

2025

Extra-Financial Performance Report 2026

Activity 2025

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Foreword

Although GENFIT is not subject to any major non-financial reporting requirements, we believe that environmental, social and governance (ESG) issues are essential to the long-term sustainability of our Company and its ecosystem. As such, we are continuing our voluntary approach by publishing a new edition of our Extra-Financial Performance Report, with the aim of providing the clearest possible level of transparency on our strategy, actions and results. We invite stakeholders who so wish to contact us in order to initiate or continue an open and constructive dialogue.

Note on methodology (GRI 2-2)

The scope of this edition mainly covers the Group's parent company, GENFIT SA, as the main entity in charge of overall extra-financial performance. A large volume of information on the GENFIT Corp (USA) and Versantis AG (Switzerland) subsidiaries is also included. Certain Key Performance Indicators (KPIs) are not taken into account to ensure representativeness, notably those related to environmental impact in the United States and Switzerland. We have only used the GENFIT SA KPIs due to the small size of the teams and buildings outside France. Furthermore, in order to guarantee the confidentiality of personal data, certain social indicators are not published for employees in the United States and Switzerland, so as to avoid their identification.

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Disclaimer

This Extra-Financial Performance Report contains forward-looking statements about GENFIT. The use of certain words, such as "consider", "plan", "think", "aim", "expect", "intend", "must", "strive for", "estimate", "believe", "wish", "can", "enable", "target", "encourage", "be confident" or, where appropriate, the negative form of these words, or any other similar variants or terminology, is intended to identify these forward-looking statements. This information is mentioned in various sections of this Extra-Financial Performance Report and contains data related to the Group's intentions, estimates and targets concerning, in particular, the market in which it operates, its strategy, growth, results, legal, financial and non-financial position, cash position and forecasts. Although the Company believes that its projections are based on the reasonable assumptions of its General Management's, such forward-looking statements may be affected by a number of known and unknown risks and uncertainties. These risks and uncertainties include, among others, the uncertainties inherent in research and development, including in relation to non-clinical and pre-clinical programs, reproducibility of preclinical results, the translation of animal model data to human biology, in relation to safety of drug candidates, cost of, progression of, and results from, our ongoing and planned clinical trials, patient recruitment, review and approvals by regulatory authorities in the United States, Europe and worldwide, of our drug and diagnostic candidates, pricing, approval and commercial success of elafibranor in the relevant jurisdictions, exchange rate fluctuations, and our continued ability to raise capital to fund our 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 "Risk Factors and Internal Control" of the Company's 2025 Universal Registration Document filed on April 03, 2026 (no. D.26-0221) with the Autorité des marchés financiers ("AMF"), which is available on GENFIT's website (www.genfit.fr) and the AMF's website (www.amf.org), and those discussed in reports filed with the AMF or otherwise made public, by the Company. In addition, even if the results, performance, financial position and liquidity of the Company 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 of the information contained in this report, whether as a result of new information, future events or any other elements. 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 by GENFIT's Chief Executive Officer

« GENFIT's priority is to deliver safe and effective therapeutic solutions to patients, drawing on long-standing scientific and clinical expertise in the field of severe liver diseases. This mission underpins all of our activities and guides our strategic decisions.

In 2025, several key milestones illustrated GENFIT's continued progress. On the one hand, broader access to a new treatment for patients suffering from Primary Biliary Cholangitis was achieved through its commercialization by our partner Ipsen in several countries. On the other hand, we continued to advance our research and development programs, with clinical development progressing in high unmet medical need indications such as Acute on-Chronic Liver Failure and Cholangiocarcinoma, alongside efforts to identify new, high-potential therapeutic targets within these same indications.

These advances rely on demanding execution conditions – human, organizational, ethical, technological and financial — as well as on the trust of our stakeholders. This is precisely what our Corporate Social Responsibility (CSR) approach seeks to structure and strengthen, making it a core pillar of sustainable value creation.

In 2025, we continued to implement our CSR roadmap in line with the commitments we have made. The achievement of B Corp™ certification at year-end attested to the robustness of our practices and further strengthened the confidence of our stakeholders – including patients, industrial partners, authorities and investors – in a sector where transparency and credibility are essential.

This approach is embedded within a structured and sustainable governance framework, collectively driven by the Executive Management, with the objective of consistently integrating our social, societal and environmental commitments at the heart of our strategy and performance management. »

Pascal Prigent

A Word from the Chairman of the Board of Directors

« Since its creation, GENFIT has demonstrated a strong sense of ethics and responsibility, which continues to be reflected today at every level of the Company. This commitment serves both as a source of motivation for our teams and as a solid foundation for cooperation and partnership with our various stakeholders. »

Jean-François Mouney, Co-Founder of GENFIT

A Word from the Chairman 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 of Directors



Catherine Larue,
Chairwoman of the ESG Committee

CHAPTER

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1.1 Strategy, business model and value chain

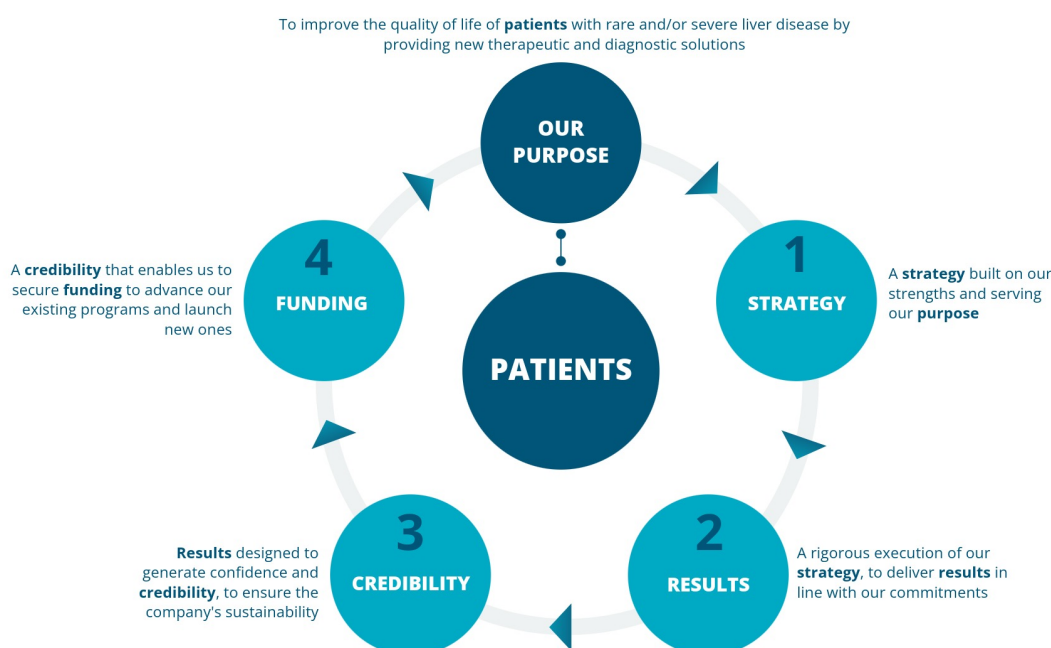
GENFIT is a biopharmaceutical company specializing in the research and development of therapeutic solutions for patients suffering from rare and severe liver diseases for which medical needs remain largely unmet. This positioning is fully aligned with the United Nations' Sustainable Development Goal 3 ("Good Health and Well-Being") and aims to address the needs of patients who are particularly vulnerable to health-related challenges.

The therapeutic areas targeted by GENFIT's pipeline include Primary Biliary Cholangitis (PBC) and Primary Sclerosing Cholangitis (PSC), within the framework of the research and commercialization partnership entered into with Ipsen.

In addition, GENFIT is developing programs in Acute-on-Chronic Liver Failure (ACLF) and in Cholangiocarcinoma (CCA), two indications characterized by major unmet medical needs and a still limited and fragmented research landscape, in which the Company benefits from a differentiated positioning.

In the field of diagnostics, GENFIT's efforts focus on Metabolic Dysfunction-Associated Steatohepatitis (MASH), a chronic liver disease associated with metabolic dysfunction, identified as a growing public health challenge

Our Business Model and Value Chain



Our strategy is designed to serve our corporate purpose and is built on GENFIT's specific strengths. Its implementation relies on the expertise of our teams, the quality of our network, and the strength of our partnerships. This execution aims to deliver results that are consistent with our commitments and with the expectations of our stakeholders, whether internal (employees) or external (patients, associations, key opinion leaders, partners, or shareholders). In our sector, the results achieved directly shape the Company's credibility and the trust it inspires. This trust is a key lever for securing the funding necessary to support our continued development. The resources thus mobilized are reinvested in the execution of our strategy, particularly in research and innovation, to better serve our corporate purpose: providing new therapeutic solutions to patients and physicians, while creating value for all our stakeholders whenever possible.

This model is therefore based on a virtuous cycle linking purpose, strategy, execution, results, trust, and financing — all contributing to GENFIT's long-term sustainability and the creation of lasting value.

A Financing Model Specific to Biotechnologies

Like major pharmaceutical groups, our ambition is to bring innovative therapeutic and diagnostic solutions to market, but our biotech business model differs significantly. Whereas large pharmaceutical companies finance a substantial part of their activities through revenues generated from the commercialization of medicines, GENFIT must rely on other sources of funding, as our main programs are still in preclinical research or clinical development and require significant investment. In general, to finance our work, we mobilize¹ two main levers:

- Fundraising on capital markets through financial instruments that may vary according to the needs and context;
- Entering into partnership agreements, as GENFIT did in 2021 with the pharmaceutical group Ipsen.

1.2 Our Purpose

¹ GENFIT is also eligible for the French research tax credit and other public subsidies may occasionally supplement this financing model.

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 purpose 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 was 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, which states that:

"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."

Our shareholders approved this change to the Company's purpose by vote of 98.43% of those shareholders present or represented.

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 with rare and severe liver diseases characterized by high unmet medical needs. With a strong ability 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 Embedding our CSR approach

GENFIT believes that, to be meaningful, CSR must remain embedded in the Company's operational reality and directly connected to its fundamental challenges – bearing in mind that for a biotech, two priorities drive everything else: the ability to secure funding and the successful completion of clinical trials. Without funding, there is no innovation or clinical research; and without clinical success, there is no benefit for patients. Conversely, when these conditions are met, a virtuous cycle emerges: the Company delivers therapeutic solutions with significant societal impact, generates concrete social value, and strengthens its capacity to reinvest in the service of new patients and unmet medical needs.

From this perspective, CSR is most relevant when it is directly linked to the Company's overall performance. This implies focusing efforts on actions that are meaningful and proportionate, rather than on anecdotal or purely symbolic initiatives. The following four CSR pillars are, in this regard, highly concrete levers:

- Societal: connecting the Company to its corporate purpose, to patients, their caregivers, and the broader health-innovation ecosystem
- Social: valuing human capital, without which innovation cannot translate into patient benefit
- Governance: ensuring compliance, ethics, and transparency, and therefore the rigorous management of programs
- Environment: given its link to health, and the benefits tied to energy efficiency and the responsible use of resources

Non-financial performance and financial performance therefore reinforce one another, and it is this coherence that must be prioritized – avoiding CSR actions that are too disconnected from the Company's expertise and its real levers for value creation.

1.5 B Corp™ Certification

In September 2025, GENFIT obtained international B Corp™² certification following a rigorous and independent evaluation process. This certification validates the progressive structuring of our ESG strategy since 2021, supported by strong governance and targeted initiatives with measurable outcomes. It also recognizes GENFIT's long-standing commitment to social, societal, environmental, and governance matters, which have held a central place in our value-creation strategy since the Company's inception. We firmly believe that robust governance, transparent reporting, responsible practices, and ongoing dialogue with our ecosystem strengthen both our capacity for innovation and our operational resilience. In an environment marked by the complexity of development and the demanding nature of the therapeutic areas we target, these foundations constitute a key asset for the execution of our strategy.

Certified B Corporations, or B Corps, are companies verified by B Lab to meet high standards of social and environmental performance, transparency, and accountability to balance profit and purpose. B Corps form a community of leaders and drive a global movement of people using business as a force for good: their economic activity, in addition to generating profit, creates a measured and certified positive impact on people, society and the environment. Certified B Corps achieve a verified score on the B Impact Assessment – a rigorous, material measurement of a company's impact on its workers, customers, community, and environment – and make their B Impact Report transparent on bcorporation.net³. B Corps are present in 150 industries and in more than 80 countries. The B Corp movement has a single goal: to redefine a new business paradigm that is adequate to our times, concrete and replicable. Through the B impact Assessment, measure all their impacts as thoroughly as their profits. The combination of third-party validation, public transparency,

² B Corp™ is a trademark

³ Click on the following link to consult GENFIT's B Impact Report : <https://www.bcorporation.net/en-us/find-a-b-corp/company/genfit-sa/>

and legal accountability help Certified B Corps build trust and value. The Certification is administered by the non-profit B Lab. www.bcorporation.net.



“As part of GENFIT’s ACLF Patient Advocacy Council, we witness authentic patient engagement and genuine effort to develop awareness material for patients and caregivers. Our perspectives are heard and acted upon, in an area where patients face a stark unmet need, with no approved therapeutic options, very limited research and still too little knowledge. This B Corp certification reflects the constant dialogue we have with GENFIT which extends far beyond a marketing line.”

Larry Holden,
Chief Executive Director of the Global Liver Institute

CHAPTER

2. Key Building Blocks of our CSR Commitment

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The main strategic orientations of our CSR approach were first approved in 2021 by a dedicated committee established within the Board of Directors, in line with the recommendations of the MiddleNext Corporate Governance Code. Since its creation, this committee has met at least twice a year to assess the Company's extra-financial performance, approve the annual roadmap, and ensure transparent information and communication on these matters. Further details on governance are provided in [Chapter 4.3](#).

