range of services: access to experts and online advisors, assistance with occasional unavailability, support platforms, financial guidance, etc. Our aim is to provide support, help and advice to help improve the day-to-day lives of employees who are caregivers, as well as those who are being cared for.

Evolution of our Internship Policy

GENFIT has always taken on interns to expose them to the world of work, and to inspire potential vocations in the healthcare field. In 2023, the Company has redefined its policy to adapt to changing needs and increase the efficiency of its process. This includes ensuring a good distribution of profiles, in order to meet diversity objectives, particularly in terms of level of education. The different types of internship (discovery and observation internships, practical internships, etc.) and certain principles (periods eligible for internships, type of need, duration, role of the tutor to ensure quality support, etc.) have been reviewed.

In addition to serving students, particularly those from scientific backgrounds, the approach also aims to enhance the skills of employees working in positions and functions that do not yet expose them to team management, in line with the "managerial curriculum" that GENFIT has already put in place.

For more information, see [Chapter 4.2.5 - Work-Study Students/Interns](#)

Improving Workspaces and Work Environment

As GENFIT attaches particular importance to improving the quality of life at work, a campaign to improve workspaces was launched in 2023:

- Creation of new offices and complete refurbishment of a long-standing wing of the main building, with the purchase of new furniture, upgraded lighting, etc.;
- A participative initiative enabling employees to contribute to the choice of certain decorative elements in meeting rooms, corridors, shared offices and individual offices. Employees are invited to vote on a selection of works of art by local artists on a variety of themes. This reflection also includes a section on the Company's 25th anniversary.

Additional Initiatives Beyond the 2023 Roadmap

- **Initiatives Undertaken by Employees**
 - **Weekly "English Lunches"** organized by one of our employees, so that all employees can share an "English only" lunch break and improve their level of English in a fun, relaxed atmosphere.
 - **Chess Club**, launched in early 2023 by employees.
 - **"Contemporary Board Games" evenings** hosted by an employee.

- **Action Taken to Protect Employees' Purchasing Power**

General Management and the elected members of the Works Council (Comité Social et Économique - CSE) held discussions aimed at preserving the purchasing power of GENFIT SA employees, particularly those most affected by the rising cost of living. It was thus decided to take a differentiated approach according to pay level, and to grant a larger percentage increase to employees whose gross monthly pay was less than €3,000, as their purchasing power was proportionally more affected by the economic context. It was also decided to introduce a base salary for laboratory staff, who are affected by a challenging job market. In order to help GENFIT SA employees maintain their purchasing power, General Management also negotiated with the insurer to keep the rates of their health insurance contracts unchanged. It was also decided to introduce an optional supplementary insurance plan at a competitive rate as of January 1, 2023.

For more information, see [Chapter 4.2.5 - Evolution of Social Performance Indicators](#)

4.2.4 Social Key Performance Indicators

We measure our performance in this area using qualitative and quantitative monitoring indicators. These include:

General Indicators for Building Human Capital

Goal: *Recruit, develop and retain employees*

- Workforce and Geographical Distribution
- Staff Turnover Rate

General Indicators of Financial Security for Employees

Goal: *Action to maintain employees' purchasing power*

- Percentage of Employees on Permanent Contracts
- Salaries and Salary increase (including Bonuses)
- Employee Shareholders in the Company

Diversity and Inclusion Indicators

Goal: *Equal opportunities, diversity and combating all forms of discrimination*

- Equal Access to Recruitment
- Diversity
- Women in the Organization (gender equality index)

General Indicators for Employee Training and Development

Goal: *Recruit, develop and retain employees*

- Training Program (Training Program, Participation in Training Events)
- Work-Study Students/Interns

General Indicators for Employee Representation

Goal: *Recruit, develop and retain employees*

- Works Council - Employee Representation and Collective Agreements
- Anonymous Employee Commitment Survey
- Internal Communication and Access to Information

General Health and Safety Indicators at Work

Goal: *Promote good health practices and employee well-being at work*

- Absenteeism (number of days and absenteeism rate)
- Sick leave (number of sick leave requests filed by employees)
- Vaccinations (number of employees vaccinated against influenza)
- Workplace injuries and occupational diseases

General Indicators for Quality of Life at Work

Goal: *Promote good health practices and employee well-being at work*

- Organization of work (Flexibility working hours, Telecommuting)
- Collective Life in the Company (promoting collective life in the workplace, additional benefits, bicycle mileage allowance and public transport reimbursement)

4.2.5 Evolution of Social Performance Indicators

General Indicators for Building Human Capital

Goal: Recruit, develop and retain employees

■ Workforce and Geographical Distribution

Workforce*	12/31/2023				12/31/2022				12/31/2021		
	Global	GENFIT SA (France)	GENFIT Corp (USA)	Versantis (Switzerland)	Global	GENFIT SA (France)	GENFIT Corp (USA)	Versantis (Switzerland)	Global	GENFIT SA (France)	GENFIT Corp (USA)
Research & Development	78	64	7	7	73	58	8	7	55	50	5
Science-related services	18	16	2	0	18	16	2	0	18	16	2
Administration & Management	61	56	3	2	55	51	3	1	47	44	3
Marketing & Business Development	2	2	0	0	2	2	0	0	2	2	0
Total	159	138	12	9	148	127	13	8	122	112	10
Executives	127	107	11	9	116	96	12	8	97	87	10
Non-executives	22	21	1	0	24	23	1	0	21	21	0
Other status	10	10	0	0	8	8	0	0	4	4	0
Total	159	138	12	9	148	127	13	8	122	112	10
Men	59	55	2	2	56	51	2	3	53	44	9
Women	100	83	10	7	92	76	11	5	69	68	1
Total	159	138	12	9	148	127	13	8	122	112	10
Average workforce	153.98	133.56	12.69	7.74	132.65	119.46	11.13	2.06	122.72	112.71	10.01

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

■ Staff Turnover Rate

As with any innovative structure, the renewal of human capital is a classic and healthy process for GENFIT and its employees. In 2023, the staff turnover rate for GENFIT SA is expected to fall to 8.27%, compared with 17% in 2022. Similarly, staff turnover for the GENFIT Group as a whole is down to 9.12%, compared with 20% in 2022.

General Indicators of Financial Security for Employees

Goal: Action to maintain employees' purchasing power

■ Percentage of Employees on Permanent Contracts (GENFIT Group)

Number of employees	31/12/2023	31/12/2022
in permanent contract	145	137
in fixed-term contract (work-study contract)	14	8
in fixed-term contract	4	3
Total	159	148

As of December 31 2023, **91%** of the Company's employees had permanent contracts.

■ Salaries

GENFIT SA	2023	2022	2021	2020
Gross total payroll	€9,264,375	€8,693,015	€6,998,885	€9,403,625
Average workforce*	132	117	110	173
Average gross compensation	€70,185	€74,299	€63,626	€54,356
Median gross compensation	€46,935	€51,148	€41,524	€45,360

*The average number of employees here does not include account agents

Based on the assessments carried out during the performance management process, the Company makes individual salary adjustments, taking into account the Company's overall performance, as well as internal or external benchmarks linked to the position and the sector. These revaluations come into effect from April 1, for all the Group's legal entities.

For France in particular, with inflation still high and uncertainties surrounding its evolution in 2023, General Management and the elected members of the Works Council (Comité Social et Économique - CSE) held discussions aimed at preserving the purchasing power of GENFIT SA employees, particularly those most affected by the rising cost of living.

It was thus decided to take a differentiated approach according to pay level, and to grant a larger percentage increase to employees whose gross monthly pay was less than €3,000, as their purchasing power was proportionally more affected by the economic context.

Salary increases always take into account 3 criteria: individual employee performance over the past year, the positioning of the employee's remuneration package in relation to the job market, and any changes in position (known as internal promotion). The total amount distributed to employees whose gross monthly pay was less than €3,000 thus amounted to 7.4% of gross payroll.

The budget distributed to the rest of GENFIT SA's workforce, whose gross monthly pay exceeded €3,000, amounted to 5.1% of gross payroll.

It was also decided to introduce a base salary for laboratory staff, who are affected by a challenging job market. This base salary This base salary has thus been set for 2023 at €2,125 (gross), based on 35 hours, for Laboratory Technicians, and at €2,225 (gross), also based on 35 hours, for Research Associates and Research Assistants. This minimum salary corresponds to GENFIT's commitment not to hire for these positions below these figures.

In order to help GENFIT SA employees maintain their purchasing power, General Management also negotiated with the insurer to keep the rates of their health insurance contracts unchanged. It was also decided to introduce an optional supplementary insurance plan at a competitive rate as of January 1, 2023.

The elected members of the GENFIT SA Works Council and General Management have negotiated:

- The renewal of the optional 75% reimbursement of public transport costs until December 31, 2024 (Collective agreement on the reimbursement of public transport costs, signed on January 22, 2024).
- The management of paid leave reference periods by calendar year, to facilitate the management of entitlements for new employees and bring the rules into line with other employee leave entitlements (Collective agreement on changing the paid leave reference period, signed on July 28, 2023).
- The management of paid vacations specific to the transition period by transferring days from the time-clock system to a Collective Retirement Savings Plan, with the possibility of GENFIT matching contributions (Rider no. 5 to the Collective Retirement Savings Plan Agreement, Rider no. 1 to the Collective Agreement relating to the Compte Epargne-Temps signed on August 23, 2023 and Rider no. 1 to the Collective Agreement relating to the PERECOL signed on November 11 2023).
- The transformation of the PERCO into a PERECOL (Collective agreement relating to the PERECOL, signed on November 27, 2023)

- The changeover from some of the mutual funds available via the PERECOL and PEE schemes to new funds that are more in line with the Company's CSR approach ("Avenant n°3 au Plan d'Epargne Entreprise" signed on November 11, 2023).

■ Bonuses

Workforce at 31 December	2023		2022		2021		2020	
	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)	Number of people involved	Variable compensation (% of gross salary)
Directors/Managers	39	10%	31	17%	34	14%	34	6%
Other employees	99	6%	97	14%	78	11%	84	8%

Following the evolution of our performance review process, eligible employees can benefit, in addition to their fixed income, from an individual annual performance bonus (paid in March the following year). The final bonus is the direct consequence of the individual performance assessment approved by the Company.

At GENFIT, performance reviews take place in several stages throughout the year and aim to provide a fair assessment of every employees' performance. During the year, 3 formal interviews are dedicated to this subject:

- At the beginning of the year: Setting the year's objectives according to the Company's objectives
- Mid-year: Progress report on the achievements of the first part of the year, positive and constructive feedback, potential readjusting of objectives
- End of year: Final assessment of performance and objectives

■ Employee Shareholders in the Company

Details of the allocation and conditions of the share-based and performance-based incentive plans are described in Section "6.1.2 - Intéressement des salariés et mandataires sociaux dirigeants au capital de la Société" of the 2023 Universal Registration Document.

Diversity and Inclusion Indicators

Goal: Equal opportunities, diversity and combating all forms of discrimination

At GENFIT, we want everyone to have an opportunity, regardless of their origin, age, gender or career path. In 2022, to ensure that diversity and inclusion are addressed in a broader sense, we chose to demonstrate our commitments by presenting performance indicators related to our employees' diverse profiles, including their gender, level of education, age, nationality, country of birth and seniority in the Company, all of which contribute to our employees' mutual enrichment as well as to the Company's overall performance.

■ Equal Access to Recruitment

Recruitment	2023	2022	2021	2020
Number of applications received (including unsolicited applications, internships and work-study programs)	1,613	2,138	2 789	1 533
Number of pre-qualifications done by phone (one maximum per candidate)	356	287	108	284
Number of interviews conducted (video, phone, face to face, one or more per candidate)	243	458	641	506

In 2023, we continued to strengthen our teams and expertise through recruitment. This was clearly demonstrated by the arrival of 30 new employees in the Company.

To do this, in 2023 we carried out 356 telephone pre-qualifications, a substantial increase on the previous year (287 in 2022), despite a smaller number of open positions.

The difference between the number of telephone pre-qualification interviews and the number of open positions is explained by our desire to give more candidates a chance and to initiate exchanges, so that candidates can at least have an initial interaction with the Company and ask questions.

The difference between the number of telephone pre-qualification interviews and the number of open positions stems from our commitment to providing opportunities for a greater number of candidates to interact with us early in the process, ask questions and better understand our expectations. This shows that GENFIT is committed to an inclusive approach to recruitment, aimed at broadening access to professional opportunities and promoting transparency in the recruitment process.

We work closely with managers to ensure that the qualifications required for each position are assessed objectively, either through appropriate technical questions, or through role-playing. These exchanges ensure that diplomas and skills are in line with the requirements of each position, thus reinforcing the relevance and quality of our recruitment.

We have adopted a more inclusive approach to communication by changing the job titles in all of our advertisements to indicate "F/H/X" (listed in alphabetical order, not reflective of an order of preference) instead of "F/H" only. This reflects our commitment to gender diversity, and to creating an inclusive and respectful working environment.

To reiterate that we are all responsible for the existence of a corporate culture that leaves no room for discrimination, we have included a clear message at the bottom of each of our job adverts, reaffirming our stance against all forms of discrimination. This underlines our commitment to assessing each candidate solely on the basis of their skills and potential, without discrimination of any kind.

These actions reinforce our position as a socially responsible company, contributing to an ethical, equitable and inclusive professional ecosystem. We are convinced that these practices not only improve the quality of our recruitment, but also contribute to building a more diverse and egalitarian professional community.

These measures reinforce our position as a socially responsible company, contributing to an ethical, fair and inclusive working environment.

■ Diversity

	at 12/31/2023					at 12/21/2022				
	GENFIT SA (France)	GENFIT Corp (USA)	Versantis (Switzerland)	Total	Proportion	GENFIT SA (France)	GENFIT Corp (USA)	Versantis (Switzerland)	Total	Proportion
Type										
Women	83	10	7	100	63%	76	11	5	92	62%
Men	55	2	2	59	37%	51	2	3	56	38%
Age range										
Up to 25 years old	11	0	0	11	7%	7	0	0	7	5%
From 26 to 30 years old	13	0	3	16	10%	14	0	2	16	11%
From 31 to 35 years old	24	1	0	25	16%	32	2	0	34	23%
From 36 to 40 years old	22	1	2	25	16%	16	1	1	18	12%
From 41 to 45 years old	22	3	1	26	16%	18	3	1	22	15%
From 46 to 50 years old	17	1	2	20	13%	14	3	3	20	14%
Over 50 years old	29	6	1	36	23%	26	4	1	31	21%
Naionality										
French				123	77%				112	76%
Foreign		UD		36	23%		UD		36	24%
Level of study										
Diploma of level ≤ the baccalaureate				13	8%				9	6%
Baccalaureate										
BTS				20	13%				17	11%
DUT				7	4%				6	4%
Licence				11	7%				11	7%
1 st year of Master		UD		4	3%		UD		4	3%
Master, DEA, DESS, magistère				51	32%				54	36%
Engineer or Grande École				6	4%				5	3%
Doctorate				26	16%				21	14%
Doctorate in health				21	13%				21	14%
Seniority in the compagny										
Less than 1 year				27	17%				42	28%
1 year				33	21%				22	15%
Between 2 and 3 years				20	13%				7	5%
Between 3 and 5 years		UD		19	12%		UD		24	16%
Between 5 and 10 years				29	18%				23	16%
Between 10 and 15 years				2	1%				4	3%
More than 15 years				29	18%				26	18%

UD = Undisclosed

Diversity at GENFIT is characterized by:

- A homogeneous distribution in different age groups;
- Nearly one third of employees are foreign;;
- A relatively balanced mix of different levels of education;
- A healthy distribution in terms of seniority.

In addition, 10 GENFIT SA employees live in a priority district (according to the geographic information system database for urban policy).

■ Women in the Organization

GENFIT scored 89/100 on the gender equality index for GENFIT SA (France - Loos/Paris) in 2023, according to the calculation method defined by the French government, with the following details:

- Pay gap: Score obtained: 39/40. Slight gap between men's and women's pay, in favor of men or women depending on the category, with a total gap of 0.9% in favor of men in 2023 (vs. +2.54% in favor of women in 2022);
- Salary increase gap: Score obtained: 35/35. The proportion of women and men present for at least 183 days in 2023 who received a salary increase is almost identical, with 65 women out of 75 (86.7%) and 39 men out of 47 (83%);
- Employees who received a raise when returning from maternity leave: Score obtained: 15/15, i.e. 4 out of 4 women received a raise when they returned from maternity leave;
- Number of women among the 10 highest earners: 0/10 for GENFIT SA (Loos and Paris). GENFIT SA's 10 highest earners will be 1 woman and 9 men in 2023. However, we feel it is important to point out that GENFIT's Executive Committee is spread over 3 international sites (France/US/Switzerland), so the relevant indicator would be the global indicator. This gives a score of 10/10 for GENFIT "all sites", including the application of exchange rates and standard of living. At the time of writing, in April 2024 and all sites combined, 5 members of the Board of Directors are women, i.e. 62.5%, and 5 members of the Executive Committee are women, i.e. 38%.

The total score for GENFIT SA (France) for 2023 based on the 4 indicators is 89/100, and the total score for all sites for 2023 based on the 4 indicators is 99/100, compared with Egapro's national average of 87/100 for the "Specialized scientific and technical activities" sector.

General Indicators for Employee Training and Development

Goal: Recruit, develop and retain employees

■ Training Program

In 2023, we have continued our efforts in terms of training, as we believe that we are co-responsible for the professional development and continued employability of our employees.

Our teams spent 2,719 hours on training courses provided by external training organizations, at a total cost of €160k. The number of hours spent in training in 2023 is a significant increase on 2022 (2,400 hours of training), demonstrating our ongoing commitment to developing our teams' skills. In addition, in 2023, 545 hours of in-house training were provided by GENFIT.

In 2023, we trained 176 employees, compared to 121 in 2022.

GENFIT Group scope	2023	2022	2021	2020
Number of hours	2,719	2,400	1,278	1,440
Number of employees trained	176	121	68	123
Average hours per employee trained	15	20	19	12
Cost (in thousand of euros)	160	128	58	106

Our commitment to developing managerial skills has continued successfully with our "Managers Curriculum" program, introduced in September 2021. In 2023, we enhanced this program with a new module on French labor law for day-to-day management. This module was also delivered in English to GENFIT Corp and Versantis managers who directly or indirectly manage teams based in France.

We have also renewed our "Employee Curriculum" training program, which has been in place since September 2022. A new module aimed at developing public speaking skills has been successfully tested, and will soon be rolled out more extensively to enable our teams to develop their communication skills.

We have launched an e-learning skills development test module in English and French, as well as an Excel skills development program.

The manager and employee curriculum was rolled out for our employees in Switzerland, reinforcing the Group-wide consistency of our training practices. A similar training initiative has been launched in the United States.

Another key element of our training approach is our dedicated course for new arrivals. This program ensures the quick and effective integration of new employees. It offers not only a comprehensive introduction to our corporate culture, but also practical tools to help them carry out their duties in the best possible conditions. This course is not included in the training hours mentioned above, underlining our commitment to offering a complete induction experience.

■ **Participation in Continuous Training Events and Internal and External Information Sessions**

GENFIT regularly encourages its employees to develop their skills through other opportunities: continuous training, events, congresses or webinars organized either directly by the company, or by recognized experts within its ecosystem:

- *Internal Events*
 - Organization of scientific webinars led by doctors who are experts in our areas of interest (Key Opinion Leaders or KOLs), who are invited to speak by the Company. In 2023 for example, a general presentation session on ACLF was proposed to employees, covering a variety of topics (disease definition, patient pathway from diagnosis to management, sharing of practice experience, sharing of identified gaps and needs for doctors and patients, discussions on current research, etc.);
 - Organization of information, training and conference sessions led:
 - by the Company's General Management, e.g. Town Halls;
 - by company executives, e.g. Leadership Meetings;
 - by employees who are subject-matter experts, to raise awareness and share knowledge, e.g. Knowledge Forums;
- *Participation in External Events*
 - Participation in international scientific and medical conferences and congresses organized by Learned Societies or world experts, such as the EASL International Liver Congress™, the AASLD TLM® or the Paris NASH Meeting;
 - Participation in educational webinars related to our areas of interest, organized by Patient Associations such as the Global Liver Institute (GLI), the Cholangiocarcinoma Foundation or the European Liver Patients Association (ELPA);
 - Participation in any other event relevant to the employee's job, on request and with the agreement of the employee's line manager.

■ **Work-Study Students/Interns**

	2023	2022
Number of higher education interns	10	6
Number of year 9th and 10th grade interns	4	1
Number of work-study students	16	12
Number of employees with permanent contracts after an internship or a work-study contract	-	1

In 2023, GENFIT continued its dynamic policy of welcoming interns and was able to welcome 10 graduate interns and 4 3rd and 10th grade observation interns (in 2022 GENFIT welcomed 7 interns). With the evolution of the internship policy (see [Chapitre 4.2.3](#)), the 3rd and 10th grade observation internships were reviewed in 2023 and a new program was set up, promoting the discovery of all the professions represented at GENFIT.

In 2023, GENFIT welcomed a total of 16 work-study students (12 in 2022). This refers to the total number of work-study contracts in 2023, not the number of work-study contracts present at any given time.

As of December 31, 2023, the Company had 10 temporary employees on fixed-term contracts, representing 7.25% of the total workforce. This figure reflects GENFIT's strong commitment to working with young people and promoting apprenticeship training.

General Indicators for Employee Representation

Goal: Recruit, develop and retain employees

At GENFIT, we prioritize our employees' needs and place them at the forefront of our decision-making. We firmly believe that doing so is crucial in boosting their commitment and motivation, all while ensuring their well-being at work. We collaborate regularly with the company's Management, Board of Directors, and Works Committee (CSE) to address labor law, health, well-being, and safety topics. In addition, we use various direct feedback mechanisms to ensure that we cover all the necessary topics.

■ Works Council - Employee Representation and Collective Agreements

• *About the Works Council*

GENFIT has had a Works Council (CE) since November 2002, as required by French law. In 2019, this became the Social and Economic Committee (CSE), a staff representation body whose mission is to ensure that employees express their views collectively and that their interests are taken into account in company decisions. The CSE is a major stakeholder at GENFIT, and the cornerstone of internal labor relations. Following the last elections held in October 2023, the trade union present within the company remained representative. GENFIT is therefore still represented by a union representative.

As the CSE is a body governed by French law, its representational action only concerns employees of GENFIT SA. Employees at the Boston and Zurich sites are not concerned.

Members of the CSE staff delegation regularly receive the training they need to carry out their duties. In particular, newly-elected members benefit from several days' statutory training to familiarize them with the functions and operation of the CSE, as well as training in the prevention of sexual and gender-based harassment.

• *Organization and Budget 2023*

For the 2023 financial year, the sums paid for social and cultural activities (budget) of the employee representative bodies amounted to 73 thousand euros, taking into account payroll at December 31, 2023.

Works Council meetings are held on average once a month, in accordance with the annual calendar drawn up in line with current legislation. Minutes of these meetings are posted on the Company's intranet, in a section specifically dedicated to communications from the CSE, and are available to all employees.

The following subjects are systematically or regularly discussed in meetings between the CSE and the company's Management:

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

■ Anonymous Employee Commitment Survey

In terms of employee representation, the anonymous survey carried out at the beginning of the year was carried out for the fourth year running. It plays an important role in guiding GENFIT's employee relations initiatives through annual adjustments. See section ["4.2.3 Initiatives - Annual Employee Survey"](#).

■ Internal Communication and Access to Information

In general, GENFIT is committed to providing all its employees with up-to-date and continuous information, giving them the opportunity to ask questions and make comments. To achieve this, the Company provides employees with several internal information channels:

- A collaborative intranet, including a "Governance and News" forum dedicated to communicating with all employees, with a comment field for any questions they may have;
- Regular general information meetings, which bring employees together to discuss the Company's projects and current affairs, and during which they can also ask questions or make comments. In 2023, two Town Halls were organized with all employees, the first at the beginning of the year to review the past year's successes and define priorities for the year ahead, the second to announce the first positive 52-week data from the pivotal Phase 3 ELATIVE® trial assessing elafibranor in Primary Biliary Cholangitis (PBC).

- GENFIT also communicates via an internal newsletter, published in English and French and formalized in 2022.

General Health and Safety Indicators at Work

Goal: Promote good health practices and employee well-being at work

■ Health

- Absenteeism

Absenteeism	2023	2022	2021	2020
Average number of days	5.7	5.2	3.2	15.6
Average number of occurrences	0.8	0.8	0.5	1.3
Absenteeism rate	1.56%	1.43%	0.88%	4.28%

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

With an average absenteeism rate of 1.56% in 2023, GENFIT remains, despite a very slight increase, well below 5%. GENFIT is therefore not very prone to employee absenteeism.

- Sick Leave

Sick Leave	2023	2022
Number of days	760	1,008
Number of occurrences	113	150
Moyenne du nombre de jours	5.7	5.2

In 2023, 113 sick leave requests were submitted by our employees, for a total of 760 days due to illness. These figures are down on 2022, when 150 sick leave requests were submitted for a total of 1,008 days, relating to illness, COVID or COVID contact cases, or childcare.

- Vaccinations

As in previous years, GENFIT organized a flu vaccination campaign with the help of our insurance broker and ADIMEP (Association pour la Diffusion de la Médecine de Prévention). In 2023, 53 employees were vaccinated against influenza on a voluntary basis.

■ Safety

Employee safety is guaranteed by several complementary measures:

- Secure access with individual and nominative badges;
- A continuous video surveillance system in the premises, and outside;
- Evacuation drills carried out annually;
- For laboratories:
 - o Personal protective equipment: gowns (disposable or washable), gloves, goggles, overshoes, hairnets and masks (gas, surgical, FFP2);
 - o Laboratory equipment: fume hoods, fume cupboards, microbiological safety cabinets.

In 2023, GENFIT SA's employees counted 7 first-aid workers (Sauveteurs Secouristes du Travail - SST), who receive annual refresher training from the Red Cross (the legal requirement is one training session every two years).

- Occupational Accidents and Disease

	2023	2022	2021	2020
Workplace accidents/commuting accidents	9	8	4	0
Minor incidents	2	0	1	8
Occupational disease	0	0	0	0

Of the 9 workplace/travel accidents reported in 2022 for GENFIT SA, one resulted in sick leave. For GENFIT Corp., no workplace injury or occupational disease was reported in 2023.

General Indicators for Quality of Life at Work

Goal: Promote good health practices and employee well-being at work

■ **Organization of work**

In France, the current agreement on working hours organization formalizes the terms and conditions of work organization within GENFIT SA. Working time is organized according to the following categories:

- Non-managerial employees: working hours are set at 35 hours per week on average over the year;
- 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 annual modulation of working hours.

Managerial employees with a fixed-term contract:

- Working time is based on the number of days worked per calendar year, for a full-time employee, for a full year of work, taking into account full vacation entitlement.
- 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

GENFIT Corp. employees work a 40-hour week:

- per hour for employees "eligible for non-exempt from overtime"
- by the day for employees "exempt from overtime". 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

Versantis employees work a 40-hour week.

■ **Telecommuting**

In France, telecommuting is implemented on an ad hoc or regular basis, thanks to a first agreement signed in 2019, effective January 1, 2020. This agreement enabled telecommuting to be deployed without delay for the majority of employees in the context of the lockdown related to the COVID-19 health crisis. In December 2021, this agreement was updated to simplify the procedures for the employees concerned.

In 2023, 105 of the Company's 159 employees benefited from a telecommuting agreement, representing 66.04% of GENFIT SA's workforce, versus 60.81% in 2022. Of the 105 telecommuting agreements in force, 71 concerned regular telecommuting (1 or 2 days a week), and 34 concerned one-off telecommuting (12 days maximum per full calendar year).

Telecommuting remains the norm for all GENFIT Corp. employees, although they may still visit the Company's premises if they wish. In Switzerland, teleworking has been introduced on an ad hoc or regular basis. On average, employees telework one day a week.

■ **Collective Life in the Company**

At GENFIT, the Works Council plays a central role in fostering community life, and plays an active part in encouraging the integration of new employees and exchanges between members of different departments, by organizing various events throughout the year to which everyone is invited.

In 2023, this included two major events, a "Seminar" in the autumn at La Grande Motte in Camargue, and a "Team-building Day" in the Hauts-de-France region, during which employees were able to meet up and take part in team-building activities. For more information, see section ["4.2.3 - Teambuilding Activities"](#).

In 2023, a number of traditional events were also held (galette des rois, crêpe party, bingo, seasonal breakfasts, annual holiday gifts, "GENFIT Chef" cooking competition, end-of-year holiday meal and gift distribution, celebration of employees who have been with the company for 10, 15 and 20 years, etc.).

■ Additional Benefits

The range of services offered to GENFIT employees is constantly evolving, and completes the package designed to make life easier for employees. To date, these services include:

- *Lunchtime catering*
 - Employees receive meal vouchers, for which GENFIT's contributes to 60%, with the introduction since 2021 of the Pass Restaurant card in addition to the paper version, picked by the employee according to his/her habits. The value of meal vouchers was increased to €9 in 2022 ;
 - Partnerships have been set up with several local catering companies to allow employees to have their meals delivered to the workplace;
 - Since the beginning of 2022, employees also benefit from a free "Welcome" card provided by the Parc Eurasanté, allowing them to obtain discounts on the Park's catering offers;
 - The Company also provides employees with access to the University Regional Hospital's restaurant.
- *Personal Organization Support*
 - A concierge service is available for various daily needs (dry cleaning, delivery of organic vegetables, etc.). The subscription is paid by GENFIT, and employees pay for their services only
- *Sports and Leisure*
 - The gym was refurbished and expanded in 2021, and was fully reopened in 2022
 - The Company offers its employees the opportunity to participate in several team sports (badminton, soccer, basketball), in collaboration with the city of Loos
 - In 2023, the company also offered of pilates classes during lunch breaks, and ballroom dance classes
 - In 2023, two new activities were launched at GENFIT: the English Lunch Club and the Chess Club. The English Lunch Club encourages employees to converse and play board games in English during their lunch break, in a friendly and inclusive environment, where everyone is free to express themselves without fear of being judged for their level of English.
- *Bicycle Mileage Allowance and Public Transport Reimbursement*

With a view to encouraging more employees to use sustainable transport, GENFIT's Works Council and Management signed new Company Agreements in 2022 and 2023 concerning the Forfait Mobilités Durables (FMD) and the reimbursement of public transport costs. This applies:

- to cyclists, by increasing the "bicycle mileage allowance" from €100 to €200/year, and a contribution of €100/year towards the purchase of safety equipment (helmet, vests, bike maintenance). 16 employees benefited from this package in 2023.
- to public transport users, by increasing the reimbursement of rail, bus and metro passes to 75% until 12/31/2024. 62 employees benefited from this offer in 2023.