2.1 Six Fundamental Principles

GENFIT's CSR approach is structured around six fundamental principles.

1. Reducing health inequalities

We focus our efforts on particularly vulnerable patients suffering from liver diseases that meet the following criteria:

- Rare⁴ diseases, which are often under-diagnosed and neglected and lack access to care and medical information
- Severe diseases, which are life-threatening and require rapidly effective solutions
- Diseases with no (or very few) treatment options, demanding accelerated research in order to identify new, alternative solutions

2. Taking action to manage our impact

Our actions aim to generate :

- a positive social impact;
- a positive societal impact;
- a controlled environmental impact, with a commitment to reducing our associated environmental footprint as much as possible.

3. Relying on responsible governance, structured around double materiality

To accurately assess our impacts, our governance takes into account the two inseparable dimensions of double materiality:

- From the outside in: environmental, social or societal risks that may affect our business ;
- From the inside out: the potential impacts generated by our activities on our ecosystem.

4. How we prioritize our actions

As we are constrained by our resources, we prioritize certain focus areas according to their level of importance:

- Real impact: prioritizing concrete actions, rooted in reality and field requirements;
- Relationship with our business sector: capitalizing on our expertise to increase the scope of our contribution;
- Creating synergies within our reference ecosystem: strengthening cooperation with our stakeholders and amplifying our impact, particularly at local level;
- Simplicity of implementation: remaining pragmatic and ensuring that our efforts are consistent with our resources;
- Employee involvement: making CSR a participative and unifying process.

5. Define an annual CSR roadmap based on five priority criteria

Five guiding criteria have been defined for the development of the annual roadmap, in order to ensure consistency and avoid any dispersion of efforts:

1. Tangible impact: to prioritize concrete actions grounded in real-world conditions and operational needs;
2. Alignment with our core business: to leverage our expertise and thereby enhance the reach of our contribution;
3. Creation of synergies within our reference ecosystem: to strengthen cooperation with our stakeholders and amplify our impact, particularly at the local level;
4. Simplicity of implementation: to remain pragmatic and calibrate our efforts in line with our available resources;
5. Engagement of all employees: to make CSR a participatory and unifying approach.

6. Integrating CSR into the company's operational management

In order to avoid any dispersion and to ensure relevance and consistency, responsibility for CSR is entrusted to a member of the Management Committee, who is responsible for strategic planning and collective implementation. This approach is based on a clear requirement:

- To ensure that actions are appropriately calibrated in light of the Company's available resources and strategic challenges;
- To create the human, organizational, ethical, technological and financial conditions necessary for the responsible, controlled and sustainable execution of GENFIT's mission. In this framework, several members of the Management Committee, each within their respective areas of responsibility, are accountable for the effective integration of CSR issues into the Company's governance and day-to-day operations.

⁴ According to the World Health Organization (WHO), a disease is considered rare when it affects fewer than one in 2,000 people in the general population



"In a biotech company, securing funding and achieving clinical success are the essential conditions for innovation to benefit patients. It is on this foundation that the most significant societal and social impacts are built, and that the CSR approach gains credibility with external stakeholders as well as buy-in from internal teams. As such, it is inseparable from the Company's overall performance and is concretely reflected through its key levers: human capital management, engagement with the ecosystem, transparency, ethics, compliance, risk management, opportunity identification, and the responsible use of resources."

Jean-Christophe Marcoux (Chief Corporate Affairs Officer, Head of Investor Relations, Head of ESG)

"Human capital management is the social pillar of our CSR approach. Far from being a standalone topic, it permeates our day-to-day operations and guides our decision-making, whether in terms of working conditions, skills development, engagement in societal issues, or team commitment. We address it with a spirit of pragmatic opportunism: each initiative must strike the right balance between the effort invested and the tangible impact delivered, in the interests of our employees, their long-term engagement, and the Company's overall performance. It is under these conditions that CSR becomes a driver of coherence, productivity, and long-term mobilization."

Emilie Desodt (Executive Vice President Human Resources)

"From a governance perspective, CSR rests on robust operational standards: regulatory compliance, ethical interactions with healthcare professionals, transparency, data protection, and strong process control. In the highly regulated biopharmaceutical sector, these core requirements are essential conditions for responsible and sustainable innovation that also safeguards patient safety. Our approach is based on pragmatic, proportionate compliance frameworks designed to strengthen organizational resilience and to build long-term trust with all our stakeholders."

Stefanie Magner (Chief Compliance Officer, Executive Vice President, International Legal Affairs)

"In a biotech company, CSR is also a matter of rigor and financing, in light of financial double materiality. Reliable information, combined with regular and transparent dialogue with our shareholders, strengthens trust and provides greater visibility on our priorities. Robust governance also helps secure access to the resources required and de-risk our financing trajectory. Finally, as our shareholders are a key stakeholder group, we seek – as we have done since 2021 – to prioritize non-dilutive financing solutions whenever relevant and when conditions allow."

Thomas Baetz (Chief Financial Officer)

"Information systems sit at the intersection of impacts, risks and opportunities. Our digital priorities have long integrated cybersecurity and artificial intelligence issues. As these topics have grown in both intensity and complexity in recent years, we regularly strengthen our level of requirements as part of a continuous adaptation approach. We therefore continuously evolve our risk management frameworks in a responsible manner, focusing on system security, data protection, management of use, and a clear ethical framework. This approach helps limit risks, ensure business continuity, and frame controlled technological innovation, while strengthening the Company's resilience and productivity in a constantly evolving environment."

John Brozek (Executive Vice President, Data & Information Technology)



2.2 Voluntary Adherence

GENFIT's CSR commitment is also reflected in voluntary alignment, structured around two complementary pillars.

2.2.1 International: United Nations Global Compact

GENFIT is a signatory to the ten principles of the United Nations Global Compact and is committed to respecting and promoting human rights within its sphere of influence and across its value chain. This commitment entails ongoing vigilance to identify, prevent and remedy potential negative impacts, whether direct or indirect, as well as adherence to the principle of non-discrimination. In this context, GENFIT draws inspiration from the United Nations' 17 Sustainable Development Goals (SDGs) and uses them as one of its international reference frameworks.

2.2.2 Europe and France: industry-specific frameworks

Pharmaceutical industry

We position our CSR approach within a sector-wide perspective. When we were members of Leem (Les Entreprises du Médicament) in France, we relied on its 'Guide for Pharmaceutical Companies', which is based on reference frameworks such as ISO 26000, the 17 SDGs, ADEME and the Science Based Targets initiative (SBTi). Although the Company is no longer a member of Leem, it continues to monitor sector-level activities and recommendations, in a context of evolving governance and representativeness within the industry. At the European level, as a member of EFPIA (European Federation of Pharmaceutical Industries and Associations), the Company applies the EFPIA Code of Practice governing its interactions with healthcare professionals, healthcare organizations and patient associations.

Biotech sector

GENFIT is a member of France Biotech, an association that brings together healthtech companies in France and contributes to driving innovation in healthcare. At the end of 2024, France Biotech invited GENFIT, represented by Jean-Christophe Marcoux (Chief Corporate Affairs Officer), to co-lead a working group dedicated to the development of a new societal pact for healthcare innovation, in recognition of the Company's commitment to CSR. Throughout 2025, this working group engaged with players of ecosystem to gather input and outline the initial foundations of a shared and coherent commitment.

2.3 ESG Reporting: the Regulatory Framework

Although GENFIT does not fall within the scope of the NFRD⁵ and CSRD⁶ directives, GENFIT has nonetheless adopted a proactive and transparent approach, publishing an Extra-Financial Performance Report (EFPR) annually since 2021.

In addition:

- We follow the recommendations of the Corporate Governance Code issued by Middelnext, the latest update of which dates back to September 2021.
- We also consider with interest the provisions of the PACTE Law⁷, which recognizes that every company faces social and environmental challenges that must be taken into account, and which encourages a global, coherent CSR approach aligned with the company's core business.
- We closely monitor developments in reporting standards, in particular the draft European Sustainability Reporting Standards (ESRS) associated with the CSRD directive ([see section 4.3.2 for GENFIT's position following the Omnibus package published in February 2026](#)).

2.4 Other Global Frameworks and Benchmarks

Beyond the frameworks presented in [section 2.2](#) and the regulatory framework described in [section 2.3](#), GENFIT also relies on several international reference frameworks as benchmarks to structure its CSR approach. To facilitate readability and understanding, a correspondence table is provided in the [Appendix](#) of this report.

ISO 26000

The ISO 26000 standard has defined seven core subjects since 2010 (with no subsequent updates): organizational governance, human rights, labour practices, the environment, fair operating practices, consumer issues, and community involvement and local development.

Global Reporting Initiative

The Global Reporting Initiative (GRI) standards, structured into universal, sector-specific and topic-specific standards, now constitute a central framework for impact reporting. They are expected to be strengthened by new Biodiversity (2026) and Climate/Energy (2027) standards. The GRI standards are articulated with the sustainability standards of the International Sustainability Standards Board (ISSB), namely IFRS S1 and IFRS S2, applicable since 2024. The integration of the Sustainability Accounting Standards Board (SASB) legacy into the ISSB framework further reinforces consistency between impact-focused frameworks (GRI) and sustainability-related financial disclosures (ISSB).

Other reference frameworks considered

Additional reference systems complement this overview and inform our analysis. Weightings and methodologies vary depending on the organizations that develop them, including in particular MSCI ESG Research, Ethifinance, Sustainalytics, ISS ESG, Moody's ESG Solutions (formerly Vigeo Eiris), Sustainable Fitch, EcoVadis, B Corp and CDP, as well as governance frameworks such as AFEP-MEDEF. Not all of these frameworks are included in the correspondence table; however, they contribute to structuring our approach around widely accepted principles. Our analyses are therefore guided by two complementary perspectives:

- a first perspective based on four fundamental categories of issues: Environmental, Social, Societal and Governance;
- a second perspective based on three types of actions required to address these issues and achieve objectives: Policies and strategies, Implementation systems and activities, Performance assessment.

2.4.1 Limits to the applicability of these standards: biotechnology sector vs. pharmaceutical sector

With respect to CSR impacts, risks and opportunities, fundamental differences distinguish major pharmaceutical companies from biotechnology companies. These differences significantly influence the prioritization of issues as well as the approaches used to address them. By way of example, certain criteria or headings relate to issues that are particularly material for companies that manufacture and commercialize medicines on a large scale. As GENFIT does not directly market any products, these topics cannot easily be assessed at the Company level, including: "drug affordability and pricing conditions" (SASB), "counterfeit medicines" (SASB), "water and pharmaceutical waste management" (ISS), and "access to medicines in underserved geographies" (ISS, Moody's).

Other criteria relate to activities that are not connected to GENFIT's operations, such as "respect for human rights in bioprospecting projects" (Moody's) or "respect for human rights in genetic research activities" (Moody's).

GENFIT nevertheless fully acknowledges the critical importance of these issues and, for this reason:

- endeavors to provide, where relevant, the information expected under the GRI and ISSB-SASB international frameworks, notably through disclosures presented in the appendices to this report;
- remains attentive to sector-level initiatives and discussions aimed at strengthening understanding, prevention and awareness of these issues;
- follows, where possible, the practices and commitments of its main partners and stakeholders directly concerned by these topics, in order to draw relevant insights.

⁵ Non-Financial Reporting Directive

⁶ Corporate Sustainability Reporting Directive

⁷ Action plan for the growth and transformation of companies, loi n° 2019-486 du 22 mai 2019

2.4.2 Materiality correspondence table

To facilitate the reading of this report, three summary tables are provided ([see Appendices](#)), covering:

- 2025 initiatives;
- 2025 performance indicators;
- initiatives included in the 2026 roadmap.

These tables establish links between policies, actions, progress indicators and material issues as defined by the following five major international reference frameworks:

- the ISO 26000 standard (corresponding section of the report);
- the United Nations Sustainable Development Goals (SDGs concerned);
- the SASB framework (indicator code);
- the Global Reporting Initiative framework (indicator code);
- the European Sustainability Reporting Standards (ESRS) system associated with the CSRD.

They are complemented by an internal framework developed by GENFIT and based on PSP/ESG principles (see [Chapter 2 – The foundations of our CSR commitment](#)).

CHAPTER

3. Materiality Assessment and Prioritization of CSR Objectives

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3.1. Material Issues, Risks and Opportunities (IRO)

Any CSR strategy is first and foremost based on a materiality analysis, which prioritizes key issues and identifies the most significant ESG risks and opportunities for the Company and its stakeholders. This forms the foundation for defining policies and mitigation measures, setting objectives and action plans, and selecting the indicators used to ensure rigorous performance monitoring.

Accordingly, in 2023, in line with the roadmap previously defined by the ESG Committee, a project to formalize material issues was initiated on a pilot basis. This process consisted in the co-construction of a double materiality matrix, in accordance with the recommendations of the European Financial Reporting Advisory Group (EFRAG), mandated by the European Commission to develop the non-financial reporting standards underpinning the future CSRD.

3.1.1 Material Issues and value creation levers for GENFIT

GENFIT considers that its priority material issues are structured around two main pillars :

1. 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 in order to generate robust data;
 - to finance the Company with minimal shareholder dilution, and maximizing the value of its scientific results and regulatory advances, so as to allow it to continue advancing its research and development work;
 - guarantee 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;
 - create optionality: by relying on regular and constructive dialogue with stakeholders to analyze key issues, understand sector trends and identify value creation levers.
2. Controlling **its impact on its ecosystem** through its ability to:
 - generate a positive contribution in social and societal terms: by developing therapeutic solutions that address unmet medical needs, contributing to scientific progress, and integrating responsible practices with respect to patients, healthcare professionals, partners and communities
 - limit the carbon footprint of its activities: by controlling carbon emissions, optimizing resource use and progressively integrating sustainability principles across its activities (including operations management, value chain collaborations, etc.).