Since the signature of these agreements, we have noticed a positive trend in the use of sustainable transport by employees. This can be seen in particular in the increase in the number of employees benefiting from the bicycle mileage allowance, the annual contribution to the purchase of equipment and the reimbursement of public transport passes.

We have observed a significant increase in the total number of kilometers cycled by our employees (12,874 km in 2023 vs. 8,615 km in 2022), compared with a slighter increase in the number of people benefiting from the bicycle mileage allowance (16 people in 2023 vs. 14 people in 2022). This increase is largely due to the arrival of new employees who cycle longer distances, and the departure of some employees who cycled shorter distances.

■ Methodological Specificities

Social data – Headcount : as of December 31, 2023, including contracts ending on that date.

Turn-over rate : [(permanent contract entries CDI 2023 + permanent contract exits 2023) / 2 / Total workforce at December 31, 2022 x 100].

4.3 | Our Commitment in terms of Governance

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4.3.1 Our Vision in terms of Governance

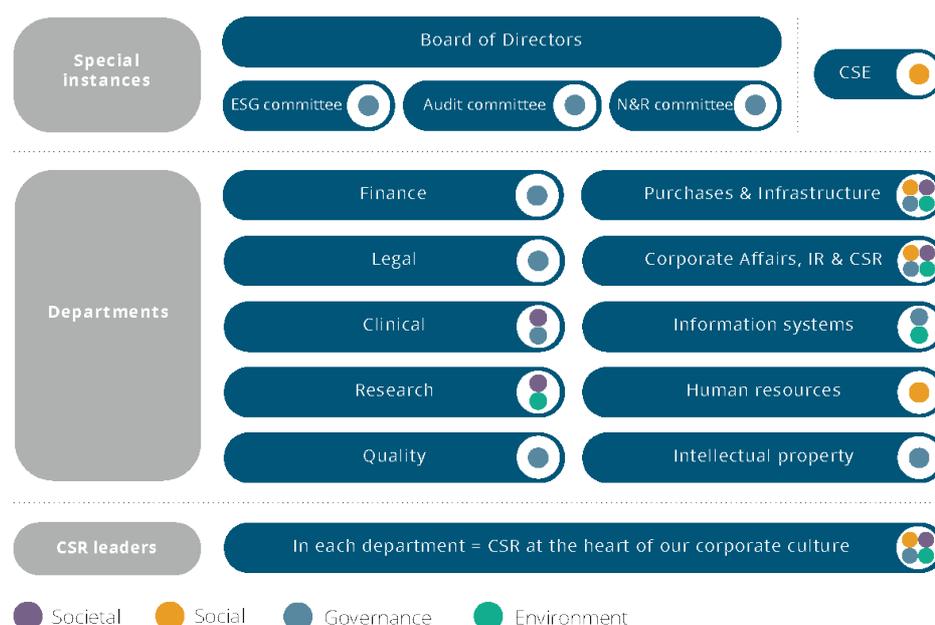
GENFIT considers that its non-financial performance serves its financial performance (and its business model), in the interest of its stakeholders, primarily patients, investors and employees. This dual performance challenge must be ensured by effective and ethical corporate governance, with the ultimate objective of ensuring the company's sustainability in order to:

- **maintain jobs created** by its activity, and even create new ones;
- **maintain and increase the benefits** that stakeholders derive from the company's activity.

4.3.2 Our Policies and Commitments in terms of Governance

Involvement at All Levels of the Company, Driven by the ESG Committee

GENFIT's overall Responsible Governance policy is designed to engage all employees. All employees are encouraged to play an role on a daily basis, as well as in targeted campaigns. Extra-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, with the involvement of the Works Council and the support of the Human Resources Department.



As a reminder, an ESG Committee was created in 2021, and its members from the Board of Directors meet at least twice a year: In 2022, the following members made up the Committee;

- **Catherine Larue**, President of the Committee;
- **Jean-François Mouney**, President of the Board of Directors and Member of the Committee;
- **Philippe Moons**, Censor and permanent guest of the Committee.

In 2023, **Xavier Guille des Buttes**, Vice-President of the Board of Directors was also a member of the Committee³.

³ Mr Xavier Guille des Buttes died on April 3, 2024

3 other members of the Executive Committee also take an active part in the ESG Committees:

- **Pascal Prigent**, GENFIT's CEO, and whose variable annual bonus is in part associated with extra-financial performance objectives ;
- **Jean-Christophe Marcoux**, Chief Corporate Affairs Officer, Head of Investor Relations, Head of ESG ;
- **Laurent Lannoo**, Corporate Secretary, Director of Legal Affairs.

■ Role of the ESG Committee

Since its creation, the CSR Committee of the Board of Directors has sought to increase the coherence of our sustainable approach, structure our actions and engage with our employees. In 2023, the ESG Committee continued to work to ensure the **effective management and compliance with the company's CSR commitments**:

- Review the Company's strategy, ambitions, policies and commitments in terms of social responsibility (Ethics and Compliance, Human Rights, Health and Safety, Environment);
- Ensure that the Company's commitment to extra-financial performance, ethics and social and environmental responsibility is in line with our stakeholders' expectations;
- Ensure the deployment of actions in these areas;
- Make recommendations to the Board of Directors.

The CSR Committee works with the other specialized committees of the Board of Directors, and in particular with:

- the **Appointments and Remuneration Committee**, to define the social and societal responsibility elements to be integrated into remuneration and diversity development policies within the Company;
- the **Audit Committee** to manage risks specific to the Company's social, societal and environmental responsibilities.

GENFIT also remains attentive to its stakeholders through various channels:

- For **external stakeholders**:
 - via the e-mail address rse@genfit.com, which allows for requests and questions;
 - via direct dialogue and formal or informal exchanges by telephone, video conference, or during meetings.
- **Internally**:
 - via the "CSR" intranet community;
 - via workshops and "CSR" information sessions offered to certain employees;
 - through the Works Council, which can make suggestions at any time;
 - through the CSR Ambassadors;
 - through the annual satisfaction survey, which for the first time in 2022 included questions about GENFIT's CSR commitment.

To ensure that its governance system is as transparent as possible in terms of CSR, GENFIT has made a specific non-financial performance report available to all its stakeholders since 2021. This report can be accessed on GENFIT's website's homepage www.genfit.com under "[CSR Commitment](#)".

A governance System to Drive Performance

The link between extra-financial performance and financial performance is partly based on governance and on the company's ability to identify, anticipate and control the main risks that could affect its business model, and to seize opportunities that could make it more robust:

■ Risk detection and management

As a biotechnology company developing innovative therapeutic solutions for patients, and listed on financial markets, the typology of risks typically revolves around the following 4 material issues:

- Optimize our chances of success in clinical trials (in compliance with FDA and EMA requirements)
- Ensure the financing of our research and development programs (in compliance with SEC and AMF requirements)
- Protect our innovations (using intellectual property regulations)
- Manage our human capital to secure our innovation and execution capabilities (in compliance with the code of ethics published by the company, and in particular the company's values)

■ Identifying and leveraging opportunities

We also seek to remain responsive to our environment, notably through regular and quality engagement with our external and internal stakeholders. This includes identifying:

- new R&D programs for which it may be appropriate to acquire rights of exploitation
- new partners with whom collaboration would be synonymous with creating value
- new talent to bring in
- new sources of financing to be leveraged

Commitment to Human Rights

In line with its commitment to the United Nations Global Compact (see [website](#)), GENFIT respects human rights standards for all its employees and applies the Declaration of Human Rights in its operations.

Each service provider engaged by GENFIT (conduct of clinical trials, drug supply, etc.) undertakes to ensure that its staff have the qualifications and experience required to carry out its work in accordance with the relevant good practices. They undertake 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 laws 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 Public Health Code.

Commitment to Animal Welfare

■ Innovative program aiming at reducing the number of animal models used

GENFIT applies the R3s principle, detailed hereafter, aimed at reducing the number of animal models used in animal experimentation when possible. To do so, GENFIT is developing an innovative organoids program. Organoids are an intermediary model between cell lines cultures and the animal. These 3D cell structures mimic organ architecture as a miniature, in our case the liver. They allow for experiments that resemble experiments on the entire organ, but avoiding the use of a live animal.

■ Regulations on animal welfare

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 animal welfare associations.

All institutions using animal experimentation have to establish an Ethics Committee competent in animal experimentation, which must be approved by the National Committee for Ethical Reflection in Animal Experimentation (CNREEA). GENFIT set up an internal committee that complies with the recommendations of the CNREEA before the Directive was transposed and implemented. GENFIT's Animal Experimentation Ethics Committee (CEMEA) has been registered since October 11, 2012 under No. 77 with the National Committee.

To guarantee its multi-disciplinary nature and increase its impartiality, the CEMEA has added new external members and has allowed another animal-using establishment to join the committee to now become a multi-institutional committee.

Members of the Ethics Committees are committed to promoting the national charter on animal experimentation, and to applying the basic 3Rs rule of Reducing the number of animals used, Replacing 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 the 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, the Committee 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, they must maintain a good level of competence and training. As a result, an individual training plan and the monitoring of skills have been established.

All of these regulatory aspects are subject to regular inspections as part of GENFIT's continued accreditation as an animal testing facility since 2001.

Patient Data Safety

The safety of patient data collected as part of our clinical studies is a key issue subject to GDPR regulations. To ensure data protection, GENFIT has implemented various policies and technical tools within its Information Systems. Awareness of cybersecurity issues is also an important part of the company's culture.

Finally, our service providers (including our Contract Research Organizations) and software solutions chosen to participate in our clinical studies, and thus process patient data, are rigorously qualified according to various criteria, including the security of their information systems.

Information Security and Cybersecurity Issues

As a player in medical innovation, GENFIT is aware of its responsibility with regard to the security of information and data, whether financial data or medical data involving third parties.

GENFIT's business is heavily dependent on our computer network and the use of information technology, or IT, systems, whether maintained directly by GENFIT or through external IT providers, including cloud-based applications. As a result, damage from computer viruses, unauthorized access, telecommunication and electrical failures can cause significant disruption to our operations.

We have implemented and maintain various information security processes to assess and manage the security, integrity, and availability of our IT systems, and safeguards to protect our data and that of patients participating in our clinical trials, our employees, and partners. To identify and mitigate cybersecurity risks, counteract threats, and limit and/or prevent disruptions to our IT systems, we have implemented detailed cybersecurity policies and procedures.

These processes are prioritized across all organizational levels, with cybersecurity acknowledged as a critical risk within the core enterprise risks that we regularly evaluate and address as an integral part of our risk management plan. As part of this plan, we also conduct periodic assessments of our assets, including IT assets, to evaluate the effectiveness of applicable security controls. In the past we have also commissioned third-party audits of our security controls.

Additionally, as part of our approach to third-party risk management, we generally assess our external partners to determine whether their cybersecurity standards meet our specifications prior to engagement. In addition, we have migrated some tools to cloud-based

applications, which can offer increased assurances as to security upgrades and swiftness of remediation in the event of disruptions, to which we would not normally have access to in a closed environment.

Employees across all levels and departments receive training on cybersecurity policies through an extensive "read and understood" process and are informed about cybersecurity risks via digital ongoing and annual awareness training programs conducted through the IT department. Employees are required to report IT security incidents to the cybersecurity team through a dedicated communication channel, and if necessary, by contacting a member of the IT team.

In partnership with our internal cybersecurity team, a specialized third-party service provider responsible for managing our Cyber Security Operations Center investigates security incidents and alerts such as virus detection, abnormal traffic or unauthorized software installation. This includes identifying the type of threat, determining the scope of the incident, and assessing the severity of each situation.

■ Cybersecurity governance

Our cybersecurity initiatives are subject to ongoing monitoring and regular reporting to senior management and the GENFIT Board of Directors.

The IT Security Manager, or ITSM, in collaboration with the Executive Vice-President, Data & Information Technology who is also known as the Chief Information Officer, or CIO, leads our cybersecurity risk management efforts, aligning these initiatives with the strategic objectives established by our executive leaders. With nearly a decade of expertise in information security and technology, our ITSM plays a pivotal role in safeguarding our digital assets. Our CIO has more than twenty years of experience in information technology management and strategic planning and reports directly to the Chief Operating Officer or COO. The CIO is responsible for guiding our technology strategy, overseeing technology deployment, and managing operations. Our CIO regularly updates a working group established specifically by the Board of Directors in 2023 in order to oversee our cybersecurity status. This includes briefings on any recent incidents and our responses, testing of cybersecurity systems and third-party activities.

This cybersecurity working group is chaired by a member of the Board of Directors and includes the CIO, the ITSM and other key GENFIT employees in this field.

The chair of the cybersecurity working group meets and reports regularly to the Board of Directors on cybersecurity matters, allowing the Board of Directors to provide effective oversight of management's assessment and management of the cybersecurity risks, in particular to reinforce transparency and accountability in our cyber strategies implemented by operational teams, and strengthen their due diligence in this respect.

In addition, we have developed a procedure that details how we classify incidents, management of any incidents, and internal and external communication thereof. In accordance with that procedure, major or critical incidents are escalated for review to our Cyber Crisis Committee, which is comprised of various members of the Executive Committee, including our CEO. This committee is responsible for identifying and evaluating cybersecurity incidents. Our CEO reports directly to our Board of Directors regarding incidents identified as material by the Cyber Crisis Committee. This committee meets on an ad hoc basis as required to manage cybersecurity incidents.

As of the date of this Report, we are not aware of any cyber-attacks that have occurred over the last three years that have materially affected, or are reasonably likely to materially affect us, including our business strategy, results of operations or financial condition.

Subcontracting and Suppliers

GENFIT outsources a significant part of its activities to subcontractors, especially in regulated areas such as:

- Implementation of clinical trials (in compliance with Good Clinical Practice)
- Manufacturing of small quantities of our drug candidate (in compliance with Good Manufacturing Practice)
- Pre-clinical activities (in compliance with Good Laboratory Practice)

The qualification process and surveillance of our subcontractors are two essential pillars of our operational steering that allow us to ensure a good of execution for our programs and regulatory conformity for our activities. GENFIT conducts regular audits for its subcontractors to ensure a rigorous surveillance of all the activities we outsource.

Regarding the selection of our suppliers and subcontractors, GENFIT intends to impose a competitive bidding process, in order to include an effective and healthy competition between the different stakeholders that may collaborate with the company. A process was designed many years ago and reviewed in 2021 to include a more detailed comparative scorecard, including several indicators on quality, price, or reputation.

GENFIT is careful to work with subcontractors and suppliers whose practices make them sustainable and responsible players in terms of independent third-party criteria..

Since 2021, in its dealings with suppliers, GENFIT has endeavored to consider elements linked to sustainable development, so as to take greater account of this criterion in the decision-making process. This approach has been the subject of a separate project to update the company's purchasing policy.

4.3.3 Governance initiatives - 2023 Roadmap

Co-construction of a Materiality Analysis with our Main Stakeholders

GENFIT has always considered its stakeholders as essential partners with whom it must shape its ecosystem to make it as collaborative as possible, in the service of its "raison d'être". This vision implies regular, transparent and high-quality dialogue with all of them, both internal and external. In 2023, we have sought to further formalize this commitment by launching a project to co-construct the foundations of a dual materiality matrix, in line with the **recommendations of EFRAG**, tasked by the European Commission with developing common standards for extra-financial information within the framework of the future CSRD. The aim is to consult stakeholders in order to better define, and above all prioritize, GENFIT's major material challenges, and then to position them on a double-entry matrix:

- according to their importance for internal and external stakeholders and
- according to their impact on GENFIT's economic success.

This formalization also meets the requirements of most reference frameworks, and constitutes an essential foundation for the ongoing development of the company's global strategy, with a view to extra-financial and financial performance.

In concrete terms, this exercise was carried out in collaboration with Euronext Corporate Services, chosen for its independence and knowledge of the SFDR (Sustainability Information Disclosure Regulation, which requires European investors to disclose how they integrate sustainability risks into their investment decisions) and CSRD (Corporate Sustainability Reporting Directive, a European directive that will soon extend sustainability reporting obligations for issuers) regulations.

Highlights of this "pilot" project, launched in 2023 are as follows:

- ~40 stakeholders were involved, grouped into ~12 different categories
- 18 material issues were pre-identified according to CSRD recommendations, ESRS standards and corporate considerations, and these were divided into 4 categories ("Sector-specific", "Social", "Governance", "Environment")
- results and conclusions support GENFIT in its CSR strategy as deployed since the end of 2021
- positive feedback received from stakeholders with expertise in CSR, praising the formality and early nature of the exercise
- useful lessons learned concerning the level of maturity of the various stakeholders: heterogeneous, due to the pioneering nature of GENFIT's approach within its sector
- conclusions to prepare the next iteration.

Details on the Extra-Financial Performance Criteria Used for the Chief Executive Officer's Variable Compensation

CSR performance is taken into account at the highest level through the inclusion of performance criteria in the remuneration of the Company's Chief Executive Officer. These criteria relate to the execution of the CSR roadmap, overall non-financial performance measured against a panel of benchmark indices, and the measurement of other indicators of a social nature linked to the gender mix, diversity and satisfaction of the Company's personnel. The measurement of CSR performance represents 20% of the Chief Executive Officer's annual variable compensation for 2023, i.e. the same as for the financial criteria, and payment will be conditional on progress in 3 complementary areas:

- evolution of scores on a panel of independent rating systems (ISS, SASB, Ethifinance, BCorp, Moody's and/or others) ;
- implementation of the 2023 roadmap;
- trends in specific criteria, notably social criteria (gender diversity, diversity, employee satisfaction).

Continuation of the CSR Training and Awareness Program

A major awareness-raising effort was carried out in 2022 with information/awareness sessions designed for all employees, combined with more targeted actions aimed at employees who are particularly involved in the CSR drive.

In particular, we have begun to tailor our awareness-raising actions to **specific professions**, so as to go beyond generalities and offer our employees more tangible courses of action in line with their core business. For example, a webinar was organized for the clinical team on "Creating Greener Clinical Trials", with the aim of raising awareness of the importance of integrating environmental considerations into clinical trials. Participants were encouraged to reflect on key lessons and concrete measures applicable to our trials, such as recycling supplies or used laboratory kits. This approach aims to promote more sustainable practices directly linked to their day-to-day activities.

The Corporate Affairs Director, who is the CSR representative on the Executive Committee, has taken two certification courses: one with **Euronext** (Driving Corporate Sustainability Transformation), the other with **Harvard Business School Online** (Certificate in Sustainable Business Strategy).

As part of our general awareness-raising efforts, quarterly meetings were organized with CSR ambassadors to focus on specific topics such as double materiality, and to gather feedback and suggestions.

On an even more cross-functional level, a workshop called "*La Fresque du Climat*" (an association under the French law of 1901) was set up to help all employees understand environmental issues in a scientific, dispassionate, fun and collaborative way. Around fifty initiatives to take action on our environment were put forward, half of them professional initiatives. Many of these concerned projects are already underway, such as the Cyber Clean up Challenge or reducing our carbon footprint. Another part concerned proposals for improvements to our premises, notably in terms of insulation and energy management, again already examined with the owner of our premises, since we cannot be autonomous on this type of initiative.

Regular Presentation of a CSR Scorecard at Executive Committee Meetings

GENFIT's CSR philosophy and the means used to implement this philosophy were, since 2022, the subject of regular presentations at all levels of the company, with varying degrees of granularity. Since 2023, GENFIT decided to regularly include a CSR dashboard at its Executive Committee meetings, presented by the Director of Corporate Affairs and CSR, with the aim of ensuring the continued involvement of Committee members and stimulating reflection in this area.

Addition of a More Detailed Section on Lobbying Practices to the Code of Conduct and Ethics

Following a decision taken in 2023, GENFIT strengthened the level of transparency regarding lobbying at the beginning of 2024, by integrating a new specific chapter (chapter 14) into its Code of Business Conduct & Ethics . This details the Company's commitments and practices regarding lobbying. The updated Code of Business Conduct & Ethics is accessible to all via the company's website, under the "[About - Ethics & Transparency](#)" section at www.genfit.com. This update underlines our ongoing commitment to ethics and transparency in all our activities.

In this respect, all lobbying activity, carried out by GENFIT or on behalf of GENFIT, must adhere to the following principles:

- Respect applicable laws and regulations;
- Be carried out with the aim of advancing GENFIT's interests;
- Be carried out in an open and transparent manner (regarding interlocutors and objectives);
- Be carried out with honesty and integrity;
- Any acts of hospitality extended to interlocutors must strictly comply with the applicable anti-corruption laws and regulations, as well as with the Company's policies, regulations and codes. Gift-giving is strictly prohibited.

GENFIT has set up a procedure for monitoring and controlling lobbying initiatives for the employees concerned.

In 2023, the Company did not undertake any lobbying initiatives. We do, however, belong to a number of organizations, notably in the industry, which may be called upon to represent our interests at national or international level. At the date of this report, the Company is a member of:

- EFPIA (Fédération Européenne des associations et Industries Pharmaceutiques)
- LEEM (professional organization of pharmaceutical companies operating in France)
- ANSA (Association Nationale des Sociétés par Actions)
- France Biotech (organization promoting the development of innovative healthcare companies in France)

Additional Initiatives Beyond the 2023 Roadmap

■ *Global policy of engagement with patients and their carers*

In preparation for the growing involvement of its teams with patients and their families, going beyond the single Patient Advocacy Council launched in 2023, GENFIT has precisely defined the rules of engagement, including:

- a global policy;
- several charters for specific activities.

These best practices will be confirmed in 2024, and will be covered by dedicated information and training sessions for all employees concerned.

■ *Training employees in stock market ethics ahead of Phase 3 ELATIVE® trial data*

Ahead of the data from the Phase 3 ELATIVE® clinical trial in June 2023, GENFIT employees were given specific training on the stock market rules of conduct, as set out in the Company's Stock Market Code of Ethics appended to the Code of Conduct and Ethics. This in depth training was also included in the induction program for new employees.

■ *Strengthening cybersecurity governance with a dedicated working group*

In 2023, the Board of Directors created a cybersecurity working group, chaired by a Director and including the CIO and other key GENFIT employees in this field. The chairman of this cybersecurity working group, a member of the Board of Directors, reports regularly to the Board on cybersecurity issues, enabling the Board to effectively oversee General Management's assessment and management of cybersecurity-related risks, enhance transparency on the cyber strategies implemented by operational teams, and strengthen their diligence in this respect.

■ *Continuation of the Board of Directors' ongoing training policy: "Regulatory Affairs" and "Cybersecurity"*

In accordance with recommendation R5 of the Middlednext Corporate Governance Code, the Board of Directors set up a training plan for its members in 2022.

Three training sessions were held during the 2022 financial year, including one on CSR (in conjunction with the ESG Committee) and one on the rights and duties of Board members. As part of the Board of Directors' training plan for 2022, two new training sessions for directors were held during the 2023 financial year on the following topics: "regulatory affairs" and "cybersecurity". The Board of Directors has also been made aware of the challenges of generative artificial intelligence in the context of GENFIT's business activities.

4.3.4 Governance Key Performance Indicators

We continue to measure our performance in this area using some of the following qualitative and/or quantitative monitoring indicators:

Company CSR Commitment Indicators

goal: Strong Commitment from Board of Directors and all employees driven by the ESG Committee

- National and international voluntary commitments
- Data relating to internal stakeholder engagement
- Employees that have taken part in CSR trainings and awareness campaigns

Indicators Associated with Our Self-Assessment Processes

goal: Self-assessment processes according to multiple complementary approaches

- Self-assessment questionnaires

Indicators relating to Ethics, Compliance, Quality and Transparency

goal: Evaluation of performance on ethical, compliance, quality and transparency indicators

- Number of regulator notifications, legal proceedings or accidents associated with clinical trials
- Monetary losses as a result of legal proceedings associated with clinical trials
- Diversity in top management
- Raising awareness on ethics, compliance and transparency
- Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery
- Quality of internal and external processes
- Litigation and disputes management
- Data Safety

Indicators relating to financial performance

- Revenues and other incomes
- Operating results and expenses
- Financial results
- Cash position
- Consolidated Statement of Operations
- Consolidated Statements of Other Comprehensive Income (Loss)
- Table of Financial Results of the Company for the last five years (corporate accounts)

4.3.5 Evolution of Governance Performance Indicators

Company CSR Commitment Indicators

Goal: Strong Commitment from Board of Directors and all employees driven by the ESG Committee

■ National and international voluntary commitments

See chapter [2.2 - Voluntary Commitments](#).

■ Data relating to internal stakeholder engagement

- At least 2 CSR committees per year
- 14 voluntary CSR referents representing 14 company departments
- 1 day for our employees dedicated to CSR, and organized sustainably by the Works Council
- 1 weekend dedicated to our yearly seminar for all our employees, organized sustainably by the Works Council
- 2 half-yearly newsletters detailing our initiatives in terms of CSR

- 5 information sessions for all employees in various formats (webinars, plenary sessions, Town Halls)
- **Employees that have taken part in CSR trainings and awareness campaigns**
- Over 80% of employees took part in CSR awareness campaigns

Indicators Associated with Our Self-Assessment Processes

Goal: Self-assessment processes according to multiple complementary approaches

In 2023, GENFIT continued its self-assessment of its extra-financial performance using a variety of complementary approaches. The Company submitted or responded to 7 questionnaires from 3 different sources:

- Spontaneously proposed by shareholders/investors;
- Relating to grids from recognized rating agencies;
- Selected by us for their relevance.

Indicators Relating to Ethics, Compliance, Quality and Transparency

Goal: Evaluation of performance on ethical, compliance, quality and transparency indicators

- **Number of regulatory notifications, legal proceedings or accidents associated with clinical trials**

No notification to be disclosed.

- **Monetary losses as a result of legal proceedings associated with clinical trials**

There are no legal proceedings of this nature to report.

- **Diversity in top management**

At December 31, 2023, five of the nine members of the Board of Directors were women, i.e. 56%. The Board also includes several nationalities: French, British, American and Italian.

At the time of writing, five of the thirteen members of the Executive Committee were women. The Executive Committee also includes several nationalities: French, American, Moroccan, Canadian and Dutch.

- **Raising awareness on ethics, compliance and transparency**

We operate on a daily basis with ethics and integrity. We strive to comply with the standards of our industry, individually and as a company. Compliance and ethics work is led by the Chief Compliance Officer (Stefanie Magner) and her team.

- *Availability of code of business conduct and ethics and trainings*

The cornerstone document for ethics at GENFIT is the Code of Conduct and Ethics. It was developed by the Board of Directors and senior management at the time of the Company's listing on Nasdaq in 2019 and is regularly updated to take into account legislative and operational developments. The code sets out a common framework for how we interact, not only with each other as GENFIT employees, but also with our stakeholders. The code is set out in the form of an "Employee Guide", which firstly recalls GENFIT's fundamental values, covers 19 thematic chapters and includes 4 specific policies, including the anti-corruption policy and the policy specifying the procedure for reporting and dealing with suspected or actual violations of the Code or the law; The General Management and the Board of Directors have entrusted the Chief Compliance Officer with the day-to-day management and interpretation of the Code. The Human Resources Department and the employee representative body are also involved in updating the code and ensuring its effective dissemination. In addition to the Chief Compliance Officer, operational managers are also the local points of contact for any questions related to the code at GENFIT.

All GENFIT employees (France, United-States and Switzerland) are required to take a training on the Code of Business Conduct and Ethics, either in person or via online webinars. The Code of Business Conduct and Ethics is accessible to all collaborators on our [website](#).

- *Other training courses related to compliance and ethics*

In addition to the Code of Conduct and Ethics, various policies and procedures relating to ethics and compliance, specific to our sector of activity, are in place to guide GENFIT employees in the performance of their daily duties

All employees were also required to undergo regular training, on a variety of other compliance and ethics topics, such as personal data processing, relations with healthcare professionals, promotional and non-promotional communications, confidentiality and social media.

Depending on the operational and legislative context, in-depth training courses on specific topics are scheduled from time to time. Finally, all training courses are accompanied by a post-training questionnaire to check participants' knowledge.

Prior to the data from the Phase 3 ELATIVE® clinical trial in June 2023, GENFIT employees were given specific training on the rules of conduct to be observed on the stock market, as set out in the Company's Code of Ethics and Professional Conduct appended to the Code of Conduct and Professional Ethics. This in-depth training was also included in the induction program for new employees.

■ **Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery**

GENFIT has not been involved in any legal proceedings of this type.

■ **Quality of internal and external processes**

In 2023, GENFIT continued to improve its quality management system, in order to better control the level of risk in its business. Among the measures taken:

- Multiple updates of the Quality Management System, with the contribution of several working groups, resulting in new operational procedures that are documented, 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 within the framework 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, followed by a mandatory approval process.

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 issue is identified, so that action can be taken: adapt a procedure, propose a new procedure, internal or external solution, etc.

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

	2023	2022	2021
Number of documents in our system	1,077	846	500
Number of documents created or updated	417	125	100
Number of quality incidents reported	55	44	34
Number of quality incidents resolved	41	22	25

In 2023, the significant increase in the number of documents created or updated is due to a campaign to update documents relating to research activities.

The increase in the number of quality incidents reported is explained by training courses and raising employee awareness of the importance of reporting deviations in their activities, in the interest of continuous quality control.

This year, 19 change controls were initiated to accompany major changes in processes/activities that had already been implemented, enabling impacts to be studied, risks to be analyzed and associated control plans to be drawn up.

To meet regulatory requirements, the implementation of the IT system validation process has enabled the validation of 4 systems:

- Veeva Qdocs
- Veeva Submission
- Veeva eTMF
- Veeva Training

This guarantees data reliability and security, and minimizes the risks associated with its use.