3.1.2 Materiality analysis and stakeholder consultation

Although defining GENFIT's strategy is primarily the responsibility of its governance bodies, the Company also relies on regular and transparent dialogue with its stakeholders, both internal and external, in order to enrich its reflection and better align its strategic orientations with the expectations of its ecosystem.

A pilot process in 2023

In 2023, GENFIT carried out a first structured stakeholder consultation exercise, pursuing three main objectives:

- to identify and, above all, prioritize the issues considered to be material for the company, by formally involving various GENFIT stakeholders;
- to inform a number of key players in our ecosystem of the key principles and concepts of CSR;
- to proactively align with market best practices and emerging frameworks, in anticipation of forthcoming European regulatory developments.

This work is intended to be reproduced in the future, in order to take into account the evolution of GENFIT's business model and involve more stakeholders.

Principle and method

The aim of the stakeholder consultation was to build a materiality matrix based on a dual approach:

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

This exercise was carried out in collaboration with Euronext Corporate Services, chosen for its independence and expertise in Sustainable Finance Disclosure Regulation (SFDR) and CSRD regulations.

Highlights of the pilot project launched in 2023 include:

- around 40 stakeholders were involved, divided into approximately 12 categories: patient associations, opinion leader doctors, institutional equity investors, institutional impact investors, individual investors, equity analysts, ESG analysts, business partners, public authorities, etc.;
- 18 material issues were pre-identified according to the ESRS standards, CSRD approach and the specific features of the company;
- results confirm the relevance of the sustainability strategy deployed by GENFIT since the end of 2021;
- positive feedback received from stakeholders with expertise in CSR, praising the formality and early nature of the exercise;
- heterogeneous degree of maturity of the stakeholders, reflecting the pioneering nature of GENFIT's approach within its sector.

Lessons learned

One of the main conclusions of this work was the overall consensus on:

- the clear priority given to patient-related issues, directly linked with our purpose, signaling the societal component as a priority issue;
- the significant importance given to social and governance issues, seen as indirect yet essential means of responding to the priority issues linked to our purpose;
- the relatively minor significance of environmental issues, GENFIT being seen overall as an organization with very little impact or influence on the global challenges of climate change.

Differing views were noted on certain subjects, which were generally linked to the specific perspectives of the different stakeholders.

Key takeaways for GENFIT

This exercise made it possible to structure GENFIT's CSR approach around three key pillars:

- Roadmap: concentration of efforts on the issues considered by stakeholders to be the highest priorities
- Stakeholders: strengthening dialogue with internal and external stakeholders and continued efforts to acculturate the entire corporate ecosystem
- Extra-Financial Performance Report: integration of the main findings of the analysis into the report

3.1.3 Reading and applicability of material issues using the SASB prism

The SASB framework is a well-recognized reference for ESG financial materiality, notably for its sector-based approach, which is widely valued by investors. It shows strong consistency with the Task Force on Climate-Related Disclosure (TCFD), CDP and ISSB frameworks, as well as with European regulatory developments (CSRD, ESRS). In order to meet investor expectations, and pending the harmonization of reporting practices, we reviewed the nine issues identified by SASB as material for companies in the "Biotechnology and Pharmaceuticals" category, namely

Category	Sub-category
<i>Human Rights & Community Relations</i>	<i>Safety of Clinical Trial Participants</i>
<i>Access & Affordability</i>	<i>Access to medicines</i>
<i>Access & Affordability</i>	<i>Affordability & Pricing</i>
<i>Product Quality and Security</i>	<i>Drug safety</i>
<i>Customer Welfare</i>	<i>Counterfeit Drugs</i>
<i>Selling practices & Product Labelling</i>	<i>Ethical Marketing</i>
<i>Employee Engagement, Diversity & Inclusion</i>	<i>Recruit, develop and retain employees</i>
<i>Supply Chain Management</i>	<i>Supply Chain Management</i>
<i>Business Ethics</i>	<i>Supply Chain Management</i>

Of these nine issues, only four directly apply to GENFIT given 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

The "Access & Affordability – Access to Medicines" issue mainly concerns pharmaceutical companies that market treatments directly, rather than biotech companies like GENFIT, whose business is to develop new drugs via clinical trials. However, GENFIT may be considered to have a positive contribution from this specific angle, as it allows for the following:

- Exceptional access to innovative molecules still in development
- Full coverage of medical expenses for participants to clinical trials
- For patients with rare and/or serious diseases, with no (or very few) therapeutic solutions;

Lastly, the following four issues are not considered material 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"
- "Supply Chain Management"

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

- "Employee health and safety": since our strategy is driven by innovation and human capital, we place employee health, safety, and well-being at the heart of our CSR approach

- "Greenhouse Gas Emissions": despite an insignificant environmental footprint, future regulations may impose strict reporting requirements, making transparency and data quality essential
- "Product design and lifecycle management": patients are directly involved in the validation process of drug candidates developed by GENFIT, and at an early stage, well before their eventual marketing, in clinical trials conducted under the strict control of regulatory agencies
- "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 clinical trials. As a company based in France, RGPD regulations require us to have rigorous 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	Recruit, develop and retain employees
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

3.2 Prioritizing our CSR Objectives

Our CSR objectives have been defined and prioritized on the basis of the following:

- the foundations of our CSR commitment, set out in [Chapter 2](#)
- material challenges defined by the company, and confirmed by the materiality analysis conducted with its stakeholders

3.2.1 Societal: the strategic pillar

Societal issues represent the first pillar of our sustainability strategy:

- GENFIT places patients and their health at the very core of its purpose, and our materiality analysis has confirmed the importance of the following specific issues for our stakeholders: patient safety in clinical trials, therapeutic efficacy and innovation, and access to clinical trials and innovative drug candidates.
- Convinced that our role extends beyond clinical research alone, we are more broadly engaged within the regional and national healthcare innovation ecosystem through a range of initiatives.
- Finally, our long-standing roots in the Hauts-de-France region lead us to assume additional civic responsibilities by supporting local priority issues such as education, employment and social inclusion. While these topics were not identified as priorities in our materiality analysis, we continue to pay them particular attention, convinced of their importance for regional development and for our role as a responsible corporate actor.

3.2.2 Social: implementation lever

In a biotechnology company, performance largely relies on the expertise, engagement and capacity for innovation of its teams. Human capital therefore represents a central implementation lever of GENFIT's strategy, calling for targeted actions in terms of protection, development and value creation.

This issue was confirmed by stakeholders, who are particularly attentive to working conditions, as well as to diversity and inclusion topics.

Training, skills development and occupational health and safety were also identified as factors of significant importance.

GENFIT's social action strategy aims to address these expectations and to sustainably strengthen its human capital, through the following priorities:

- Skills development and employability: support for the acquisition and continuous updating of skills, and career path development;
- Equal opportunities and equal treatment: fairness in working conditions, compensation and access to training, and the fight against all forms of discrimination;
- Diversity of profiles: recognition of all dimensions of diversity as sources of enrichment and innovation within the Company;
- Health, safety and well-being at work: promotion of practices aimed at safeguarding employee health and safety and enhancing quality of working life;
- Social dialogue and internal communication: consideration of employee feedback through mechanisms that foster regular, open and effective information flows;
- Purchasing power: initiatives designed to preserve employees' purchasing power, in line with expressed expectations and the broader economic context.

3.2.3 Governance: an operational guarantee and a driver of trust

Governance represents another essential lever. By ensuring transparency, ethical conduct and regulatory compliance, it plays a key role in risk management and the long-term sustainability of the Company, notably through:

- The preservation and, where appropriate, the creation of jobs through its activities
- An increase in the value generated by the Company's activities for its stakeholders

The materiality assessment confirmed the priority nature of this issue, particularly with regard to compliance and the integrity of practices. These principles have long been embedded in GENFIT's operations, given the demanding regulatory environment in which the Company operates, including:

- Medical regulations, which strictly govern clinical research and interactions with healthcare professionals
- Financial regulations, linked to GENFIT's listing on Euronext Paris and the associated transparency requirements (further reinforced by its Nasdaq listing from 2019 to 2025)
- Business regulations, particularly in the area of intellectual property, a strategic intangible asset for the valuation and protection of innovation

For GENFIT, robust governance is a key driver of non-financial performance and contributes to the sustainability of its business model and financial performance, for the benefit of patients, investors and employees.

3.2.4 Environmental: limited materiality, rigorous management

Environmental preservation represents a major global challenge, particularly in view of its potential impacts on human health. As a biotechnology company, GENFIT recognizes its responsibility to contribute, within its sphere of influence, to the reduction of environmental pressures.

However, the double materiality assessment highlights a structurally limited environmental footprint, inherent to the Company's business model. GENFIT's activities are primarily focused on research and development, with no industrial production, no supply or distribution chain, and no direct commercialization of medicines. Its main assets are intangible, and its predominantly office-based workforce results in relatively low consumption of natural resources and limited emissions.

In this context, GENFIT's environmental impacts are mainly related to building energy consumption and limited business travel. As a result, stakeholders consider these issues to be secondary for the Company.

Nevertheless, in line with the commitments arising from the Paris Agreements, GENFIT has adopted a continuous improvement approach aimed at managing and reducing its environmental impacts where relevant and proportionate to the scope of its activities.

CHAPTER

4. 2025 Highlights : Key Takeaways

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GENFIT's management annually defines a roadmap aimed at strengthening and pursuing its commitment which is then submitted to the approval of the Board of Directors before implementation.

4.1 Successful Implementation of the CSR Roadmap

In 2025, GENFIT continued to honor its commitments in the areas of social, societal and environmental responsibility, building on a strategy of continuity and continuous improvement. The priorities identified and approved by the ESG Committee at the beginning of the year were translated into concrete actions throughout the year, in line with the objectives set. These initiatives were made possible by the strong commitment of teams across all departments and at all levels of the organization.

A particular focus was placed on the societal dimension, identified as a central priority for GENFIT. The Company strengthened its actions to enable its ecosystem to fully engage with the topic of ACLF, to better understand its regulatory and clinical challenges, and to contribute to establishing it as a shared strategic priority among leading international institutions in the healthcare sector, such as the Liver Forum. While the progress achieved may support the development of GENFIT's programs, the primary expected benefit is for patients, who face very high short-term mortality rates. In this context, the objective is to contribute to the emergence of viable therapeutic options within accelerated timelines, while fully respecting regulatory requirements and scientific rigor.

With regard to the social dimension relating to employees, the annual employee survey remains a key indicator reflecting the quality of the Company's practices across all major criteria. The campaign renewed at the beginning of 2026 confirmed a high level of engagement, with a stable participation rate close to 90%. It also highlighted the stability of results across the main topics assessed, with scores remaining at high levels compared to the benchmark of our external partner.

From a governance perspective, several initiatives were launched to strengthen the management of cyber risks and to frame the deployment of artificial intelligence solutions in support of the Company's activities. These efforts aim to enhance existing frameworks in response to the increasing use of digital technologies and the growing sophistication of threats, while ensuring a controlled, responsible and compliant use of AI in line with applicable regulatory and ethical requirements.

Given the nature of its activities, GENFIT's environmental footprint remains limited. Nevertheless, the Company continued its efforts to reduce its carbon footprint, in close cooperation with the owner of its premises. These initiatives are part of an anticipatory approach to regulatory developments, with a view to progressively ensuring compliance with future requirements related to the BACS decree (automated building control systems), the tertiary sector decree (greenhouse gas emissions reduction), and the APER law (installation of photovoltaic canopies and/or tree planting in outdoor parking areas).

Finally, with respect to extra-financial reporting, after monitoring regulatory developments and preparing several scenarios for progressive compliance, the so-called "Omnibus" legislation published by European institutions in early 2026 rendered these efforts unnecessary, as the "Content" directive excludes GENFIT from the scope of mandatory reporting. This development does not, however, call into question GENFIT's commitment to aligning its non-financial communication with European standards, an approach that will continue on a voluntary, progressive basis and in a manner tailored to the Company's profile.

4.2 External Recognition of our CSR Performance

In 2025, the evaluations issued by specialized rating agencies confirm the Company's positive trajectory, with an improvement in its ISS rating from C+ to B-, together with the continued PRIME status, and a stable Ethifinance rating, accompanied by the maintenance of GOLD status.

2025 was also marked by the achievement of the B Corp certification which, based on a demanding international standard, attests to GENFIT's level of commitment with respect to societal, social and environmental impact, as well as governance. This certification represents an additional external benchmark, complementing the other assessments of the Company's CSR performance.

4.3 A Proportionate CSR Investment in Support of the Ecosystem

In 2025, GENFIT allocated a budget of approximately one million euros to the implementation of its CSR policy. Distributed across several departments, this budget reflects the cross-functional nature of the approach and its integration at the core of the Company's operational activities. It follows a proportionate approach, consistent with GENFIT's capabilities and strategic priorities.

Beyond financial commitment, GENFIT's CSR approach also relies on a significant human investment, with the involvement of several key functions: Human Resources were mobilized on social issues; Clinical, Research, Communication and Corporate Affairs teams on societal matters; Legal and IT functions on governance; and support functions on environmental issues. This cross-functional organization made it possible to structure, deploy and monitor all initiatives undertaken.