In order to maintain the skills of the teams involved in clinical development, 6 GxP Training courses were given in 2023:

- Data Integrity training
- Training in Good Clinical Practices
- Training in Good Manufacturing Practices
- Clinical Trial Regulations training
- Data Protection training for Clinical Trials
- Pharmacovigilance training
- Computer System Validation training

■ **Litigation and Disputes Management**

In recent years, there have been few significant disputes and litigation.

In May 2020, following the Company's announcement of interim data from its Phase 3 RESOLVE-IT® clinical trial assessing elafibranor in MASH (formerly NASH) under which elafibranor failed to demonstrate a statistical effect on either the primary or secondary endpoints, a shareholder class action lawsuit was filed in state court in the Commonwealth of Massachusetts, naming the Company, its Board of Directors and certain members of its General Management as defendants. The action alleges that the Company and the other defendants made misleading statements about the development of elafibranor in the context of the Company's U.S. IPO, in violation of U.S. federal securities laws.

In October 2020, the plaintiff voluntarily abandoned 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 grievances substantially similar to those in the previous action against the same defendants as in the previous action but also the banks that accompanied the Company in its U.S. IPO. In August 2021, the Supreme Court of the State of New York dismissed the petition with prejudice. The plaintiff appealed this decision, and in December 2022, the First Department of the Appellate Division of the Supreme Court affirmed the decision to dismiss the petition, with the exception of the phrase "with prejudice". The deadline for appealing the decision of the Appellate Division of the Supreme Court expired in January 2023.

■ **Data Safety**

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

To this end, we closely monitor the evolution of information systems security risks. With this in mind, we carry out numerous infrastructure updates, server maintenance, software and antivirus updates, and regularly conduct security audits.

The widespread introduction of telecommuting has also provided an opportunity to intensify our efforts to educate and raise awareness among employees in this area. Several targeted campaigns and specific training courses are organized to ensure that every employee is not only aware of the existing dangers, but can also put into practice the recommendations drawn up by the Information Systems Department. These training courses are compulsory for all employees, regardless of their location.

At GENFIT, 100% of employees take part in a range of information security training courses as part of their training. This is divided into 3 phases:

- New employees watch 8 general information videos on information security;
- they then take a quiz to confirm their understanding; the median pass rate is 91%.
- Finally, they receive training from our Information System Security Manager.

Employees working for the Company before June 2022 underwent a re-awareness campaign and also took part in a quiz to assess their knowledge; the median pass mark was 100%.

To ensure that the risks and behaviors to adopt are clearly understood by all, the Information Systems Department conducts bi-monthly test campaigns. In 2023, the correct response rate was 83.4%. In addition, monthly phishing campaigns are carried out to ensure the vigilance of our employees.

In 2023, 2 new procedures were implemented:

- The IT security incident management procedure defines the type of event, categorizes it and specifies the resources deployed to respond to it. It also formalizes the roles and responsibilities of the various parties involved in crisis management.
- The IS security assessment procedure for subcontractors has 2 main objectives:
 - assess the service provider's IS security maturity, based on the standards of hygiene defined by the French National Agency for Information Systems Security (ANSSI).
 - assess the security of software used for services provided to GENFIT.

To confirm the importance it attaches to information and data issues, GENFIT appointed a Cybersecurity correspondent to its Board of Directors in 2023.

In 2023, the Board of Directors created a cybersecurity working group, chaired by a Director and including the Chief Information Officer and other key GENFIT employees in this field. The chairman of this cybersecurity working group reports regularly to the Board on cybersecurity issues, enabling the Board to effectively oversee General Management's assessment and management of cybersecurity-related risks, increase transparency on the cyber strategies implemented by operational teams, and strengthen their diligence in this respect.

Financial Performance Indicators

As part of this extra-financial performance report, GENFIT would like to reiterate the key economic data presented in its Universal Registration Document 2023. The latter is available on our website [via this link](#).

■ Revenues and other incomes

Revenue and other operating income for 2023 amounted to €38.2 million compared to €26.6 million for 2022.

Revenue amounted to €28.6 million in 2023 compared to €20.2 million in 2022.

Revenue for 2023 is primarily composed of the following:

- €13.3 million was attributable to a milestone invoiced to Ipsen in December 2023 in accordance with the Collaboration and Licensing agreement signed in December 2021. This milestone was earned following the NDA filing acceptance by the FDA and MAA filing acceptance by the EMA for accelerated approval of elafibranor.
- €8.7 million was attributable to previously deferred revenue of €40 million from 2021, in line with the progress in the ELATIVE® clinical study and related expenses incurred during the period.
- €6.5 million in revenue was generated from the services rendered under the Transition Services Agreement and Part B Transition Services Agreement, signed in April 2022 and September 2023 respectively by GENFIT and Ipsen, in order to facilitate the transition of certain services related to the Phase 3 ELATIVE® clinical trial until the complete transfer of the responsibility of the trial to Ipsen.
- €0.1 million was attributable to other ancillary activities.

Other operating income amounted to 9.6 million in 2023 compared to 6.4 million in 2022, and is primarily composed of the following:

- The research tax credit (CIR) amounting to €5.8 million.
- Government grants and subsidies amounted to €3.3 million in 2023 (€34 thousand in 2022). This increase is due to a one-time cancellation of €3.2 million refundable government grant from Bpifrance (the BPI France IT-DIAB) as part of a framework innovation aid agreement involving several scientific partners and for which GENFIT was the lead partner. The program related to this cancellation ended in 2014.

■ Operating results and expenses

Operating expenses for 2023 amounted to €64.8 million compared to €53.9 million for 2022. This is comprised of research and development expenses, general and administrative expenses, marketing and market access expenses, reorganization and restructuring expenses, and other operating expenses.

The increase is due to multiple factors:

- An increase in research and development costs of €10.7 million, explained by the increase in costs related to new programs and product candidates, in particular VS-01 and GNS561, offset by a reduction in study costs related to NTZ.
- An increase in general and administrative expenses of €1.3 million, explained by increased headcount.
- A decrease in marketing and market access expenses of €0.1 million.
- A decrease in reorganization and restructuring charges of €0.5 million, consisting of unused office space provision reversals as the RESOLVE-IT[®] study is complete.
- A decrease in other operating expenses of €0.5 million.

In 2023, GENFIT generated a consolidated operating loss of €26.6 million, compared to an operating loss of €27.3 million in 2022.

■ Financial results

2023 resulted in a financial loss of €1.9 million compared to a financial profit of €3.5 million in 2022.

Our net financial loss for 2023 consisted primarily of €0.5 million in foreign exchange gain on cash and cash equivalents, €3.2 million in interest income, offset by €4.6 million of interest expense, and €1.0 million in foreign exchange losses.

■ Cash position

As of December 31, 2023, the Company's cash and cash equivalents amounted to €77.8 million compared with €136.0 million as of December 31, 2022.

This amount does not include the receipt in February 2024 of a €13.3 million milestone payment from Ipsen, which was invoiced in December 2023, triggered by the acceptance of the NDA filing by the FDA and MAA by the EMA for accelerated approval of elafibranor in PBC in December 2023.

As previously indicated in past communications, in 2024 GENFIT expects to receive total milestone payments of approximately €89 million (including the €13.3 million milestone already received in February 2024), subject to the approval and commercialization of elafibranor in PBC.

The decrease in cash and cash equivalents takes into account our continued research and development efforts, notably for:

- UNVEIL-IT[®], our Phase 2 clinical trial evaluating VS-01 in ACLF;
- Our cholangiocarcinoma program evaluating GNS561;
- Our ACLF program evaluating NTZ;
- Our non-clinical trial of SRT-015 in ACLF; and
- ELATIVE[®], specifically the portion of the Phase 3 clinical trial evaluating elafibranor in PBC that has not yet been transferred to Ipsen.

We expect that our existing cash and cash equivalents will enable us to fund our operating expenses and capital expenditure requirements until approximately the fourth quarter of 2025. This is based on current assumptions and programs, and does not include exceptional events. This estimation includes our expectations to receive future milestone revenue in 2024, subject to approval by applicable regulatory authorities and US and European commercial launches of elafibranor in PBC, representing a total of approximately €75.2 million.

■ Consolidated Statement of Operations

	Year ended	
	12/31/2022	12/31/2023
<i>(in € thousands, except earnings per share data)</i>		
Revenues and other income		
Revenue	20,195	28,565
Other income	6,371	9,610
Revenues and other income	26,566	38,176
Operating expenses and other operating income (expenses)		
Research and development expenses	(35,818)	(46,503)
General and administrative expenses	(16,405)	(17,741)
Marketing and market access expenses	(992)	(876)
Reorganization and restructuring income (expenses)	11	505
Other operating expenses	(652)	(141)
Operating income (loss)	(27,289)	(26,580)
Financial income	8,212	3,680
Financial expenses	(4,758)	(5,614)
Financial profit (loss)	3,453	(1,934)
Net profit (loss) before tax	(23,836)	(28,514)
Income tax benefit (expense)	116	(380)
Net profit (loss)	(23,719)	(28,894)
Basic and diluted earnings (loss) per share		
Basic earnings (loss) per share (€/share)	(0.48)	(0.58)
Diluted earnings (loss) per share (€/share)	(0.48)	(0.58)

■ Consolidated Statements of Other Comprehensive Income (Loss)

<i>(in € thousands)</i>	Year ended	
	12/31/2022	12/31/2023
Net profit (loss)	(23,719)	(28,894)
Actuarial gains and losses net of tax	258	(51)
Other comprehensive income (loss) that will never be reclassified to profit or loss	258	(836)
Exchange differences on translation of foreign operations	(1,366)	2,340
Other comprehensive income (loss) that are or may be reclassified to profit or loss	(1,366)	2,340
Total comprehensive income (loss)	(24,827)	(27,390)

■ **Table of Financial Results of the Company for the last five years (corporate accounts)**

	On the date of				
(in euros)	12/31/2023	12/31/2022	12/31/2021	12/31/2020	12/31/2019
A - Financial position at year-end					
a) Share capital	12,458,746	12,458,746	12,453,872	9,714,654	7,795,980
b) Number of shares issued	49,834,983	49,834,983	49,815,489	38,858,617	31,183,921
c) Number of bonds convertible into shares	1,923,662	1,923,662	1,923,662	6,081,081	6,081,081
B - Overall result of actual operations					
a) Sales excluding taxes	28,565,419	20,194,870	80,063,763	30,836,967	68,937
b) Income before tax, depreciation and provisions	(24,418,039)	(25,857,418)	69,769,486	(64,229,640)	(80,837,941)
c) Income tax	5,806,662	6,017,022	221,446	8,128,931	7,417,110
d) Profit after tax but before depreciation and provisions	(18,611,377)	(19,840,396)	69,990,931	(56,100,709)	(73,420,831)
e) Income after tax, depreciation and provisions	(20,186,528)	(20,710,588)	70,069,416	(60,524,504)	(75,733,978)
f) Employee profit-sharing	0	0	(628,028)	0	0
C - Result of operations reduced to one share					
a) Profit after tax but before depreciation and provisions	(0.37)	(0.40)	1.41	(1.44)	(2.35)
b) Profit after tax, depreciation and provisions	(0.41)	(0.42)	1.41	(1.56)	(2.43)
c) Dividend paid per share	0.00	0.00	0.00	0.00	0.00
D - Personnel					
a) Number of employees	134	119	112	161	127
b) Amount of payroll	(10,042,644)	(9,302,706)	(8,334,529)	(11,061,537)	(7,742,777)
c) Amount paid for employee benefits	(4,303,448)	(4,052,566)	(4,306,675)	(4,730,264)	(3,649,024)

4.4 | Our environmental commitment

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4.4.1 Our Vision of Environmental Commitment

A continuous Improvement Approach

The impact of human activities on climate change is a global challenge that is closely linked to human health, our area of expertise. This justifies our commitment to making our sustainable development model more respectful of the environment by improving the measurement of our impact, strengthening the prevention of climatic and environmental risks, and optimizing our waste management.

Although the impact of our activities on the environment is limited, we believe that a company's environmental practices can be improved at several levels, through a variety of actions that all converge towards the same goal:

- Through major infrastructure changes;
- Through day-to-day actions that, if adopted by all employees, can have a significant impact;
- Through specific initiatives led by external stakeholders, such as awareness campaigns, support for other stakeholders' efforts, or carbon offsetting programs.

In 2023, as in previous years, GENFIT worked along these three axes.

While we strive to make responsible choices to protect the environment wherever possible, we would like to point out that the GENFIT laboratories are not subject to the regulations on Classified Installations for the Protection of the Environment (PCI).

A Business that Uses Few Natural Resources and Raw Materials

GENFIT stands out in the healthcare landscape due to its unique business model, which is typical for biotech companies that focus exclusively on research and development. The company's main assets are intangible, including patents for non-marketed molecules and algorithms. To date, GENFIT does not market or produce drugs and therefore does not operate a direct or indirect production chain. Its need for raw materials is minimal and its supply chain almost non-existent. In addition, since the company does not manufacture products or provide services, it does not have a distribution chain, which significantly reduces its use of natural resources, as it has no direct or indirect points of sale and no sales force, either in the field or online.

GENFIT's main environmental impact is therefore related to the energy consumption of the buildings in which its employees work and the few business trips it makes.

4.4.2 Our Environmental Policies and Commitment

Water and Energy Suppliers

Our water is provided by the local supplier ILEO, which distributes it to 62 municipalities in the Lille area (from factory to tap). In order to guarantee the quality of the water, ILEO carries out extensive conservation and analysis operations, while the *Métropole Européenne de Lille* monitors the quality of the water at every stage of its production and distribution, from the wells to the production, treatment and distribution.

In terms of electricity, GENFIT is supplied by the French supplier EDF, whose production is mainly ensured by nuclear power plants, followed by fossil fuels, hydroelectricity and other renewable energies. EDF states that the supply mix for 2023 will be published in September/October 2024. In 2023, GENFIT also purchased its gas from EDF.

Use of Sustainable Materials

GENFIT is a research and development laboratory that does not manufacture products. Our supply chain is therefore limited to a few purchases of products and services that are necessary for the execution of our scientific projects or for the general support of our activities.

However, we are sensitive to the sustainability of the products we buy and give priority to the durability of the materials used (as for the desks or the outdoor furniture we replaced) and we favor locally made products, or at least made in France when we can.

Development or Conservation of Biodiversity

We recognize the challenges associated with biodiversity on a global scale. As a company, and particularly as a stakeholder in human health, we have a role to play in conserving biodiversity. It is important to note that, to date, our biodiversity footprint is relatively small compared to other companies in the pharmaceutical sector. In order to strengthen our commitment to biodiversity conservation, we have appointed a Biodiversity Officer in 2023. For more information, see chapter [4.4.3 "Environmental initiatives - Roadmap 2023"](#).

However, we have decided to act to protect biodiversity by implementing local measures at our Loos site and have appointed a "Drug Residues and Water Pollution" referent.

For further details, please refer to [2023 Extra-Financial Performance Report \(2022 Activity\) section "4.4.5 - Adapting our sites to better respect biodiversity" and "5.2 - Roadmap 2023"](#).

Responsible Lighting Use

GENFIT has shifted to using LED solutions for its lighting. This choice is justified first of all by our wish to reduce our energy consumption, since LED lighting solutions are low-consumption. It is also justified by the sustainable aspect of this technology, since in addition to its low consumption, an LED lamp is characterized by its durability. A LED lamp can last between 30,000 and 50,000 hours, compared to 2,000 hours for a halogen lamp and 1,000 hours for an incandescent lamp.

In addition, GENFIT uses automatic switches that detect movement and turn on the light only when necessary. Most importantly, they automatically turn off the light when no presence is detected, eliminating unnecessary energy usage.

4.4.3 Environmental Initiatives - 2023 Roadmap

Continuation of the Process to Measure our Carbon Emissions, in order to Define a Potential Trajectory for 2030 or 2035.

2022 was an important transition year for GENFIT in terms of carbon footprint. In fact, we have progressively implemented the necessary tools to effectively measure our emissions in Scope 1, 2 (and even 3, depending on the importance of this issue for our stakeholders). The goal is to come closer to the recommendations of the Paris Agreement, as part of the energy transition to which every company must contribute. The tool used, which is in line with the recommendations of ADEME (Agence De l'Environnement et de la Maîtrise de l'Énergie) and SBTi (Science Based Target initiative) in terms of trajectory, is recommended by the LEEM for the French pharmaceutical industry. It implies a significant change in the methodology used to date to collect information, as it targets a much wider scope related to the upstream/downstream chain.

In 2023, GENFIT worked to report on its carbon footprint in accordance with these recommendations and calculation methods. The company is also continuing its monitoring to determine the appropriate level of reporting for its activities, taking into account the COP21 goals, future regulatory requirements related to the CSRD (still under development), and the conclusions of the double materiality assessment carried out with its stakeholders in early 2024.

Exploring Ways to Reduce Gas and Electricity Consumption

The use of gas for heating is one of the main contributors to GENFIT's carbon footprint, due to the TS 17441 (DIN 1946 T7) standards requiring air renewal for L1 and L2 type/category laboratories. In 2023, GENFIT continued to explore ways of reducing its fossil fuel consumption, in collaboration with the owner of the premises where the laboratories and the company's head office are located. In particular, an audit of the building was conducted with the landlord to identify emission sources and possible priority actions.

As a reminder, GENFIT, as the tenant, does not have full authority over these issues: the discussions will therefore be conducted with the company's site owner, whose responsibility, decision-making power and room for maneuver in this area are much wider. The extent of the effort will depend in part on the conclusions of our stakeholders regarding the materiality of the issues at stake, particularly with regards to the environment.

In 2023, GENFIT also closely followed the development of the "heat highway" currently under construction in the European metropolis of Lille, which will supply the Eurasanté park where GENFIT is located. As a reminder, this project, financed by the FEDER fund and the ADEME, involves the construction of 40 km of pipelines (20 km inbound and 20 km outbound) to circulate hot water from the incineration of urban household waste at the *Centre de Valorisation Énergétique des déchets à Halluin* (CVE). It should be operational between 2020 and 2021. The future perimeter of the urban district heating network will include several municipalities, including Loos, covering the Parc

Eurasanté. In line with the Climate Plan, this future extended network sets the ambitious target of achieving a minimum of 70% renewable and recoverable energy.

Appointment of a "Protection of Biodiversity and Water as a Natural Resource" Referent and Implementation of a Policy of Best Practices in this Area

Although GENFIT is not currently concerned by the issue of drug residues in water resulting from the consumption of medicines (see section 7.3.3.), the company is nonetheless taking an interest in this issue, as are the major companies in the pharmaceutical industry, which are required to take action in line with current regulations.

In order to maintain an adequate level of knowledge and to implement possible actions in line with GENFIT's activities, a referent, working as a project manager within the program management department, was appointed in 2023, with the aim of developing a policy for the protection of biodiversity and natural resources such as water.

This policy will be based, on the one hand, on scientific and bibliographical monitoring of micro- and macro-pollution, as well as the carbon footprint of the entire life cycle of pharmaceutical molecules (synthesis, packaging, supply, assimilation, destruction), and, on the other hand, on a study of the biodegradability of the most advanced molecules in our portfolio of drug candidates: VS-01-ACLF and NTZ.

Research progress will be presented at monthly meetings. This monitoring work enables us to keep abreast of the most recent regulations in force in the field, and also to explore avenues enabling us to produce drugs with a life cycle that has the least possible impact on the environment.

Cyber Clean Up Challenge

In 2023, GENFIT has set itself the goal of working on another aspect of environmental responsibility: its digital pollution. To this end, the company has laid the groundwork for a "Cyber Clean up Challenge" led by the IT department. The goal is to help employees clean up the data stored in the cloud, on their devices, and on the company's servers in order to improve the company's carbon footprint. At the same time, the company will reflect on the ongoing optimization of its digital methods and practices.

The team organizing the challenge first learned about the impact of digital pollution by following the MOOCs offered by Digital Clean Up Day, in order to share concrete figures and suggest effective courses of action for employees. Employees will be encouraged to clean up their digital spaces to reduce their digital carbon footprint.

A conference will be held in May 2024 as part of the 2024 Digital Clean Up Day to launch the challenge. Information on the impact of digital pollution, as well as advice and best practices, will be shared with employees. GENFIT aims to eliminate between 300 and 350 GB of data by the end of 2024 and will continue to set targets in the future.

"Carbon Budget": Implementation of a Pilot Project

In the same way that an annual financial budget monitors any discrepancies in expenditure, an annual "carbon" budget has been devised by the General Management in "pilot" mode to assess the interest and feasibility of this initiative, expressed in tons of CO₂ emitted. The underlying idea is twofold:

- Promote the gradual integration of an environmental aspect into the planning of business trips and missions, using accurate data to guide action and set an example to motivate other departments.
- Encourage people to think about the real need for travel, maximize productivity by combining multiple destinations and meetings into one trip, and prioritize greener transportation options whenever possible.

The carbon budget was calculated using 2022 as the reference year: business travel represented a total of 341,516 km, mostly by train and plane, or 52.2 tCO₂e (calculated with the CarbonEM tool, based on ADEME emission factors). In 2023, business trips represented a total of 303,964 km, a decrease of 3.2%, despite more intense business activity. This reduction is modest but significant. However, it is important to recognize that annual fluctuations in business requirements and operational needs can lead to changes in our emissions over which we may have limited control. Consequently, the main value of this type of monitoring is to raise awareness of our environmental impact and to explore more sustainable alternatives.

Promoting "Green Travel"

GENFIT wishes to facilitate the transition to less resource-intensive lifestyles, and considers that one of its responsibilities in this area is to support its employees so that their business travel evolves towards greater sobriety in environmental terms. In order to encourage the development of this area and to ensure the support of the greater number, a "green travel" referent was appointed within the organization. This person will regularly monitor available tools to encourage more virtuous behavior, such as carpooling, cycling and public

transport. This monitoring may later lead to an update of our policy on business travel.

In 2023, our "soft mobility" referent applied for an OEPV label (Objectif Employeur Pro-Vélo, or Pro-bicycle Employer Goal), aimed at supporting companies in developing and promoting active mobility among their employees. The OEPV program provides financial support and guidance for companies that receive the "Employeur Pro Vélo" label. GENFIT could be awarded a gold, silver or bronze label, depending on the number of criteria met, such as the installation of a secure bicycle shelter equipped with access badges, lights and electric terminals for hybrid bicycles. In addition, the company intends to implement accident data sheets to protect its employees and identify any safety gaps in the sector. Bicycle repair and re-saddling workshops are also planned as part of this initiative.

A vehicle charging facility has been installed in the GENFIT parking lot. The company has eight 7KW charging stations available to all employees. Those wishing to use a charging station must download an application and connect to the station to view pricing and payment terms.

GENFIT offers several forms of financial support to help employees make the transition to soft mobility. The company covers 75% of the cost of public transport for employees. The company also offers employees a "Sustainable Mobility" package. Under this package, employees are entitled to a mileage allowance of €0.25 per kilometer traveled between home and GENFIT, up to a maximum of €200 per year. This allowance has been extended to employees who use a scooter to get to work. Employees can also be reimbursed up to €100 per year for repairs or safety equipment.

Participation in Air France's Safe Aviation Fuel program

To further complement the carbon offsetting program subscribed in 2022, GENFIT has committed to the Safe Aviation Fuel (SAF) Corporate program proposed by Air France for 2023. SAF is a certified sustainable fuel used by Air France and KLM, made from renewable materials (such as used cooking oils or straw and wood residues) that reduces CO2 emissions by 75%. SAF is not yet available on a large scale, but its production and use will accelerate in the near future.

Specifically, GENFIT participates through an annual contribution (€5,000 in 2023) based on the company's average annual fuel consumption and CO2 emissions. This voluntary and renewable contribution allows volunteering companies to contribute to the use and development of SAF in aviation. In addition, GENFIT's responsible business travel agency provides a detailed overview of each employee's annual air, rail and other travel. This enables us to assess each employee's carbon footprint and implement measures to reduce our environmental impact.

In 2023, GENFIT has decided to actively participate in the "Taxe Carbone" initiative piloted by Air France, which sets an annual amount based on the company's travel expenses. GENFIT has decided to pay this voluntary contribution, which will be used for environmental projects.

Additional Initiatives Beyond the Scope of the 2023 Roadmap

■ Eco-designed & accessible website

As part of the redesign of our corporate website, we decided to follow the rules of eco-design in order to :

- reduce our carbon footprint and thus our environmental impact (by limiting the weight of images, the number of requests, not hosting videos...)
- Make our site accessible and inclusive (color contrast for better readability, accurate metadata descriptions for visually impaired users...).

■ Recycling used computer equipment at the Cambridge office

The Cambridge office focused its efforts on recycling obsolete IT equipment. In particular, a large printer was recycled in partnership with Earthworm Recyclers, a local accredited electronic waste processor. We organized the proper disposal of the equipment, carefully erasing any sensitive data to ensure the protection of the company's confidential information. This process was conducted in accordance with all applicable regulations and compliance standards. This initiative not only reduced GENFIT's environmental footprint, but also promoted sustainable development in our workplace.

■ Carbon footprint tracking (US)

Employees measured the environmental impact and carbon footprint of their actions, particularly in the workplace. They completed a comprehensive, anonymous WeCount questionnaire. The results were then discussed. This contributed to employee awareness and GENFIT's overall commitment to ESG.

■ Collection and recycling of cigarette butts

In 2023, we installed an ashtray designed by a French start-up, TchaoMegot, to collect and ecologically recycle cigarette butts. 100% of the cigarette butts are recycled without water or toxic solvents and transformed into thermal insulation for buildings or textiles.

4.4.4 Environmental Key Performance Indicators

Indicators Related to our Consumption

Goal: Assess our impact on the environment and reduce our consumption

- Greenhouse gas (GHG) emissions
- Energy consumption evolution
- Water consumption evolution
- Raw materials consumption evolution

Waste Management Indicators

Goal: Take action to reduce our waste and adopt responsible waste management practices

- Volume of potential biohazard waste
- Volume of in vivo laboratory waste
- Volume of recycled waste
- Reduction in waste and toxic products

Indicators for promoting the environmental approach

Goal: Raise awareness of environmental issues among all employees.

- Number of employees aware about environmental issues
- Number of hybrid or electric vehicles used by the company and its employees

4.4.5 Evolution of Environmental Performance Indicators

Indicators Related to our Consumption

Goal: Assess our impact on the environment and reduce our consumption

■ Greenhouse gas (GHG) emissions

All emissions in the laboratories are captured by specific hoods, which are periodically maintained and controlled. The control 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 2023, 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.

GHG Emissions (in tons)	2023	2022	2021	2020
direct : mainly from natural gas	663	700	746	627
indirect : coming exclusively from electricity	92	101	100	110
TOTAL	756	801	846	737

The change in our GHG emissions in the last three years is the result of our employees becoming more aware of the importance of energy savings (turning off lights, reducing heating), particularly due to government campaigns. Individual efforts have had a significant impact across the company, with a 6% reduction in our emissions between the two years.

As a reminder, in 2022, we changed our calculation protocols for GHG to use a more robust methodology, in line with international standards and using ADEME's emission factors, and including scope 3 on top of scopes 1 and 2.

The following tables compare CO2 emissions data in tons from 2021 to 2023 generated using our previous methodology (including only scopes 1 and 2), and the data generated with the new methodology and CarbonEM tool (including scopes 1, 2 and 3).

Previous CO2 emissions calculation method

GHG Protocol (scopes 1 & 2)	2023	2022	2021
	726kg CO2	801kg CO2	846kg CO2

New method for calculating CO2 emissions (with CarbonEm tool)

GHG Protocol (Scopes 1, 2 & 3) with the emission factors of the ADEME	2023	2022	2021
Scopes 1&2	584t CO2e	591t CO2e	679t CO2e
Scope 3	804t CO2e	776t CO2e	751t CO2e

The carbon footprint of business travel* is detailed below:

Travel-related carbon footprint	2023	2022	2021	2020
Number of kg CO2-eq – air transport	65,700	55,090	11,757	9,815
Number of kg CO2-eq – rail transport	1,660	2,711*	302	199
TOTAL	67,360	57,801	12,059	10,014

Source: Statement from Travelll and Cap 5 travel agencies.

*Tickets booked directly by collaborators are not included

- Management and employee travel data

Since the beginning of the COVID-19 pandemic, the number of trips has dropped considerably, particularly in terms of air travel, with 10 times less impact than before the crisis. In 2022, normal travel resumed, particularly with the United States, explaining the significant increase in air travel-related emissions.

GENFIT increased its participation in scientific congresses compared to the previous year, while the acquisition of Versantis led to an increase in travel. In addition, rail strikes forced us to increase our use of air transportation.

As a result of these strikes, emissions related to rail transportation have decreased. This decrease is also due to the reduction in regular travel between Lille and Paris by our employees, who now come to the site two days a week instead of three.

■ Energy consumption evolution

To minimize energy consumption, heating is controlled by set points based on activity zones and working hours, with automatic shut-off programmed when set points are reached. The aim of this control system is to reduce our energy impact. Since 2020, GENFIT has been improving its energy efficiency, notably by installing new chillers and boilers to optimize and better control energy consumption.

The energy consumed on the GENFIT site is exclusively related to the consumption of :

- electricity for lighting and cooling the premises and running the laboratory equipment; and
- gas for space heating.

- Volumes and costs of gas and electricity consumption (actual consumption):

	2023		2022		2021		Evolution 2022 → 2023
Gas consumption (MWh)	2,627	389 K€	2,906	410 K€	3,095	107 K€	10% reduction
Electricity consumption (MWh)	1,295	238 K€	1,402	168 K€	1,388	140 K€	8% reduction

The reduction in gas consumption between 2022 and 2023 is estimated at -10% and in electricity at -8%. These trends are mainly due to the implementation of energy saving best practices by employees.

■ Water consumption evolution

Water consumption is mainly dedicated to sanitary facilities or to the production of ultra-pure water for laboratories

Water	2023	2022	2021	2020
Quantity (in m3)	960	1,009	788	1,375
Cost (in euros – gross amount)	€3,885.25	€3,756.22	€3,176.60	€5,271.00

Water consumption was reduced by 5% between 2022 and 2023. This is due to our water stress awareness campaign and the installation of flow-reducing aerators on faucets.