GENFIT considers that these investments contribute to strengthening internal cohesion, enhancing dialogue with stakeholders, and improving the management of operational and non-financial risks. GENFIT's ecosystem is the direct or indirect beneficiary of these efforts.

4.4 A Sustainable Value Chain

4.4.1 Ipsen: an exemplary CSR contribution in 2025⁸

As CSR challenges span the entire value chain, GENFIT closely monitors Ipsen's progress in this area. Ipsen is GENFIT's main partner in the pharmaceutical industry and has been commercializing Iqirvo® (elafibranor) since 2024. On February 12, 2026, Ipsen published the following information as part of its 2025 results⁹:

"Environmental, Social and Governance performance

Ipsen took important steps in 2025 to deliver its ambitious sustainability strategy, continuing to embed sustainability across its operations and decision-making. From reducing its environmental footprint to advancing patient access and strengthening its workplace culture, Ipsen reinforced its commitment to delivering progress for patients, employees, communities, and the planet.

Ipsen made good progress across multiple environmental targets, including:

- 54% reduction in Scopes 1 & 2 greenhouse gas emissions (vs. a 2019 baseline)
- 16% reduction in Scope 3, fully in line with our 2030 targets (vs. a 2019 baseline)
- 100% of Ipsen's global electricity now comes from renewable sources
- 55% of the company fleet now comprised of electric vehicles as of 2025 through the Fleet for Future Project
- Ipsen received an A rating from CDP for our best-practice environmental actions and transparency, and for demonstrating our comprehensive understanding of environmental dependencies, risks, and opportunities.

Ipsen is proud to be one of the first biopharmaceutical companies to achieve full gender parity within the Executive Leadership Team, and with women now representing 53% of the Global Leadership Team."

Selected CSR initiatives implemented by Ipsen in 2025

- **Actions from the Ipsen Foundation supporting patients with rare diseases**
In 2025, the Ipsen Foundation continued to pursue several high-impact societal initiatives for patients living with rare diseases and their caregivers, including: needs assessments conducted with patient organizations to better understand the financial and social impact of rare diseases; awareness-raising and educational programs involving patients, medical experts and researchers; and support for Rare Disease Day, in partnership with EURORDIS, including in less-resourced countries or regions.¹⁰
- **Assistance program for employees**
Ipsen is committed to supporting its employees in planning their long-term financial well-being, including retirement. As part of the Global Standards of Care 2024–2026 initiative, the Group has implemented a range of measures aimed at increasing resources dedicated to retirement planning and improving communication on the employee benefits offered.¹¹
- **Gender equality**
Ipsen is committed to promoting gender balance across all levels of the organization. In 2025, the Group achieved a score of 95 out of 100 on the Gender Equality Index.¹²
- **Responsible use of AI**
Launch of four working groups focused on artificial intelligence, including the review of guidelines and governance frameworks to promote a human-centric and responsible use of AI in the workplace, in line with European legislation, as well as AI awareness-raising initiatives.¹³
- **Carbon emissions**
Ipsen has achieved a 54% reduction in its carbon emissions since 2019.

⁸ Source : https://www.ipсен.com/websites/ipсен_com_v2/wp-content/uploads/2025/02/13084030/FY-2024-Presentation-Deck-vF-12022025.pdf

⁹ <https://www.ipсен.com/press-release/ipсен-delivers-strong-results-in-2025-driven-by-solid-execution-across-all-therapeutic-areas-and-provides-2026-guidance-3236839/>

¹⁰ Source: <https://www.fondation-ipсен.org/fr/nos-initiatives/>

¹¹ Page 290 of the 2025 Ipsen Universal Registration document : https://www.ipсен.com/wp-content/uploads/2026/04/FR_IPSEN-SA_DOCUMENT-DENREGISTREMENT-UNIVERSEL-2025.pdf

¹² <https://www.ipсен.com/france/durabilite/collaborateurs/egalite-professionnelle-femmes-hommes/>

¹³ Page 275 of the 2025 Ipsen Universal Registration Document : https://www.ipсен.com/wp-content/uploads/2026/04/FR_IPSEN-SA_DOCUMENT-DENREGISTREMENT-UNIVERSEL-2025.pdf

4.5 CSR Performance Indicators: Monitoring, Consistency and Transparency

GENFIT's CSR performance indicators are subject to precise and regular monitoring. They reflect an overall stable situation for 2025, consistent with a long-term management approach. This stability confirms the continuity of the Company's efforts, with no major disruption. The indicators are presented in a detailed and transparent manner in this report.

The gender equality index remains at a level comparable to the previous year, at 88. The Company's carbon footprint shows a slight decrease, reaching 1,407 tonnes of CO₂. For the other indicators, the variations observed remain marginal and are commented on in the relevant sections in order to provide stakeholders with an informed reading.

CHAPTER

5. 2025 In Focus

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5.1 SOCIETAL

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"I am incredibly optimistic because I see even more stakeholders coming together – clinicians, researchers, patient advocates and the pharmaceutical industry – all with the shared goal of pushing the boundaries of what's possible for ACLF. This growing commitment gives me so much hope that real progress is on the horizon. Keep pushing, keep asking the hard questions, and know that your efforts are fostering hope for countless patients and families."

Jennifer Lai,
MD, MBA, Transplant Hepatologist and Physician Nutrition Specialist, UCSF
Department of Medicine

"I see that medical research is advancing all the time and I am pleased to be able to participate in this by providing a patient perspective at GENFIT's Patient Advocacy Council. My hopes are that, through the clinical trials that companies like GENFIT are leading, patients would be able to find the right therapeutic solution to treat the ACLF condition and continue to live a normal life."

Jerry Rosenberg
Survivor of ACLF and Liver Transplant Patient (2017)



"The support of committed partners such as GENFIT, alongside the CHU de Lille endowment fund, illustrates the importance of partnerships and solidarity within our region in fostering innovative healthcare projects with strong societal impact. GENFIT's contribution to the development of the unit dedicated to Adolescents and Young Adults within CHU de Lille aims to help secure care pathways and facilitate the transition from paediatric to adult medicine. This commitment forms part of a long-term cooperative approach, serving a comprehensive support framework for young patients facing complex care pathways."

Aurélie Leclercq,
Executive Director of the CHU de Lille Endowment Fund

5.1.1 Our societal policies and commitments

Commitment to the safety of our patients participating in our clinical trials

Participant safety is an absolute priority in the conduct of all clinical trials carried out by GENFIT. Each study is designed, supervised and conducted in compliance with international standards for ethics, patient protection and scientific quality.

GENFIT ensures that all service providers involved in its clinical trials have the appropriate qualifications and experience required to conduct studies in accordance with applicable good practices. The Company is firmly committed to strictly complying with the requirements of the relevant ethics committees, the principles of the Declaration of Helsinki, the recommendations of the World Health Organization, as well as those of the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH). These commitments are also fully aligned with all applicable national and local laws and regulations, including Articles L.4113-6 and L.4113-9 of the French Public Health Code, as well as the provisions set forth by regulatory authorities.

Beyond this regulatory framework, GENFIT implements enhanced monitoring processes to ensure the early detection of adverse events, the continuous assessment of the benefit-risk balance, and the ongoing protection of the integrity, health and rights of trial participants.

The creation of a pharmacovigilance department in 2024, together with the appointment of a Vice President of Pharmacovigilance, further strengthens the Company's control over safety-related issues and improves responsiveness in monitoring adverse effects, thereby ensuring a high level of expertise and regulatory compliance.

This vigilance also extends to transparency obligations, including the registration of clinical trials in appropriate public registries and the compliant communication of results to regulatory authorities and the scientific community.

Commitment to ensuring the ethical conduct of our clinical trials

GENFIT places ethics at the core of the design, conduct and oversight of its clinical trials, which are carried out in close interaction with the relevant regulatory authorities, including the U.S. Food and Drug Administration (FDA) and the European Medicines Agency (EMA).

Prior to the initiation of any study, trial protocols and all associated documentation are reviewed and approved by an independent ethics committee or an Institutional Review Board (IRB). This process ensures the protection of participants' rights, safety and well-being, compliance with the principle of informed consent, a rigorous assessment of the benefit-risk balance, data confidentiality, and the independent oversight of the ethical aspects of the study.

Ethics committees and IRBs operate independently from GENFIT and provide an impartial third-party validation of protocol compliance with applicable regulatory and ethical requirements. GENFIT maintains documented procedures relating to these approvals and strictly ensures that no participant is enrolled in a study prior to obtaining ethical clearance. All supporting documentation may be made available to the competent authorities in the context of regulatory inspections.

GENFIT applies the main international standards, including the Declaration of Helsinki, the ICH Good Clinical Practice (ICH-GCP) guidelines, and the recommendations of the World Health Organization, as well as all applicable regulations in force. These requirements apply to all internal teams, partners and service providers involved in clinical trials, who have the necessary qualifications and training to ensure compliance with best practices. Finally, GENFIT implements continuous oversight of its clinical trials in order to promptly identify any adverse events, continuously reassess the benefit-risk balance, and ensure transparency and scientific integrity throughout the conduct of its studies.

Engagement with stakeholders in our ecosystem

Since its creation, GENFIT has been committed to playing an active and collaborative role in its ecosystem. 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 and as key partners.

In 2025, GENFIT continued to strengthen 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, academic researchers, patients and patient associations

GENFIT works with world leaders in medicine and life sciences. This involvement translates into an active presence at major international scientific events. Every year, GENFIT takes part in the most important congresses dedicated to liver disease, in particular those organized by the learned associations like The American Association for the Study of Liver Diseases (AASLD) in the United States and the European Association for the Study of the Liver (EASL) in Europe. In line with this dynamic, the company has also strengthened its ties with the Asia-Pacific Association for the Study of the Liver (APASL) community, which is based in Asia, marking a strategic opening towards this key region.

At the same time, GENFIT pursued its academic collaborations, particularly in ACLF, its current research priority. The company has thus become heavily involved in the work of the European Foundation for the Study of Chronic Liver Failure (EF-CLIF) group, renowned for its expertise in this field, culminating in a partnership entered into in 2024. On the other side of the Atlantic, GENFIT also maintains a close relationship with the opinion leaders of NACSELD¹⁴, who play a major role in research and the advancement of knowledge about ACLF.

GENFIT goes beyond scientific collaborations to remain resolutely committed to patient communities. The company actively collaborates with the GLI (Global Liver Institute), a US-based but international organization, and the ELPA (European Liver Patient Association), its European counterpart. GENFIT is also in regular contact with the American Liver Foundation (ALF). As part of this approach, several projects to create educational content, in partnership with doctors and patients, were undertaken over the past few years, illustrating its commitment to fostering an inclusive and collaborative approach to liver disease research and awareness.

Lastly, the Company regularly reviews grant applications for educational, charitable, independent research, sponsorship and patient support initiatives through a dedicated committee, the "Grants Committee". Through these actions, GENFIT affirms its commitment to the communities in which it operates and reinforces its presence in the scientific and medical ecosystem.

Regulators

We maintain regular contact with regulatory agencies to ensure that we provide reliable, high-quality information. In the medical field, our dialogue with the FDA and EMA reflects our commitment to meeting the specific requirements of our research and clinical development activities. In the financial field, our commitment to the AMF reflects our determination to comply fully with our obligations as a listed company on the Euronext.

Industry stakeholders, strategic and commercial partners

GENFIT has long maintained close relationships with industrial stakeholders across its ecosystem in order to identify opportunities for collaboration or strategic transactions aimed at enriching and diversifying its product portfolio, or at creating value from certain assets within a financing-driven approach.

In 2025, we signed a research partnership with EVERZom focused on an exosome-based regenerative medicine technology, the integration of new assets (CLM-022 and SRT-015) in 2023, and in 2022 acquired Versantis AG. Our commitment has also been reflected in several strategic partnerships, including a commercial collaboration with Ipsen (2021) and licensing agreements entered into with Genoscience Pharma (2021), Labcorp (2019 and 2020) and Terns Pharmaceuticals (2019).

¹⁴ The North American Consortia for the Study of End Stage Liver Disease

Stakeholders in the financial ecosystem

GENFIT is owned by its shareholders and is committed to developing its programs with rigor in order to create the conditions for sustainable success and to enhance the value of their investment. The Company maintains regular dialogue with the entire financial ecosystem, including sell-side analysts, institutional investors (buy-side) and individual shareholders. GENFIT participates each year in dedicated conferences and provides regular, accessible financial and scientific information through press releases, presentations, online content, webinars and communications from the Chief Executive Officer, with particular attention paid to clarity and readability for individual shareholders.

When conditions allow, GENFIT also seeks to finance its activities while limiting shareholder dilution, notably through the strategic agreement entered into with Ipsen (2021) and the royalty financing transaction completed with HCRx in 2025.

Professional organizations and think tanks

GENFIT is a member of several professional organizations and sector-wide think tanks. In France, the Company is a member of France Biotech, which brings together several hundred stakeholders from the biotechnology and medtech sectors. At the European level, GENFIT is also a member of EFPIA (the European Federation of Pharmaceutical Industries and Associations) and is committed to complying with its Code of Conduct. In this capacity, GENFIT regularly participates in roundtables, juries and reflection initiatives within its industry. Beyond these commitments, GENFIT actively contributes to the work of the Liver Forum (a body of the Forum for Collaborative Research), an independent international platform bringing together key stakeholders involved in the development of therapeutic and diagnostic solutions in the field of liver diseases, including regulatory authorities, scientific societies, healthcare professionals, patient organizations and industry representatives. The Company also engages with the LITMUS (Europe) and NIMBLE (United States) consortia as part of its efforts to develop a simplified and accessible diagnostic solution to identify patients with MASH who are at risk of progression to cirrhosis.

Stakeholders in the regional health innovation ecosystem

GENFIT's headquarters are located in Loos, at the heart of the Lille metropolitan area, within the Eurasanté park, situated on the largest hospital-university campus in Europe. This leading scientific and economic environment, ideally positioned between Paris, London and Brussels, fosters the development of structuring collaborations. As a long-standing stakeholder in this ecosystem, GENFIT actively contributes to its vitality, notably through its regular participation in BioFIT, a European-scale event led by Eurasanté and the competitiveness clusters Clubster NHL, France Biovalley and Eurobiomed, as well as through its support for the regional CAPTECH fund, via both financial and in-kind contributions.

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 an update of the company's purchasing policy through three new principles that we gradually integrated in 2024 to make our policy more responsible and to formalize a [supplier code of conduct](#):

- Inclusion of CSR criteria in the "scorecards" used to evaluate candidate companies; these are 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 on their environmental impact
- Progressive integration of CSR considerations into GxP subcontractor quality audits

CSR stakeholders

GENFIT maintains regular dialogue with leading CSR stakeholders in order to strengthen its governance and draw inspiration from best practices. These exchanges notably involve investors with a strong focus on CSR issues, specialized analysts, and extra-financial rating agencies. In return, the Company is regularly invited to share its CSR approach and working methodology.

5.1.2 Societal initiatives in 2025

Pillar 1 En lien direct avec notre positionnement stratégique, notre raison d'être et « nos » patients	Pillar 2 Without a direct link, broader and less targeted outreach within our healthcare ecosystem
ACLF Patient Advocacy Council	Engagement within the health-innovation ecosystem through Captech and other initiatives
Initiatives mobilizing the scientific and medical ecosystem around ACLF-related challenges	Sector-level engagement alongside France Biotech
Support for the GLI's Advanced Advocacy Academy (A3) program dedicated to patients and their caregivers	Support for the endowment fund of Lille University Hospital (CHU de Lille)
Production of medico-scientific content on ACLF and CCA	Other initiatives: solidarity commitments

ACLF Patient Advocacy Council

In 2025, GENFIT continued to strengthen its engagement with patients by renewing its ACLF Patient Advocacy Council. The November session (AASLD, Washington) provided an opportunity to address several expectations expressed during the May session (EASL, Amsterdam), including:

- Presentations on the ACLARA¹⁵ study and real-world data
- A workshop exploring the integration of a "patient perspective" into regulatory endpoints
- Discussions on balancing diversity representation and statistical data to help combat stigma

Both editions brought together a panel of stakeholders with complementary expertise, including:

- Patients and caregivers directly affected by ACLF
- Representatives from two leading patient advocacy organizations in the field of liver diseases: GLI and ELPA
- Several internationally recognized medical experts

The Patient Advocacy Council meets at least once a year, with the objective of identifying action areas around three main priorities:

- Incorporating feedback from patients and their representatives into trial design, to ensure that study protocols reflect the realities of patients' daily lives
- Improving information and support for patients and their families, by providing reliable resources to help them better understand the disease and live with it in a reassuring environment
- Facilitating access to clinical trials, by ensuring that potentially eligible patients receive clear and accessible information, particularly in the context of rare diseases where awareness of opportunities for participation in trials is limited.

Initiatives mobilizing the scientific and medical ecosystem around ACLF-related challenges

In 2025, GENFIT's engagement within the global health ecosystem translated into international advances expected to ultimately benefit patients living with ACLF, reflecting the level and credibility of the institutions involved.

- GENFIT ensured that ACLF was formally positioned as a strategic focus within The Forum for Collaborative Research, an independent initiative bringing together key stakeholders such as the FDA, the EMA, industry leaders, academics, clinicians, scientists and patient groups, with the objective of accelerating the development of innovative medicines in areas where unmet medical needs remain critical. Historically, the Forum has played a decisive role in shaping regulatory pathways and accelerating patient access to new therapies for conditions such as HIV, hepatitis C and MASH.
- GENFIT proposed the organization of a full day dedicated to ACLF at the next EASL Congress on 26 May 2026 and will focus on harmonization efforts and the establishment of a consensus on definitions, in collaboration with leading international scientific societies (EASL for Europe, AASLD for the United States, APASL for Asia, ALEH for South America and SOLDA for Africa).
- GENFIT contributed to the inclusion of two ACLF-focused episodes in the programming of "EASL Studio", a platform designed for the thousands of hepatologists who are members of EASL. One of these episodes, organized during the May congress in Amsterdam, involved a representative from Boehringer Ingelheim, a global pharmaceutical company.
- GENFIT renewed its commitment to EF-CLIF, a reference organization in the field of ACLF, took part in its Scientific Advisory Board, and co-organized an event bringing together key opinion leaders during EASL 2025.
- GENFIT entered into a Cooperative Research and Development Agreement (CRADA) with a representative of NACSELD, enabling advanced scientific collaboration in the United States with a major public partner in the field of ACLF.

Support for the GLI's Advanced Advocacy Academy (A3) program for patients and caregivers

In 2025, GENFIT continued its collaboration with the Global Liver Institute (GLI), an organization representing patients affected by liver diseases in the United States and Europe. This support took the form of both in-kind contributions, through the provision of educational content developed by GENFIT, and financial support for the A3 "Advanced Advocacy Academy" program.

¹⁵ ACLARA is the name of a study conducted across 44 hospitals in seven Latin American countries, integrating clinical, sociodemographic and genetic data to analyze the relationship between genetic ancestry, race, the presence of ACLF at admission, and short-term mortality

The program aims to identify motivated patients and caregivers and equip them with the knowledge and skills required to share their experiences publicly and engage in informed discussions on medical research, public policy and healthcare. Through this initiative, GENFIT was able to connect with former ACLF patients and invite them to take part in several educational initiatives.

Development and dissemination of educational content on ACLF and CCA

In 2025, GENFIT continued its efforts to promote scientific awareness among its stakeholders through educational formats such as infographics and animated videos, disseminated via various channels, including LinkedIn. Initially focused on ACLF, notably through a series of interviews with patients and internationally recognized experts, these initiatives evolved towards the end of the year to include a greater share of content related to cholangiocarcinoma (CCA). This shift reflected encouraging preliminary results obtained with a drug candidate, which generated increased interest from potential partners.

In parallel, GENFIT developed a dedicated website for its ongoing and upcoming clinical trials in ACLF. The portal is designed to provide clear and accessible information on the studies, their inclusion criteria and the steps to be followed by patients and healthcare professionals. It notably features an interactive map enabling users to identify recruiting centers in their vicinity. The portal is available in both French and English.

Engagement within the health innovation ecosystem, through Captech and other initiatives

In 2025, GENFIT continued its involvement in the Captech Santé Nutrition fund, an early-stage investment fund managed by FINORPA, dedicated to supporting young innovative companies primarily active in the fields of human and animal health, particularly in the Hauts-de-France region. This commitment reflects GENFIT's intention to contribute to the development of health innovation and to strengthen its involvement within the regional ecosystem.

In 2025, this engagement took the form of a dual contribution: direct senior management involvement, through the participation of the Chief Operating Officer in five evaluation committees of the fund, and financial support in cash.

Beyond Captech, GENFIT also acted as an active contributor within its broader ecosystem, responding to various requests, notably by sharing its experience during round-table discussions organized by Eurasanté (focusing on the partnership with Ipsen) and by Gensearch (addressing the Company's CSR strategy).

Sector-wide engagement alongside France Biotech

Following a request from France Biotech, initiated after discussions surrounding GENFIT's pioneering and structured approach to corporate social responsibility, the Company agreed to co-lead a series of workshops aimed at contributing to the launch of a Societal Pact for Health Innovation. France Biotech initiated this workstream in 2024 to support the biotech sector and guide it towards a healthcare system that is more protective, more sustainable and more resilient.

GENFIT's contribution first took the form of detailed experience-sharing. In particular, the Company emphasized that, for a biotechnology company, CSR cannot be decoupled from operational realities: the most significant societal impact—namely the delivery of new therapeutic solutions for the benefit of patients—and the most meaningful social impact, especially in terms of employment and skills development, can only be achieved if the company is able to secure sustainable financing and successfully deliver its R&D programs.

GENFIT also put forward two areas for further work. The first relates to the conduct of a sector-wide materiality assessment, enabling the biotech industry, across the diversity of its stakeholders, to collectively prioritize its key issues using a shared methodology, and to raise awareness of this structuring exercise, which is common to the main CSR and sustainability frameworks.

The second proposal concerns the organization of a "Patients Day", conceived as a unifying event aimed at showcasing the diversity and richness of research conducted within the biotech ecosystem, strengthening dialogue with stakeholders, and encouraging future vocations.

Support for the CHU of Lille Endowment Fund

After contributing in 2024 to the fundraising campaign supporting the MAVle project (*Maison d'accueil des victimes de violences et d'événements violents*), which was recently inaugurated, GENFIT continued its commitment alongside the CHU of Lille Endowment Fund. Together with other local stakeholders, the Company supported a project aimed at creating a dedicated unit for Adolescents and Young Adults (AYA). This unit is designed to provide day-hospital care for patients aged 12 to 25 living with chronic or rare diseases, disabilities, or in the post-cancer phase.

Supporting these young patients, for whom the transition from pediatric to adult care can be particularly abrupt, is considered especially meaningful. Indeed, the challenges they face are multiple, and their level of preparedness is often uneven in the context of such a significant shift in care pathways and practices.

This initiative illustrates GENFIT's commitment to locally anchored projects with a strong societal impact in the Lille region.

Other initiatives: solidarity commitments

Donations of equipment, medical supplies and machines

A total of 420 kilograms of medical equipment were donated and shipped to hospitals in Ukraine, in partnership with *Portail de l'Ukraine* and the *Fédération Nationale des Infirmiers*.

GENFIT also donated one tonne of preclinical equipment to *Université Paris Cité – Centre National de la Recherche Scientifique (CNRS)*, in order to support researchers in their scientific work.

Apprenticeship tax

In 2025, GENFIT chose to allocate an amount of approximately €10,000 to four local organizations previously identified, whose missions are aligned with the Company's core values:

- Simplon: through its social mission, Simplon uses digital technologies as a lever for inclusion, employability and access to jobs, while also acting as a catalyst for diversity, social inclusion and social innovation.
- La Cravate Solidaire: this organisation aims to enable people in vulnerable situations to succeed in job interviews under the best possible conditions. It promotes equal opportunities and seeks to combat discrimination in recruitment by supporting individuals in (re)integration towards the successful completion of their professional projects.
- Agrocampus des 2 Vallées: this training centre, offering programmes from CAP to BTS level, focuses on careers in agriculture, landscaping, biochemical and biotechnological analysis, and quality control laboratories. With a strong emphasis on apprenticeship pathways, it aims to prepare students for the realities of the business world while fostering their professional integration.
- FACE MEL: a member of the national Fondation Agir Contre l'Exclusion (FACE) network, FACE MEL works to prevent and combat all forms of exclusion, discrimination and poverty. The association supports companies in designing inclusive projects and provides structured oversight to ensure their effective implementation and evaluation, thereby fostering innovation in response to emerging societal challenges.

Local solidarity initiative in support of food aid

As part of its commitment to local solidarity, GENFIT, in coordination with its CSE, organized a food collection campaign in support of the *Association Partage en Weppes*, a partner of the *Banque Alimentaire du Nord*. This association provides assistance to families in vulnerable situations within the Weppes area. Thanks to the strong mobilization of employees, 87 kilograms of food and hygiene products were collected and donated to the association to support its local actions.

Race supporting action against violence towards women

On the occasion of the International Day for the Prohibition of Violence against Women, GENFIT, in partnership with its CSE, took part in a collective awareness-raising and engagement initiative. Employees were invited to participate in the "STOP Violence against Women" Challenge, held on 21 November 2025, at the Citadel of Lille, by walking or running as part of a sporting activity. In total, 20 employees took part in the initiative, demonstrating strong team engagement. The registration fee for the Challenge was fully covered by the CSE.

5.1.3 Evolution of societal 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
- Total amount of monetary losses as a result of legal proceedings associated with clinical trials

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 initiatives to support those in need in our local ecosystem

Contribution to the Regional and National Economy

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
- Through our expenditure, with the breakdown of suppliers based in France and outside France

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 five 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 solutions¹⁶

- **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 0.58 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 294,000 patients across the U.S., the four major European countries (France, Germany, Italy, and Spain) and the UK. This figure is expected to reach 300,000 patients in 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.

¹⁶ [GENFIT, Universal Registration Document 2025](#)

- **Urea Cycle Disorders/Organic Acidemias (UCD/OA):** 1,900 acute hyperammonemic crises in the US and the four major European countries per year (France, Germany, Italy, and Spain) and the UK.
- **Hepatic Encephalopathy (HE):** In the US, it is estimated that approximately two million patients are likely to develop an HE and 200,000 of them are hospitalized every year. In Europe, the prevalence of HE is close to one million.

Number of programs currently ongoing at GENFIT

	2025
Number of ongoing clinical programs	2
Number of ongoing preclinical programs	5
Number of ongoing diagnostic programs	2

GENFIT's pipeline has diversified considerably, moving from a single compound (ela fibranor) 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 2025, three clinical trials were underway:

- One Phase 2 trial (ACLF)
- One Phase 1 trial (ACLF)
- One Phase 1 trial (CCA)

The initiation of two to three additional clinical trials in ACLF is planned for 2026 and 2027.

In terms of preclinical research, five 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

A drug developed by GENFIT from discovery to the end of an interim Phase 3 stage has been approved and is commercialized by Ipsen (Iqirvo®). Ipsen reports uptake on a quarterly basis. For more information, please visit the [Ipsen website](#).