• Drug residues in rivers related to drug consumption

GENFIT is a biotechnology company with portfolio comprised exclusively of drug candidates in preclinical research or in clinical development. This means that GENFIT does not produce any drugs, that none of these drugs are on the market, and that the company does not benefit from any direct or indirect revenue from drug sales.

In fact, the company has no impact in terms of drug residues in rivers linked to drug consumption.

In addition, GENFIT focuses its research on rare diseases. This means that a future drug candidate that would potentially be approved in the future would represent quite a negligible amount of potential drug residue.

• Preservation of the urban wastewater network in the context of the company's activity

As part of its activities and in order to protect the urban wastewater network, GENFIT does not discharge effluents (such as solvents or biological media) into the urban wastewater network but reprocesses them by incineration in order to avoid pollution.

■ Raw materials consumption evolution

Raw materials used for synthetic chemistry are organic compounds in quantities of up to 1,000. The quantities ordered are calculated as precisely as possible so that they can be transformed in full during the synthesis process and do not generate waste.

Waste management indicators

Goal: Take action to reduce our waste and adopt responsible waste management practices

In 2023, as in previous years, GENFIT sorted and collected waste produced by activities involving infectious risks (DASRI) separately. The goal is to eliminate this waste in compliance with current legislation. GENFIT thus ensures that the hazardous waste produced is always disposed of in a responsible and safe manner.

■ Potential Biohazard Waste

Amount of waste collected and processed by the recycling and disposal center:

	2023		2022		2021		2020	
	DASRI	Solvents	DASRI	Solvents	DASRI	Solvents	DASRI	Solvents
Quantity of collected waste (DASRI in kg and solvents in liters)	3,720	1,820	4,409	1,740	4,389	1,330	4,804	3,500
Processing cost (in euros – gross amount)	€1,915	€4,884	€2,271	€5,095	€1,856	€3,420	€2,377	€10,006

Waste removal is carried out every week. Waste tracking slips are classified by waste type and archived. GENFIT has replaced CMRs (carcinogenic, mutagenic and toxic to reproduction agents) whenever technically possible in accordance with the French National Institute for Research and Safety (INRS) recommendations.

A database lists the reagents stored on the site and specifies phases (nature of the risks).

The data observed in 2023 are stable compared to 2022.

■ **Vivo Laboratory Waste**

In vivo experimental waste is disposed of monthly or upon request

Vivo laboratory waste	2023	2022	2021
Quantity (in kg)	434	466	422

Data for 2023 are stable compared with 2022.

■ **Recycling**

Recyclable waste sorting	2023	2022	2021	2020
Quantity (in liters)	432,000	432,000	432,000	432,000
Processing cost (in euros)	5,524	5,348	5,027	4,655

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

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

■ **Reduction of waste and toxic products**

The provision of single-use plastics has been prohibited in companies since July 2021. In order to offer an alternative to employees, GENFIT ensures that each employee receives a cup on arrival at the company. Mugs are also made available to external visitors.

In addition, the use of plastic water bottles has been replaced by the use of returnable glass bottles in collaboration with a local company. In 2023, 200 glass bottles were returned.

Employees are also regularly made aware of the responsible use of consumables (paper, cardboard, ink).

The vast majority of cleaning products used by our staff are environmentally friendly.

Indicators for promoting the environmental approach

Goal: Raise awareness of environmental issues among all employees.

■ **Raising employee awareness about environmental issues**

In 2023, we continued to raise environmental awareness among our employees with initiatives such as the Cyber Clean Up Challenge or participation in the Climate Fresk workshops... For more information, see [Chapter 4.3.3 Governance initiatives - 2023 Roadmap - Continuation of the CSR Training and Awareness Program](#) ; and [Chapter 4.4.3 Environmental Initiatives - 2023 Roadmap](#)

- "Greener Clinical Trials" webinar for the clinical team

Members of the clinical team were invited to watch a webinar on integrating environmental considerations into clinical trial management.

Members were asked to identify key points in terms of initiatives that GENFIT could put in place, as well as general lessons learned.

In terms of key points to remember and what GENFIT can put in place, the following are the conclusions:

- GENFIT could explore the possibility of reusing and recycling test equipment with its suppliers, for example by partnering with Kits for Life to reuse laboratory kits, or by donating unused laboratory kits to humanitarian aid organizations.
- GENFIT should investigate the possibility of reducing patient travel to access sites, wherever possible (implementation of telehealth, home drug delivery, decentralized clinical sites).
- GENFIT should join forces with other companies such as Bayer, CTTI, TransCelerate and others in its sector if it wants to effectively implement ESG in clinical trials.

■ **Company and employee hybrid or electric vehicles**

At the time of publication of this report, 10 of the company's 11 company vehicles and 2 utility vehicles are eco-friendly (including 7 plug-in hybrids and 3 100% electric vehicles), while 3 are still internal combustion-powered. The latter will undergo the same replacement policy when current contracts expire.

Since 2022, the head office parking lot has also been equipped with 10 charging points for electric vehicles, which employees can use to pay for their electricity directly via the terminal, at no extra cost.

■ **Methodological Specificities**

Methodology for calculating our GHG

The calculation methodology used is based on the International Green House Gas Protocol.

Waste - DASRI values: actual data from January to July 2023 (estimated data August / Dec 2023).

Waste - Effluent values: actual data from January to July 2023 (estimated data August / Dec 2023).

Energy consumption - water, gas and electricity: actual data from January to December 2023.

The following themes are not detailed, as they are not considered material to GENFIT's activity:

- *land use;*
- *actions to combat food waste.*

As indicated in [3.1 Materiality](#), this methodology will be gradually strengthened and the scope of analysis extended.

CHAPTER 5

2023 Overview, 2024 Roadmap and Conclusion

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5.1 2023 : An Ambitious Roadmap Executed with Success

In 2023, GENFIT pursued and intensified its improvement approach in terms of social/societal responsibility and sustainable development.

The roadmap proposed to the ESG Committee and validated in March 2023 has generally been carried out in line with the objectives that had been set, with determination and pragmatism. The work accomplished is the result of a company-wide effort, with every department and every level of management contributing to the initiatives put in place.

Main projects included the conduct of several processes aimed at evaluating the company's extra-financial performance through complementary prisms, the organization of specific CSR training and awareness-raising sessions, and the launch of a series of new specific initiatives, detailed in [chapter 4.1](#) for the Societal component, [chapter 4.2](#) for the Social component, [chapter 4.3](#) for the Governance component, and [chapter 4.4](#) for the Environmental component.

This commitment to **engage in concrete actions**, combined with **transparent communications**, has been rewarded, as GENFIT was awarded a **gold medal in 2023 (bronze in 2022) by Ethifinance** (ranked 2nd out of 75 companies in the sector) and a **"Prime status" label by ISS in 2022**.



5.2 2024 Roadmap: Objectives, Initiatives and Trajectories

2024 will be a continuation of our efforts in CSR since 2021.

We will continue to capitalize on the experience we have gained and draw on the feedback we receive to strengthen our commitment. In addition to training and awareness-raising activities that establish a theoretical framework for improving our organization's CSR skills, we will also take the time to examine, in detail, the results of our materiality analysis carried out with the input of our internal and external stakeholders at the beginning of 2024 (see [chapter 3.1 - Materiality](#)). This will enable us to align our priorities and performance indicators with their expectations. This approach also aims to prepare us for future CSRD requirements.

As in previous years, our roadmap aims to have a positive impact on our stakeholders, both internal and external, by limiting the risks to our business through the implementation of new policies and actions. The following sections describe, by way of illustration, the initiatives considered at this stage. They remain subject to internal dialogue, which will continue throughout 2024.

Our indicative CSR roadmap for 2024

Societal

Partnership with the European academic consortium EF-CLIF

Creation of ACLF educational and awareness-raising content

Engagement with patient associations

Continuing our commitment to local associations involved in social integration, rehabilitation and the fight against poverty

Social

Extending the breast cancer prevention campaign

Organization of a Diversity Fresk workshop with a pilot group

Review of Amendment no.1 to the December 13, 2001 working time reduction agreement signed on December 26

Providing support services for employees with caregiving responsibilities in France

Continued discussions with Cap Emploi to make progress on the subject of disability

Governance

Continuing to raise awareness of cybersecurity issues and risks

Preparing for the new non-financial reporting standards, and continuing work on double materiality

Environment

Improving the energy efficiency of the building in collaboration with the proprietors

"2-tonnes" workshop following on from *La Fresque du Climat*

5.2.1 Societal: Having a Positive Impact on Our Main Ecosystem

Partnership with the European Academic Consortium EF-CLIF

It is important for GENFIT and its stakeholders to foster innovation in drug development. One way of doing this is to work with academic leaders who are pioneers in their fields. With this in mind, joint projects will be carried out in 2024 in partnership with EF-CLIF, a major European academic consortium and world leader in ACLF. In doing so, we will contribute to:

- improving current knowledge of patient history, diagnosis and management of patients
- increasing current knowledge of the mechanisms involved in chronic liver failure, and identifying new therapeutic targets and potential treatments
- promoting the creation of new clinical and translational research groups.

GENFIT will also endeavor to work with other learned societies active in other parts of the world.

Creation of ACLF Educational and Awareness-Raising Content

GENFIT will be stepping up its efforts to create and disseminate awareness-raising and educational content on ACLF. The aim will be to provide key players in the ecosystem with a variety of content presented in different forms and distributed through various channels. This could include expert interviews, educational videos or statistics to be shared on social networks, company and partner websites, or at major events. Doctors and patient associations will be closely involved in the process of explaining the major issues surrounding this pathology, and the most promising avenues of research.

Engagement with Patient Associations

GENFIT will also continue to engage with major patient associations, as it has done for many years. Among the contributions planned for 2024:

- second session of the Patient Advocacy Council with the Global Liver Institute, following on from the inaugural session organized in 2023
- training program for the European Liver Patient Association (ELPA) at the EASL congress
- webinars with key opinion leaders, in support of the CCA Foundation
- financial support
- sharing messages and relaying campaigns on social networks

Continuing our Commitment to Local Associations Involved in Social Integration, Rehabilitation and the Fight against Poverty

In 2024, we'll be pursuing our commitment to helping people in need, and continuing to work for equal opportunities. For example, the Works Council plans to support ARCHANGE (Aide à la Rémission du Cancer et pour le Handisport Gage d'Espoir), an association which, throughout the year, supports handisport and cancer research. ARCHANGE creates events to provide financial support for 2 main areas: the fight against cancer, and support for structures that promote handisport. The Works Council's support could, for example, take the form of a financial contribution towards the purchase of tickets for events proposed by the Association, or by organizing an evening to benefit the Association.

Other contributions to local associations include La Cravate Solidaire for the collection of professional work wear for job interviews, and the Petits Frères des Pauvres for whom 300 hats are waiting to be collected in 2024.

5.2.2 | Social: Maintaining and Strengthening our Human Capital

Extending the Health Check-Up Campaign

Given the success of the first predictive check-up campaign organized as part of Breast Cancer Awareness Month ("October Rose") in 2023, (cf. [Chapter 4.2.3 Social Initiatives - 2023 Roadmap](#)), GENFIT has decided to extend this initiative in 2024 to include more employees, and other pathologies. The Company could, for example, take part in Movember, as it has done in the past. Discussions will be held with the Works Council to determine the exact scope of the new campaign..

Organization of a Pilot Workshop on Diversity

GENFIT plans to organize a pilot workshop on diversity, in order to test the ideal format for interaction that could subsequently be rolled out on a larger scale. The aim will be to understand some of the cognitive mechanisms that can lead to certain types of discrimination, and to discover approaches for reducing their impact.

Other Initiatives

Other initiatives identified for 2024 include:

- **Review of Amendment no. 1 to the December 13, 2001 agreement on the reduction of working hours**, signed on December 26, 2007
- **Providing support services for employees who are caregivers in France**
- **Continued discussions with Cap Emploi** to make progress on the subject of **disability**, particularly with regard to keeping disabled people in employment

5.2.3 Governance: Ensuring the Resilience of our Business Model

Continuing to Raise Awareness of Cybersecurity Issues and Risks

In 2024, we will continue our commitment to digital security, ensuring that sensitive data is identified at all levels of the Company. We will implement a training and awareness scheme for our employees to maintain their vigilance and ensure they understand the risks associated with IT security. This initiative aims to ensure a resilient corporate culture against cyber threats.

Preparation for the New Financial Reporting Standards, and Continued Work on Double Materiality

In 2024, GENFIT will set up a cross-functional working group made up of executives representing the Legal, Finance and Communications departments. They will organize the Company's gradual compliance with the new reporting standards that will become mandatory in the next few years (e.g. ESRS/CSRD, in line with EFRAG recommendations; SEC RULE Climate Disclosure, European Green Taxonomy, etc.).

The detailed conclusions of the double materiality analysis carried out at the beginning of 2024 will also be examined and put into perspective to prepare for the years ahead.

This work will have two main objectives:

- Adjusting the structure of the Extra-Financial Performance Report to bring it closer to future standards, with the possible inclusion of new indicators.
- Preparing the next edition of the double materiality assessment (choice of timetable, selection of stakeholders to be consulted, definition of implementation methods).

5.2.4 Environmental: Reducing Our Carbon Footprint and Preserving Biodiversity

Improving Energy Efficiency in Collaboration with Building Owners

In 2024, GENFIT will study the data from the building audit carried out in 2023 with the building owners, in order to identify the main sources of emissions and define key actions to be implemented. GENFIT, as a tenant, does not have full authority over these issues. The discussions will therefore be conducted with the site owner, who bears much greater responsibility, decision-making power and leeway in this area.

GENFIT will also continue to monitor developments concerning the heat highway currently being deployed in the Lille Metropolitan Area, to understand how this major project could enable the Company to reduce its environmental impact.

"2 tonnes" Workshop as Part of the Climate Fresk

Following on from the workshop dedicated to the Climate Fresk ("Fresque du climat"), organized in 2023, GENFIT will further extend its commitment in 2024, by offering a group of volunteers the opportunity to take part in the "2 tonnes" workshop. This immersive workshop will enable employees to discover the individual and collective drivers of ecological transition, and the role that everyone can play.

5.2.5 Key Performance Indicators

In order to monitor the achievement of our CSR objectives, we will continue to quantify our impact through the refinement and development of qualitative and quantitative indicators in line with our internal needs for monitoring objectives, but also with international standards in view of the forthcoming implementation of the CSRD (Corporate Sustainability Reporting Directive) and the associated ESRS standards.

5.3 Conclusion

By the end of **2021**, GENFIT decided to accelerate and formalize its CSR approach by taking a number of new initiatives in this area. The Company had also decided to communicate even more transparently, so that all its stakeholders could understand the nature of the Company's challenges, and monitor its approach.

In **2022**, this work continued with an ambitious roadmap executed in accordance with the commitments initially made. This work resulted in concrete recognition from independent third parties.