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

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

Positive contribution to our reference ecosystem

Goal : stimulation of 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	2025
Support for health awareness initiatives by patient organizations (<i>commitments and participation in global awareness days</i>)	See 5.1.1 - Our Societal Policies and Commitments See 5.1.1 - Societal initiatives

Participation in healthcare-related think tanks

Civic initiatives GENFIT is directly or indirectly involved in	2025
Number of health-related work groups in which the Company has participated	See 5.1.1 - Our Societal Policies and Commitments

Information made available to patients by the company

In 2025, GENFIT produced a variety of educational content and awareness material on ACLF:

- A total of four sessions of the ACLF Patient Advocacy Council have taken place since 2023
- 59 educational posts were published on LinkedIn, reaching a cumulative audience of over 100,000
- Development of a bilingual (English and French) website fully dedicated to ACLF clinical trials, featuring an interactive map of recruiting centers
- Translation of the UNVEIL-IT clinical trial website into seven languages to improve access to information in countries open to patient recruitment.
- Sponsorship of two EASL Studio webinars highlighting the unmet medical need and therapeutic perspectives in ACLF.
- Development of two video projects in partnership with Key Opinion Leaders (KOLs) and patient associations, targeting healthcare professionals and patients (planned release in 2026).

- Co-development with the GLI of a concise brochure for patients, designed to explain their rights and the conditions for inclusion in clinical trials.

Positive Contribution to Our Local Ecosystem (Loos, France)

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

Initiatives to support those in need in our local ecosystem

Civic initiatives GENFIT is directly or indirectly involved in	2025
Initiatives to support those in need in our local ecosystem (food drives, material collections, participation in Company initiatives)	See 5.1.2 - Societal initiatives

Contribution to Regional and National Economic Development

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

GENFIT is a research and development laboratory. 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.

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

In 2025, we continued to pursue our recruitment policy initiated in 2021, with 45 new recruits.

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

- Via the payment of an apprenticeship tax, "taxe d'apprentissage"
- Through our commitment to young people and their career orientation, notably via observation and introductory internships within the Company.

Find out more about these initiatives in chapter [5.1.2 Societal initiatives](#).

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

In 2022, a first installment of €175k was paid into the CapTech fund and the second installment of €100k was paid in 2024. In 2025 GENFIT contributed €150k. See [5.1.2 - Societal Initiatives](#).

Expenses

As far as possible, GENFIT prioritizes nearby suppliers – local, regional, national or European depending on the service – in order to support the local economy and reduce the ecological impact of supplies. In 2025, 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 2025 showed that:

- Of the 558 suppliers GENFIT SA counted in 2025, 361 were French, i.e. 75% of the total number of suppliers;
- Expenditure associated with these French suppliers represented 63% of our total expenditure, compared with 51% in 2024, a decrease of 19%;
- The ten suppliers with whom we spend the most are located around our three centers of gravity, with six based in France and two in the USA. Combined, they account for 51% of our total expenditure.
- More specifically, 102 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 northern department (95), Pas-de-Calais (five). Together, they represent 27% of our French suppliers and 18% of our total suppliers.

Suppliers Based Outside of France and Geographical Breakdown

Of the 558 suppliers located outside France:

- 426 are located in Europe;
- 69 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 contributes to its local, regional and national ecosystem with a wide range of economic opportunities.

5.2. SOCIAL

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Guide dog

“My disability is addressed with great seriousness and professionalism, while being regarded as a natural part of everyday working life. Everything is put in place in a simple and effective manner, without making it a separate issue. The welcoming of my guide dog by the company and the teams has been marked by a genuine and natural kindness — something that is truly felt. This approach, both highly professional and deeply human, has a concrete and very positive impact on my daily work life.”

GENFIT employee (anonymous)

5.2.1 Our social policies and commitments

Commitment to our internal stakeholders

For a biotechnology company such as GENFIT, innovation is driven by the ability of its teams to exchange ideas, engage in dialogue and collaborate in a supportive environment, while fully respecting the requirements of the scientific approach. In this context, human resources management represents a major social challenge, which GENFIT places on the same level of priority as its societal commitments. The diversity of profiles, expertise and career paths, combined with team agility, is a key driver of performance and innovation. Regardless of their location or role, our employees collectively contribute to a dynamic in which individual performance fuels collective performance.

From an operational perspective, GENFIT strives to ensure a consistent and cross-functional organization. All employees work on a daily basis according to shared practices and using the same tools, and all of the Company's systems and processes are deployed transversally. These include, in particular, steering committees, performance management processes, the intranet, training initiatives, internal webinars ("Town Halls"), employee surveys and company-wide seminars.



Commitment to effective onboarding

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 our 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:

- encouraging and maintaining diversity, by selecting a variety of profiles, talents and experience, and by basing our decisions on the real skills of candidates;
- ensuring a qualitative experience that is consistent for all candidates, so that both candidates and teams are able to make the best possible decisions;
- promoting effective collaboration between teams, regardless of their location, by selecting candidates, when possible and required, who are fluent in French and English, according to the needs of the teams and the Company;
- promoting 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:

- Candidates receive an acknowledgement of receipt as soon as they send their 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 ambitions;
- 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;
- Since 2019, in order to ensure the best possible candidate experience, and to ensure the efficiency of the recruitment process, GENFIT uses an application management tool with a dedicated recruitment website: jobs.genfit.com. This tool was designed to comply with personal data protection requirements. Since 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 on-boarding process to be a natural extension of the recruitment process and to reflect our company's vision. All our communications, both before and after the employee's arrival, ensure that they feel expected, so that they can begin under best possible conditions starting on the first day:

- The mandatory 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 welcome note on the collaborative intranet for all new arrivals, regardless of 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

As part of the annual salary review process, the Human Resources team monitors pay gaps and salary increase disparities with regard to gender equality. GENFIT signed a Collective Agreement on professional equality between women and men in March 2025. This Agreement sets out the objectives, measures and resources aimed at promoting effective professional equality between women and men, and establishes a monitoring framework to assess progress and ensure the sustainability of these commitments. Among the measures implemented is the objective of eliminating pay gaps and disparities in career progression.

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 workplace harassment and sexist behavior

GENFIT is committed to implementing all available measures to prevent and combat workplace and sexual harassment, as well as sexist behavior. To this end, GENFIT has put in place several measures aimed at preventing any situation of harassment and, where applicable, identifying and alerting to any potential situation of harassment or sexist behavior:

- The internal regulations, available to all employees, set out the provisions relating to workplace and sexual harassment and sexist behavior as defined in the French Labor Code;
- Two designated representatives (one man and one woman) responsible for combating sexual harassment and sexist behavior, who are members of the employee representative delegation of the Social and Economic Committee (CSE), have been appointed and have received dedicated training;
- A designated representative within the Human Resources team responsible for combating sexual harassment and sexist behavior has also been appointed and has received dedicated training.

As part of the Collective Agreement on professional equality between women and men signed in March 2025, GENFIT has committed to formalizing a specific reporting and investigation mechanism designed to address reports of sexual harassment and sexist behavior in the workplace effectively and with full confidentiality. These measures aim to:

- Identify situations of sexual or workplace harassment;
- Identify at-risk behaviors and situations;
- Promote a clear understanding of the definition of harassment in order to anticipate, prevent, respond to and combat workplace and sexual harassment;
- Collect and centralize reports in a secure and accessible manner;
- Ensure rigorous and impartial follow-up of alerts;
- Guarantee the protection of potential victims and witnesses, by preventing any form of retaliation.

Commitment to people with disabilities

Since February 2023, GENFIT has formalized its commitments to people with disabilities through a Disability Charter. The aim of our charter is to raise awareness among all our employees. Comprising ten articles, it is inspired by the Disability Charter proposed by the International Labor Organization. The Charter applies to all GENFIT employees, regardless of location. It is provided to all employees joining the company along with the Code of Business Conduct and Ethics.

Commitment to employee health

Quality of premises

Our headquarters, 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, built in accordance with the RT2012 thermal and NRA2000 acoustic regulations;
- Several break rooms accessible at all hours and a number of dining areas;
- A cafeteria with a renovated kitchen in 2024
- A gym with adjacent showers, which were renovated and expanded in 2021 and are 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;
- A babyfoot area
- An outdoor area with a number of flowerbeds featuring a variety of tree species, and outdoor tables for summer dining;
- Private, secure car park for cars;
- A secure and enclosed bike storage facility powered by solar energy
- 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 part of GENFIT's Human Resources policy. It is applied differently to employees at GENFIT SA, Versantis and GENFIT Corp, in order to take account of the specificities and regulatory disparities between France, Switzerland and the United States. The analysis of the 2025 income statement (ratio between benefits paid by the insurer and contributions financed by GENFIT and its employees) shows a balanced financial position, supporting the decision to maintain contribution rates for 2026.

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 sports, 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 Eurasanté hub, such as indoor soccer and badminton.

Commitment to value sharing

Employee shareholders of the company

Since 2016, GENFIT's governance bodies (Management 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 options to 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 transition phases

GENFIT pays particular attention to the management of transitions, whether they are of an organizational nature (for example, as part of a restructuring) or linked to major events in the life of the company (such as obtaining financing, or announcing the results of a major clinical

trial). In all these situations, the aim is to ensure that employees are involved whenever relevant, and to provide them with clear, comprehensive information, above and beyond any legal obligations.

To this end, GENFIT implements the following actions:

- Sharing information and consulting with the Works Council to ensure effective representation of employee interests
- Defining of ad hoc measures and plans, adapted to the specific context and challenges of the situation
- Sharing information with all employees via employee representatives and additional communication channels, while ensuring that management is readily available to answer any potential questions.

5.2.2 Social Initiatives in 2025

Pillar 1 Purchasing power	Pillar 2 Inclusion and diversity	Pillar 3 Cohesion and engagement
Increase in the face value of meal vouchers	Gender equality: signing of a collective bargaining agreement	Annual employee survey
Increase in the sustainable mobility allowance	Simplification of procedures for employees with a sick child	Participation in education and internal and external information sessions
Improved compensation applicable to certain on-call employees	Awareness-raising on visual impairment	Teambuilding activities
		Hosting of job-shadowing interns
Other initiatives		

Strengthening employee purchasing power

In 2025, several initiatives aimed at strengthening employees' purchasing power were implemented or reinforced, with a commitment, where possible, to combining social and environmental considerations:

- Reassessment of the caps for the bicycle mileage allowance and financial support for safety- and maintenance-related accessories
- Extension of public transportation cost coverage up to 75%
- Increase in the value of meal vouchers
- Improved compensation arrangements applicable to on-call employees

Gender equality: signing of a collective bargaining agreement

In 2025, professional gender equality between women and men remained a key priority, and GENFIT signed a Collective Agreement on professional gender equality in March 2025. This agreement sets out the objectives, measures and resources designed to promote effective professional equality between women and men, and establishes a monitoring framework to assess the progress of these commitments and ensure their sustainability. It includes, for example:

- Measures aimed at promoting the recruitment and career advancement of women in job grades 8 and above
- Measures to adapt working conditions for pregnant employees (e.g. the creation of a dedicated parking space to facilitate access to the premises for pregnant employees)
- Measures designed to eliminate pay gaps and differences in career progression
- The provision of support and assistance services (SSTRN / MyPrevention)

The actions implemented in 2025 translated into tangible outcomes: promotions benefited women, making it possible to achieve the maximum score for the corresponding indicator of the Gender Equality Index, applicable to companies with 250 employees or more.

An analysis of individual salary increases was carried out. This analysis highlighted virtually no differences between the increases awarded to women and those awarded to men, with a trend slightly in favor of women.

In 2025, we strengthened the framework for preventing and addressing sensitive situations, with the finalization of internal procedures relating to sexual harassment and sexist behaviors ([see section above](#)). Additional measures were also implemented in favor of pregnant employees, including the allocation of a dedicated parking space and the systematic handling of requests for workstation adjustments (working time arrangements and teleworking for medical reasons).

Finally, GENFIT notes significant use of support mechanisms. The Regional Occupational Social Service for Northern France (SSTRN) provided support to 22 employees on topics such as family matters, budgeting, housing, occupational health, work and disability. Usage data for the MyPrevention service show moderate but targeted use, primarily focused on caregiver support, social assistance, parenting and well-being.

Awareness raising on visual impairment

Since January 2025, in line with its commitment to the inclusion of persons with disabilities, GENFIT has welcomed an employee with a visual impairment, accompanied by her guide dog. Specific accommodation and accessibility measures have been implemented for this position.

GENFIT has also undertaken an awareness-raising initiative aimed at all employees, with the objective of fostering an inclusive working environment. A conference for employees was organized and led by the *Paul Corteville Guide Dogs Association*, whose mission is to

improve mobility and strengthen the autonomy of people who are blind or visually impaired. This exchange provided an opportunity to better understand the concrete impact of guide dogs on autonomy, safety and quality of life, as well as the broader challenges related to accessibility and inclusion in the workplace.

On this occasion, a fundraising initiative was organized in support of the association, helping to fund training of guide dogs and the support of beneficiaries. GENFIT's Works Council made an additional contribution to this initiative.

Simplification of procedures for employees with a sick child

To facilitate work-life balance while also helping to reduce pressure on overstretched medical practices, certain internal procedures were simplified. This included changes to the management of absences in the event of a child's illness, allowing employees to submit a sworn statement attesting to the child's illness when it is not possible to provide a medical certificate.

Hosting of interns

In 2025, GENFIT continued its intern hosting policy, welcoming eight higher-education students, as well as 13 additional students for job-shadowing internships from ninth- and tenth-grade classes (compared with 10 in 2024).

As part of its commitment to equal opportunities and youth career guidance, the Company also took part in the "*Premier pas en entreprise*" initiative, organized by the association FACE MEL Hainaut from December 1 to 5, 2025. On this occasion, GENFIT welcomed two groups of young people, representing a total of 31 participants, as part of a structured program combining a company presentation, a tour of the facilities, thematic workshops and discussion sessions with volunteer employees. This initiative enabled participants to gain concrete insight into how the Company operates, the professions within the sector and the diversity of career paths, while also fostering intergenerational dialogue.

More broadly, GENFIT has regularly welcomed interns since its creation, with the aim of facilitating discovery of the professional world and encouraging vocations, particularly in the fields of healthcare and research. In order to adapt this program to evolving needs and enhance its effectiveness, the Company redefined its intern hosting policy in 2023. This policy is intended in particular to improve clarity, structure the various types of internships offered (discovery, job-shadowing or project-based internships) and promote a balanced distribution of profiles, in line with the Company's diversity objectives, notably in terms of educational levels.

Beyond support for students, this program also contributes to the development of skills among employees involved in mentoring assignments, particularly those who have not yet held managerial roles.

Promoting diversity

Diversity is a matter of particular importance to GENFIT in the management of its human capital, whether in terms of age, gender, professional background, nationality, family status, name, health status, disability, or other characteristics. In order not only to continue promoting this diversity but also to ensure that it becomes a genuine strength, GENFIT has maintained its engagement with AFMD (the French Association of Diversity Managers), contributing to reflections on action levers that can foster diversity and identifying possible synergies with relevant stakeholders.

Annual employee survey

At the beginning of 2026, GENFIT renewed its annual anonymous employee survey covering all employees in France, the United States and Switzerland, with the support of an independent external partner. The methodology is applied consistently from one year to the next in order to enable the analysis of significant trends over time, while also incorporating specific questions related to the context, changes in the environment or emerging topics. The survey remains open for several weeks to allow all employees sufficient time to respond. The results, analyzed anonymously and, where applicable, aggregated for small teams to ensure confidentiality, are shared with all employees through various internal communication channels. They are accompanied by the presentation of an action plan to the Social and Economic Committee (CSE).

Data from the Survey Conducted in Early 2026

- **Participation:** 88%
- Overall Score: 8/10
- Scores by Question Category:
 - Work Environment - Score: 7.7/10
 - Commitment - Score: 8.1/10
 - Career Development - Score: 7.9/10
 - Quality of Life at Work - Score: 7.9/10
 - Work Relations and Management - Score: 8.1/10
 - Transformation & Productivity Score: 7.9/10
 - CSR - Score: 8.2/10

Conclusions

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

- The participation rate is stable at high levels, confirming employees' interest in this exercise;
- Scores are also stable overall, and all above 6.4/10;
- Several areas for improvement have been identified, corresponding to subjects already identified by General Management.

Cohesion, engagement and risk prevention

GENFIT pays particular attention to team cohesion and employee engagement in a demanding professional environment. The Company implements initiatives aimed at fostering employee integration, strengthening interactions between teams, and contributing to the prevention of organizational risks. These initiatives help create a working environment that encourages collaboration, collective engagement and a strong sense of purpose in everyday work.

The main initiatives implemented in 2025 included:

- An annual company seminar organized by GENFIT's Works Council, designed to strengthen team cohesion, promote mutual understanding and encourage cross-functional collaboration between different roles and functions.
- First aid training provided during the annual seminar as part of the Company's occupational risk prevention policy and its commitment to protecting employees' health and safety. Combining theoretical input, video materials and practical exercises, this training enabled participants to acquire appropriate first-aid skills for different situations. Delivered by a bilingual team, it fostered a strong collective dynamic and active engagement, and concluded with the award of an individual certificate to each trained employee.
- Workplace First Aider (SST – *Sauveteur Secouriste du Travail*) training, offered following this initial awareness-raising initiative to further strengthen the prevention approach. 15 volunteer employees took part in this certified training, enhancing their ability to prevent occupational risks and respond effectively in emergency situations in the workplace.
- Mental Health First Aid (MHFA) training: in 2025, ten employees completed this dedicated training as part of a structured approach to preventing organizational risks (absenteeism, loss of productivity, turnover) in a demanding personal and professional environment, serving both employee well-being and GENFIT's performance.
- A videoconference organized during the early-year Town Hall, offering all employees the opportunity to engage directly with a patient affected by ACLF, thereby strengthening the connection between each employee—regardless of their role—and the Company's mission to serve patients.
- Continued post-congress scientific debrief sessions, formalized since 2024, enabling non-scientific teams to gain greater familiarity with research and development activities, which lie at the heart of GENFIT's business, while also providing researchers with an internal platform for the recognition and promotion of their work.
- The organization of recurring internal events (social gatherings, recognition initiatives, celebration of employee longevity), contributing to stronger social bonds and enhanced employee engagement.

5.2.3 Evolution of social performance indicators

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

General Indicators for Building Human Capital

Goal: Recruiting, developing and retaining employees

- Workforce and Geographical Distribution
- Staff Turnover Rate

General Indicators of Financial Security for Employees

Goal: Action Taken to Protect 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: Promoting good health practices and employee well-being in the workplace

- 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: Recruit, develop and retain employees

- Work organization (access to flexible working hours, telecommuting)
- Collective Life in the Company (promoting collective life in the workplace, additional benefits, bicycle mileage allowance and public transport reimbursement)

General Indicators for Building Human Capital

Goal: Recruit, develop and retain employees

Workforce and geographical distribution

	12/31/2025				12/31/2024				12/31/2023			
	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)	Versantis (Switzerland)
Workforce*												
Research & Development	106	99	2	5	96	86	5	5	78	64	7	7
Science-related services	19	18	1		21	17	3	1	18	16	2	0
Administration & Management	65	63	1	1	61	57	3	1	61	56	3	2
Marketing & Business Development	2	2	0		2	2			2	2	0	0
Total	192	182	4	6	180	162	11	7	159	138	12	9
Executives	149	140	3	6	144	127	10	7	127	107	11	9
Non-executives	35	34	1		27	26	1		22	21	1	0
Other status	8	8			9	9			10	10	0	0
Total	192	182	4	6	180	162	11	7	159	138	12	9
Men	72	71		1	70	67	1	2	59	55	2	2
Women	120	111	4	5	110	95	10	5	100	83	10	7
Total	192	182	4	6	180	162	11	7	159	138	12	9
Average workforce	189.23	172.1	6.5	10.63	169.64	149.72	11.65	8.27	153.98	133.56	12.69	7.74

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

Staff turnover

As with any innovative structure, the renewal of human capital is a classic and healthy process for GENFIT and its employees. In 2025, the employee turnover rate for GENFIT SA stood at 9.88%, compared with 15.58% in 2024. The employee turnover rate for the GENFIT Group as a whole was 12.22%.

General Indicators of Financial Security for Employees

Goal: Action Taken to Protect Employees' Purchasing Power

Percentage of employees on permanent contracts (GENFIT Group)

Number of employees	31/12/2025	31/12/2024	31/12/2023
on permanent contracts	161	164	145
on fixed-term contract/work-study contracts	8	9	10
on fixed-term contracts	23	7	4
Total	192	180	159

As of December 31 2025, **84%** of the Company's employees had permanent contracts. This rate can be explained in part by the presence of work-study students on non-permanent jobs.

Salaries

GENFIT SA	2025	2024	2023
Gross total payroll	€12,977,106	€11,458,732	€9,264,375
Average workforce*	172	162	132
Average gross remuneration	€75,448	€70,733	€70,185
Median gross remuneration	€47,560	€49,427	€46,935

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

Based on the assessments carried out as part of the performance management process, the Company implements individual salary adjustments, taking into account employees' individual performance, the Company's overall performance, as well as internal and external benchmarks related to the position and the sector. These salary adjustments are implemented with effect from April 1 and apply to all legal entities within the Group.

Salary adjustments consistently take into account three criteria: the employee's individual performance over the past year, the positioning of the employee's compensation package relative to the relevant labor market, and, where applicable, changes in role or level of responsibility. The total salary increase budget effectively allocated to employees classified in Groups 1 to 7 therefore represented 3.1% of gross payroll.

The salary increase budget allocated to the remainder of the GENFIT SA workforce (i.e., employees classified in Groups 8 and above) represented 2.8% of gross payroll.

In order to preserve employees' purchasing power, the employee representatives of the GENFIT SA Social and Economic Committee (CSE) and Executive Management also negotiated the following measures:

- The extension until December 31, 2025 of the optional coverage of 75% of public transportation costs (Collective Agreement on the coverage of public transportation costs, signed on March 20, 2025);
- An increase in the Sustainable Mobility Allowance, raising the annual bicycle mileage allowance from €200 to €300 as of January 1, 2025, and increasing the annual reimbursement for safety equipment from €100 to €150;
- An increase in the value of meal vouchers, with the face value increasing from €9 to €10.

Bonuses

	2025		2024		2023	
	Number of people involved	Variable remuneration (% of gross salary)	Number of people involved	Variable remuneration (% of gross salary)	Number of people involved	Variable remuneration (% of gross salary)
Workforce at 31 December						
Directors/Managers	58	12.34%	54	14.48%	39	10 %
Other employees	119	6.95%	102	11.82%	99	6 %

Following the evolution of our performance review process, in addition to their base salary, eligible employees receive an individual annual performance bonus (paid in March the following year). The final bonus is based on the individual performance review 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, three 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 of the [2025 Universal Registration Document](#).

Diversity and Inclusion Indicators

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

At GENFIT, we support opportunities for all people, regardless of their origin, age, gender or career path. To ensure that the topic of diversity and inclusion is addressed in the broader sense, we have chosen to demonstrate our various commitments by presenting various performance indicators relating to our employees' diverse profiles. This diversity contributes to our employees' mutual enrichment, as well as to the organization's performance.

Equal access to recruitment

Recruitment	2025	2024	2023
Number of applications received (including unsolicited applications, internships and work-study programs)	3,202	2,299	1,613
Number of pre-qualifications done by phone (one maximum per candidate)	619	544	356
Number of interviews conducted (video, phone, face to face, one or more per candidate)	321	358	243

In 2025, we continued to strengthen our teams and expertise through recruitment with the arrival of 45 new employees in the Company and 619 telephone pre-screening interviews (544 in 2024).

The number of telephone pre-screening interviews reflects our ongoing commitment to offering opportunities to a broader pool of candidates. We have maintained an open and proactive approach, encouraging dialogue from the early stages of the recruitment process to enable candidates to better understand our expectations and engage with us. This approach illustrates our commitment to inclusive, transparent and fair recruitment practices, ensuring that every talent has the opportunity to envision a future within our Company.

We have also continued our close collaboration with managers to refine our selection criteria and ensure an objective assessment of the qualifications required for each position. Through tailored technical questions and practical scenarios, we have strengthened the quality and relevance of our recruitment process, ensuring alignment between skills and professional requirements.

Since 2023, we have adopted more inclusive communication practices by updating job titles in all our job postings to indicate "F/M/X" (in alphabetical order) instead of "F/M" only. This change reflects our commitment to gender identity diversity and our determination to foster an inclusive and respectful working environment.

In order to reaffirm our collective responsibility for maintaining a corporate culture that leaves no room for discrimination, we have also included, since 2023, a statement at the bottom of each job posting reaffirming our stance against all forms of discrimination. This initiative underscores our commitment to assessing each candidate solely on the basis of skills and potential, without any distinction.

The continuation of these actions is fully aligned with our social responsibility approach, reinforcing our commitment to an ethical, inclusive and fair working environment. We are convinced that these practices not only contribute to improving the quality of our recruitment processes, but also help build a more diverse and equitable professional community.

Diversity

	at 31/12/2025					at 31/12/2024				
	GENFIT SA (France)	GENFIT Corp (USA)	Versantis (Switzerland)	Total	Proportion	GENFIT SA (France)	GENFIT Corp (USA)	Versantis (Switzerland)	Total	Proportion
Gender										
Women	111	4	5	120	63 %	95	10	5	110	61 %
Men	71	0	1	72	38 %	67	1	2	70	39 %
Age range										
Up to 25 ans	19	0	0	19	10 %	14	0	0	14	8 %
From 26 to 30 years old	27	0	0	27	15 %	19	1	3	23	13 %
From 31 to 35 years old	31	0	0	31	17 %	29	1	0	30	17 %
From 36 to 40 years old	27	0	0	27	15 %	29	1	1	31	17 %
From 41 to 45 years old	22	0	0	22	13 %	16	2	1	19	11 %
From 46 to 50 years old	21	0	0	21	12 %	19	2	1	22	12 %
Over 50 years old	35	0	0	35	19 %	36	4	1	41	23 %
Nationality										
French				159	83%				139	77 %
Foreign		ND		33	17%		ND		41	23 %
Level of study										
Diploma ≤ the baccalaureate				8	4%				7	4 %
Baccalaureate										
BTS				22	11%				23	13 %
DUT				5	3%				5	3 %
Licence		ND		27	14%		ND		18	10 %
1st year of Master				6	3%				8	4 %
Master, DEA, DESS,				76	40%				62	34 %
Engineer or Grande École				5	3%				6	3 %
Doctorate				34	18%				32	18 %
Doctorate in health				9	5%				19	11 %
Seniority in the company										
Less than a year				41	21%				42	23 %
1 year				35	18%				19	11 %
Between 2 and 3 years				18	9%				28	16 %
Between 3 and 5 years				40	21%				24	13 %
Between 5 and 10 years				36	19%				35	19 %
Between 10 and 15 years		ND		5	3%				3	2 %
Over 15 years				27	14%				29	16 %

ND = Not disclosed

Diversity at GENFIT is characterized by:

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

In addition to these data, it should be noted that 14 GENFIT SA employees reside in priority urban areas (as defined by the geographic information system database of France's urban policy).