In **2023**, we not only intensified our efforts, but also streamlined them through the more formal involvement of external and internal stakeholders. Our aim was to focus our thinking and efforts on the issues we consider essential, while moving closer to the recommendations of the future European standard, the CSRD, which will make it possible to standardize approaches and reporting.

In **2024**, we will continue the work we have been doing for the past three years, which has already shown its worth, as demonstrated by the concrete acknowledgments we have received from several rating agencies and key players in the ESG ecosystem.

CHAPTER 6

Appendices

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6.1 2023 Initiatives - "References and Materiality" Grid

Aspect	Référentiel et matérialité					
	ODD	ISO 26000	SASB	GRI Index	CSRD	>1 critère GFT
Creation of a Patient Advisory Board	3	6				x
Continued Commitment to the Captech Healthcare Innovation Fund	4 8 17	7				x
"Mixité" Project with Eurasanté	4 5 10 17	2 3 7	HC-BP-330a.1	3-3 405-1 405-2 413-1	N/A*	x
"One Day for an Association" - Bread of Life	10 17	7		2-28 413-1		x
Involvement with Local Charities Promoting Integration, Reintegration and Fighting against Poverty	1 4 8 10 17	7		2-28 413-1		x

Social	ODD	ISO 26000	SASB	GRI Index	CSRD	>1 critère GFT
Annual Employee Survey	8	3		2-30	S1-11	x
Implementation of a Workplace Healthcare Access Service for Employees - Predilife	3	3		3-3 403-3	S1-7	x
Encouraging and Valuing Diversity	5 8 10	3 7	HC-BP-330a.1 HC-BP-330a.2	405-1 405-2	S1-10	x
Reflection on an Internal Policy for "Caregiver" Employees	3 10				S1-5	x
Evolution of our Internship Policy	4 8 10	7			S1-6	x
Improving Workspaces and Work Environment	3 9	3				x

Governance	ODD	ISO 26000	SASB	GRI Index	CSRD	>1 critère GFT
Co-construction of a materiality analysis with our main stakeholders	13 17	1 5		2-6	SMB-2	x
Details on the non-financial performance criteria used for the Chief Executive Officer's variable compensation	11	1 5			S2GOV-1	x
Continuation of the CSR Training and Awareness Program	4 9 11	1			S2GOV-1	x
Regular presentation of a CSR scorecard at Executive Committee Meetings	9 11	1			S2GOV-1	x
Addition of a more detailed section on lobbying practices to the Code of Conduct and Ethics	11	1 5	HC-BP-510a.2	205-1 205-2	S6G13	x

Environment	ODD	ISO 26000	SASB	GRI Index	CSRD	>1 critère GFT
Continuation of the process to measure our carbon emissions, in order to define a potential trajectory for 2030 or 2035.	12 13 14 15	4	HC-DY-130a.1		S4E1-2	x
Exploring ways to reduce gas and electricity consumption	12 13 14 15	4	HC-DY-130a.1	3-3 302-4	S4E1-1	x
Appointment of a "protection of biodiversity and water as a natural resource" referent and implementation of a policy of best practices in this area	12 13 14 15	4	HC-DY-130a.1	3-3 303-1 303-2 303-5	S4E4-1	x
Cyber Clean Up Challenge	12 13 14 15	4	HC-DY-130a.1	3-3 302-4		x
Implementation of a "Carbon Budget" for a pilot department	12 13 14 15	1 4			S4E1-2	x
Promoting "Green Travel"	12 13 14 15	4			S4E1-2	x
Participation in Air France's Safe Aviation Fuel program	12 13 14 15	4			S4E1-2	x

* As the societal component is not part of the CSRD for the LSME model, we have indicated "N/A" for societal initiatives.

6.2 2023 Key Performance Indicators - “References and Materiality” Grid

Aspect	Référentiels et matérialité				
	ODD	ISO 26000	SASB	GRI Index	CSRD
<i>Societal</i>					
Nombre d'aires thérapeutiques couvertes par les activités de recherche et de développement de GENFIT	3	6 7			
Nombre de patients atteints par les maladies que nos innovations thérapeutiques et diagnostiques ciblent	3	6 7			
Nombre et programmes en cours	3	6 7	HC-BP-000.B		
Nombre de patients traités par des produits de la Société	3	6 7	HC-BP-000.A		
Nombre de FDA Sponsor Inspections en relation avec la gestion des essais cliniques et la pharmacovigilance	3	6 7	HC-BP-210a.2		
Montant total des pertes financières à la suite de procédures judiciaires associées à des essais cliniques	3	6 7	HC-BP-210a.3		
Description et nombre d'évènements co-organisés avec les associations des patients	3 17	7		2-6 2-29	
Nombre de réunions de groupes de travail dans le domaine de santé	3 9 17	6 7		45354	N/A*
Information mise à disposition des patients par l'entreprise	3 4	7			
Nombre d'initiatives citoyennes auxquelles GENFIT participe directement ou indirectement	17	7		2-6 2-29	
Participation à l'essor financier de la région et du pays	8	7		3-3 413-1	
Nombre et diversité des parties prenantes avec lesquelles un dialogue fréquent est entretenu	17	1 6			
Actions menées en faveur de l'éducation, l'emploi et l'insertion des populations défavorisées en Hauts-de-France	4 8 10	2 7		45354	
Montants alloués et/ nombre de projets financés dans le domaine de l'innovation Santé	3 4 9	7			
Répartition des fournisseurs basés en France et dépenses associées	8 12	1 2 4 5 7		204-1	
Répartition des fournisseurs basés hors de France et dépenses associées	8 12	1 2 4 5 7		204-1	

* As the societal component is not part of the CSRD for the LSME model, we have indicated "N/A" for societal initiatives.

Social	Référentiels et matérialité				
	ODD	ISO 26000	SASB	GRI Index	CSRD
Workforce and Geographical Distribution	8			2-7 401-1 405-1	S1-1
Staff Turnover Rate	8		HC-BP-330a.2		S1-2
Percentage of Employees on Permanent Contracts	8 11		HC-BP-330a.1		S1-2
Salaries and Salary increase (including Bonuses)	8 11		HC-BP-330a.1	45343	S1-4
Employee Shareholders in the Company	8 11				S1-8S1
Equal Access to Recruitment	5 8 10 11	2 3	HC-BP-330a.1	405-1 405-2	S1-10
Diversity	5 8 10 11	2 3		405-1 405-2	S1-10
Women in the Organization (gender equality index)	5 8 10 11	2 3		405-1 405-2	S1-10
Training Program (Training Program, Participation in Training Events)	4		HC-BP-330a.1	3-3 404-1 404-2	S1-6
Work-Study Students/Interns	4 8 10				
Works Council - Employee Representation and Collective Agreements	8 11	2 3		2-30	S1-3
Progress on indicators and qualitative comments from Anonymous Employee Commitment Survey	8	3			
Internal Communication and Access to Information	8				
Absenteeism (number of days and absenteeism rate)	8		HC-DY-320a.1	45354	
Sick leave (number of sick leave requests filed by employees)	3 8		HC-DY-320a.1	45354	
Vaccinations (number of employees vaccinated against influenza)	3 8			45354	
Workplace injuries and occupational diseases	3 8		HC-DY-320a.1	3-3 403-9 403-10	S1-7
Organization of work (Organization of work, Telecommuting)	3 8	2 3	HC-BP-330a.1		
Collective Life in the Company (promoting collective life in the workplace, additional benefits, bicycle mileage allowance and public transport reimbursement)	3 8	2 3	HC-BP-330a.1		

<i>Governance</i>	<i>ODD</i>	<i>ISO 26000</i>	<i>SASB</i>	<i>GRI Index</i>	<i>CSRD</i>
National and international voluntary commitments	17	5 6		2-24	
Data relating to internal stakeholder engagement	11	1 5			
Employees that have taken part in CSR trainings and awareness campaigns	4 8 9 11	1			
Self-assessment questionnaires	11	1			
Number of regulator notifications, legal proceedings or accidents associated with clinical trials	3	6	HC-BP-210a.2		
Monetary losses as a result of legal proceedings associated with clinical trials	3	6	HC-BP-210a.3		
Diversity in top management	5 11	2 3		405-1	GOV-1
Raising awareness on ethics, compliance and transparency	9 11	1 5 6	HC-BP-510a.2	205-2 2-25 2-26	G1-1
Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	9 11	1 5 6	HC-BP-510a.1	205-3	
Quality of internal and external processes		1 5 6			IR-1
Litigation and disputes management		1 5 6			
Data Safety		2 6	HC-DY-230a.2		IR-1
Indicators relating to financial performance		1		3-3 201-1	

<i>Environment</i>	<i>ODD</i>	<i>ISO 26000</i>	<i>SASB</i>	<i>GRI Index</i>	<i>CSRD</i>
Greenhouse gas (GHG) emissions	13	4	HC-DY-130a.1	3-3 305-1 305-2	E1-2
Energy consumption evolution	12	4	HC-DY-130a.1	3-3 302-1 302-4	E1-1
Water consumption evolution	6 12 14	4	HC-DY-130a.1	3-3 303-1 303-2 303-5	E3-1
Raw materials consumption evolution	12	4			E5
Volume of potential biohazard waste	6 12 13 14 15	4	HC-DY-150a.1 HC-DY-150a.2	3-3 306-1 306-2 306-3 306-4 306-5	E2-2
Volume of in vivo laboratory waste	6 12 13 14 15	4	HC-DY-150a.1 HC-DY-150a.2	3-3 306-1 306-2 306-3 306-4 306-5	E5-2
Volume of recycled waste	6 12 13 14 15	4	HC-DY-150a.1 HC-DY-150a.2	3-3 306-1 306-2 306-3 306-4 306-5	E5-2
Reduction in waste and toxic products	6 12 13 14 15	4	HC-DY-150a.1 HC-DY-150a.2	3-3 306-1 306-2 306-3 306-4 306-5	E5-2
Number of employees educated on the environmental approach	4 13	2 3 4			
Number of hybrid or electric vehicles used by the company and its employees	12 13	4			E1-3

6.3 2024 Initiatives - "References and Materiality" Grid

Aspect	Référentiel et matérialité						
	Sociétal	ODD	ISO 26000	SASB	GRI Index	CSR	>1 critère GFT
Partnership with the European academic consortium EF-CLIF		3 4 17	1 6 7		2-6 2-29		x
Creation of ACLF educational and awareness-raising content		3 4 17	1 6 7		2-6 2-29	N/A*	x
Engagement with patient associations		3 4 17	1 6 7		2-6 2-29		x
Continuing our commitment to local associations involved in social integration, rehabilitation and the fight against poverty		1 4 8 10 17	7		2-28 413-1		x
Social							
Extending the breast cancer prevention check up		3	3		3-3 403-3		x
Organization of a Diversity Fresk workshop with a pilot group		5 8 10	3 7	HC-BP-330a.1 HC-BP-330a.2	405-1	S1-10	x
Review of Amendment no.1 to the December 13, 2001 working time reduction agreement signed on December 26		5 8 10	3 7	HC-BP-330a.1 HC-BP-330a.2	2-30		x
Providing support services for employees with caregiving responsibilities in France		3 10			3-3 403-1 403-4	S1-5	x
Continued discussions with Cap Emploi to make progress on the subject of disability		8 10	2		2-30 3-3 403-2		x
Governance							
Continuing to raise awareness of cybersecurity issues and risks		9	1			IR-1	x
Preparing for the new non-financial reporting standards, and continuing work on double materiality		13 17	1 5		2-6 2-29	IR-2	x
Environment							
Improving the energy efficiency of the building in collaboration with the owners		13 17	4	HC-DY-130a.1	3-3 302-1 302-4		x
2-tonne workshop following on from <i>La Fresque du Climat</i>		12 13 17	4	HC-DY-130a.1	3-3		x

* As the societal component is not part of the CSR for the LSME model, we have indicated "N/A" for societal initiatives.

6.4 2022 Initiatives

Societal

Support of the "CapTech Santé Nutrition" Fund, a new player in health innovation in the Hauts-de-France region

Continuation and diversification of our exchanges with patient associations

Contribution to the work of think-tanks in the field of healthcare

Mentoring of local students: The Hibster/Deepster Hackathons organized by Eurasanté

Redistribution of the apprenticeship tax

Creation of a position of Corporate and Public Affairs Manager

Organization of "Pipeline Days" to inform the players in our core ecosystem

Societal initiatives for the benefit of people and entities in need

Social

Annual survey of our employees

Integration plan following the acquisition of Versantis AG entitled "ONE GENFIT"

Publication of a Charter on disability

Evolution of the health insurance for employees and implementation of an additional insurance plan

Teambuilding activities

Video clips highlighting our professions and our employees

Various initiatives carried out by our employees

Read more about the above initiatives in the [2023 Extra-Financial Performance Report \(2022 Activity\)](#)

Governance

Integration of a "Raison d'être" in the company's statutes

Set-up of a team of CSR Leaders

Specific CSR training program with external instructors

Internal CSR awareness campaigns

Update of the Code of Conduct and Ethics and training

Participation in the self-assessment process specific to the pharmaceutical sector

Development of a responsible purchasing policy

Adjustments to the corporate governance structure and programs following the acquisition of Versantis AG

Publication of an in-house newsletter detailing our CSR activities

Environment

Set-up of a carbon offsetting scheme for business travel

Implementation of the CarbonEM tool for a precise measurement of our carbon footprint

Replacement of our fleet of vehicles with plug-in hybrids or electric vehicles

Installation of charging stations for electric vehicles in our headquarters car park

Participation to Ecological Transition Workshops organized by the Lille European Metropolis

Adaptation of our green spaces to better respect biodiversity

Promotion of "Green Travel" for our Employees

Promotion of an environmental protection approach

6.5 2021 Initiatives

Societal

Safeguarding the health of all patients and those involved in our clinical trials during the COVID-19 pandemic

Strengthening dialogue with our stakeholders and enriching our exchanges

Ensure GENFIT's involvement with the community in order to have a positive impact on our local ecosystem

Employee partnership with Fondation Agir Contre l'Exclusion

Involvement with the Global Liver Institute

Involvement Think-tank Santé in France and Europe

Availability of patient information

Social

Introduction of an annual employee survey

Expanding internal communication channels

Creation of a managerial skills course

Development of the project management system

Finalization of the Employment Safeguard Plan (PSE)

Implementation of an employee training plan

COVID-19 pandemic management

Read more about the above initiatives in the [2021 Extra-Financial Performance Report](#).

Governance

Creation of a CSR committee within the Board of Directors and Executive Committee

Signature of the PAQTE agreement (Pacte Avec les Quartiers pour Toutes les Entreprises)

Signature of the UN GLOBAL COMPACT to help achieve the 17 Sustainable Development Goals (SDGs)

Updated Code of Conduct and Ethics

Strengthening information security commitments

Creation of a CSR community on the company intranet

Publish an annual extra-financial performance report

Environment

Reduce waste and use responsible waste management methods

Limiting environmental risk through secure technologies and procedures

Raising awareness of environmental issues among all our employees

Implementation of training courses on chemical and waste management

Replacing CMRs (carcinogens, mutagens and toxicity agents)

Introduction of a Green Travel subsidy

Changing bulbs for LED solutions

Société anonyme à Conseil d'Administration
au capital social de 12 465 245,75 euros réparti en 49 860 983 actions de nominal 0,25 euro

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