GENFIT continues its commitment to the inclusion of people with disabilities. To date, =3 employees benefit from official recognition of disability status (RQTH). Measures aimed at job retention and workplace adaptation have been implemented to support these employees.

Women in the organization

The actions implemented by GENFIT resulted in a score of 88/100 on the Gender Equality Index for GENFIT SA (France – Loos/Paris) in 2025, calculated in accordance with the methodology defined by the French government, with the following breakdown:

- Pay gap indicator: score of 33/40. The pay gap indicator remains at an overall satisfactory level, in favor of either men or women depending on the category, with an overall gap of 6.8% in favor of men in 2025 (vs. +2.3% in favor of men in 2024);
- Salary increase gap indicator: score of 35/35. The proportion of women and men present for at least 183 days in 2025 who received a salary increase is almost identical, with 81 women out of 95 (85.26%) and 52 men out of 62 (83.87%);
- Salary increases upon return from maternity leave: score of 15/15, with 4 out of 4 women receiving a salary increase upon returning from maternity leave;
- Number of women among the ten highest-paid employees: 5 out of 10 for GENFIT SA (Loos and Paris). In 2025, the ten highest remuneration packages at GENFIT SA were awarded to 2 women and 8 men. However, it should be noted that GENFIT's Management Committee was spread across three international locations (France, the United States and Switzerland) in 2025. As such, the most relevant indicator is the overall Group indicator, which results in a score of 10/10 for GENFIT "all sites combined", taking into account exchange rates and cost-of-living levels. At the time of publication of this report, in March 2026 and across all sites, 5 members of the Board of Directors were women (62.5%), and 3 members of the Management Committee were women (30%).

The total score for GENFIT SA (France) calculated for 2025 across the four indicators therefore amounts to 88/100. The overall Group score (all sites combined) calculated for 2025 across the same four indicators amounts to 97/100, compared with a national average score of 88/100 observed by Egapro for the sector "Specialized scientific and technical activities."

In accordance with the voluntary VSME framework developed by EFRAG, the gender pay gap stands at 16.7%.

General Indicators for Employee Training and Development

Goal: Recruit, develop and retain employees

Training program

In 2025, we continued our efforts in terms of training, as we believe that we are equally responsible for the professional development and continued employability of our employees.

Our teams spent 3 563 hours on training courses provided by external training organizations, at a total cost of €232k. The number of hours spent in training in 2025 is an increase on 2024 (3,143 hours of training), demonstrating our ongoing commitment to developing our teams' skills.

In 2025, we trained 211 employees, compared to 153 in 2024.

GENFIT Group scope	2025	2024	2023
Number of hours	3,563	3,143	2,719
Number of employees trained	211	153	146
Average hours per employee trained	17	21	15
Cost (in thousands of euros)	232	210	160
% number of training hours versus N-1	113 %	116 %	113 %
Average number of training hours per employee per year, broken down by gender (in accordance with the European Sustainability Reporting Standards ESRS S1-13)	Women : 3,5 Men : 3,8		

We launched a pilot e-learning skills development module in English and French with a new training provider. These training modules were highly appreciated by our employees.

In addition, in 2025, we launched a training pathway dedicated to artificial intelligence, accessible to all employees. This initiative is fully aligned with the Company's strategy, which aims to progressively and responsibly integrate AI tools to support collective performance, innovation and the simplification of day-to-day activities.

Another key component of our training approach is our dedicated onboarding program for new hires. This program ensures the rapid and effective integration of new employees. It provides not only a comprehensive introduction to our corporate culture, but also practical tools to enable them to perform their roles under optimal conditions, thereby underscoring our commitment to delivering a comprehensive onboarding experience. As this program consists of internal training hours, it is not included in the external training hours referred to above.

Work-study students/interns

	2025	2024	2023
Number of higher education interns	7	9	10
Number of 9th and 10th grade interns	13	10	4
Number of work-study students	15	12	16
Number of employees with permanent contracts after an internship or a work-study contract	2	1	-

Since its inception, GENFIT has regularly welcomed interns, with the aim of exposing them to the professional world and fostering potential vocations for careers in the healthcare sector. In order to adapt to evolving needs and improve the effectiveness of the process, GENFIT redefined its internship policy in 2023 to make it more visible. This notably includes ensuring a balanced distribution of profiles to meet diversity objectives, particularly in terms of education level. The various types of internships are clearly defined (discovery and observation internships, project-based internships, etc.), and key principles are specified, including eligible periods for hosting interns, types of needs addressed, internship duration, and the role of the supervisor in ensuring high-quality support.

Beyond the service provided to students—particularly those from scientific backgrounds—this approach also aims to support the skills development of employees whose roles and responsibilities do not yet involve team management, in line with the “managerial curriculum” already implemented by GENFIT.

In 2025, GENFIT confirmed and strengthened its commitment to youth training and professional integration by welcoming a total of 15 apprentices, compared with 12 in 2024. This figure corresponds to the total number of apprenticeship contracts signed in 2025 and not to the number of apprentices present simultaneously.

As of December 31, 2025, the Company employed eight fixed-term apprentices, representing 4.17% of the total workforce. This figure reflects GENFIT’s strong commitment to engaging with young people and promoting work-study training and apprenticeship pathways.

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.

Organization and budget 2025

In 2025, the employee representative bodies had a budget for social and cultural activities amounting to €100k, taking into account headcount at December 31, 2025.

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 fifth consecutive year. It plays an important role in guiding GENFIT's employee relations initiatives through annual adjustments. See section [5.2.2 Initiatives - Annual Employee Survey](#).

Internal communication and access to information

GENFIT is committed to providing all employees with up-to-date and ongoing information, while giving them the opportunity to share their feedback and raise questions. To this end, the Company makes several internal communication channels available to employees:

- A collaborative intranet, including a dedicated "Governance and News" community specifically designed for communications with all employees and featuring a comments section to allow questions to be raised;
- Regular general information meetings bringing employees together around the Company's projects and current developments, during which they can also share questions and feedback. In 2025, 2 Town Halls were held with all staff: the first at the beginning of the year to review achievements from the previous year and outline priorities for the year ahead, and the second focused on key highlights from the first half of 2025;
- Post-conference scientific poster sessions, enabling non-scientific teams to become familiar with highly specialized research work in a dynamic and open format that fosters strong social interaction;
- Weekly and monthly alerts covering scientific research and regulatory updates.

General Health and Safety Indicators at Work

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

Health

Absenteeism

Absenteeism	2025	2024	2023
Average number of days	11.6	9.6	5.7
Average number of occurrences	1.1	0.9	0.8
Absenteeism rate	3.19 %	2.63 %	1.56 %

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

With an average absenteeism rate of 3.19% in 2025, GENFIT remains, despite a very slight increase, well below the average absenteeism rate in France, which stood at 5.8% in 2025. GENFIT is therefore only minimally affected by employee absenteeism.

Sick leave

Sick Leave	2025	2024
Number of days	2002	1434
Number of occurrences	190	130
Average number of days	11.6	9.6

In 2025, a total of 190 sick leave episodes were recorded among our employees, representing 2,002 days related to illness. These figures increased compared with 2024, when 113 sick leave episodes were recorded, representing a total of 1,434 days. This increase is partly attributable to the growth in the Company's workforce, with the average headcount rising from 150 employees in 2024 to 172 in 2025.

In addition, 917 of the 2,002 days (i.e., nearly half) relate to only four employees who were on long-term sick leave. Excluding these four specific cases, the number of sick leave days amounts to 6.3 days per employee, corresponding to an absenteeism rate of 1.73%, which is in line with figures observed in previous years.

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 2025, 68 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:
 - Personal protective equipment: gowns (disposable or washable), gloves, goggles, overshoes, hairnets and masks (gas, surgical, FFP2);
 - Laboratory equipment: fume hoods, fume cupboards, microbiological safety cabinets.

In 2025, GENFIT SA's employees counted 13 first-aid workers (SST), who receive annual refresher training from the Red Cross (the legal requirement is one training session every two years).

Occupational accidents and disease

	2025	2024	2023
Workplace accidents/commuting accidents	11	4	9
Minor incidents	1	2	2
Occupational disease	0	0	0

Of the 11 work-related and commuting accidents reported in 2025 for GENFIT SA, two commuting accidents resulted in sick leave. With regard to GENFIT Corp. and Versantis, no occupational accidents or work-related illnesses were reported in 2025.

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 2.1 and 2.2 of the French National Interprofessional Agreement of November 17, 2017 related to management benefits.

GENFIT Corp. employees work a 40-hour week:

- per hour for employees "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.

Remote working

In France, telecommuting is implemented on an ad hoc or regular basis, following 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 2025, 125 of the Company's 192 employees benefited from a telecommuting agreement, representing 65.10% of GENFIT SA's workforce, versus 64.44% in 2024. Of the 125 remote working agreements in force, 95 concerned regular remote working (1 or 2 days a week), and 30 concerned occasional remote working (12 days maximum per full calendar year).

Remote working remains the norm for all GENFIT Corp. employees, although they may still visit the Company's premises if they wish.

In Switzerland, remote working has been introduced on an ad hoc or regular basis. On average, employees remote work 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 employee well-being, 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. See [chapter 5.2.2](#).

In the autumn of 2025, the city of Marseille hosted employees for a company seminar during which they had the opportunity to reconnect and take part in team-building activities. For further details, please refer to section "[5.2.2 – Social initiatives](#)."

A number of traditional activities were renewed in 2025 (Epiphany cake celebrations, crêpe parties, seasonal breakfasts, gifts for annual celebrations, Christmas market, year-end festive meals and gift distribution, recognition of employees with 10, 15 and 20 years of service, etc.). The Social and Economic Committee (CSE) also offers recreational outings, such as salsa classes, a go-cart evening and cinema sessions.

In 2025, the CSE also contributed to the implementation of a enclosed, secure, solar-powered bicycle and scooter facility.

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 get meal vouchers, with GENFIT covering 60% of the cost, and can use the Pass Restaurant card since 2021. The face value of the meal vouchers was increased to €10;
- Partnerships have been set up with several local catering companies to allow employees to have their meals delivered to the workplace;
- The Company also provides employees with access to the Regional University 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 on GENFIT's premises, available to employees outside working hours, offers a number of weight machines and sports equipment.
- The Company offers its employees the opportunity to participate in several team sports (badminton, soccer), in collaboration with the city of Loos
- In 2025, the company also renewed its lunchtime pilates and ballroom dancing classes.

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, 2023, 2024 and 2025 concerning the *Forfait Mobilités Durables* (FMD) and the reimbursement of public transport costs. In 2025, two new amendments were signed:

- An amendment to the Company Agreement on the Sustainable Mobility Allowance, increasing the annual bicycle mileage allowance to a maximum of €300 (up from €200 previously) and raising the Company's contribution toward the purchase of safety equipment (helmet, high-visibility clothing, bicycle maintenance) to €150 (up from €100 previously). 26 employees benefited from this allowance in 2025.
- An amendment to the Company Agreement on the coverage of public transportation costs, extending for an additional year the reimbursement of such costs at a rate of 75%.

Since the signing of these agreements, a positive trend in the use of sustainable transportation by employees has been observed. This is reflected in particular by a stable and significant number of employees benefiting from the reimbursement of public transportation subscriptions. As a result, one out of two employees commutes between home and GENFIT using public transportation (85 employees out of 192).

In addition, a significant increase has been observed in the number of employees benefiting from the bicycle mileage allowance (26 employees, covering a total of 21,157 kilometers over the year, i.e. an average of 814 kilometers per person), as well as from the annual contribution toward the purchase of protective equipment and/or bicycle maintenance (22 employees in 2025, compared with 10 in 2024).

Methodological specificities

Social data – Headcount : as of December 31, 2025, including contracts ending on that date.

Turn-over rate : [(permanent contract entries CDI 2025 + permanent contract exits 2025) / 2 / Total workforce at December 31, 2024 x 100].

5.3. GOVERNANCE

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5.3.1 Our policies and commitments in terms of Governance

ESG Committee

In line with its corporate purpose and the recommendations of the MiddleNext Governance Code, GENFIT has established a dedicated ESG Committee within its Board of Directors. The Committee meets at least twice a year and is currently composed of:

- Catherine Larue, Director and Chair of the Committee;
- Jean-François Mouney, Chairman of the Board of Directors and Member of the Committee;
- Katherine Kalin, Member of the Committee;
- Tristan Imbert, Member of the Committee;
- Philippe Moons, Non-voting Director (Censeur) and permanent invitee to the Committee.

Three members of the Executive Management actively participate in the ESG Committee meetings:

- Pascal Prigent, Chief Executive Officer of GENFIT, whose annual variable compensation is partly linked to the achievement of non-financial performance objectives;
- Jean-Christophe Marcoux, Chief Corporate Affairs Officer, Head of Investor Relations, Head of ESG;
- Laurent Lannoo, General Secretary and Head of Legal Affairs.

Since its creation, the Board of Directors' ESG Committee has ensured the consistency of GENFIT's sustainability approach. In 2025, the Committee continued its work to ensure effective oversight and compliance with the Company's CSR commitments, in particular by:

- Reviewing the Company's strategy, ambitions, policies and commitments in terms of corporate social responsibility (Ethics and Compliance, Human Rights, Health and Safety, Environment);
- Ensuring an appropriate level of engagement by the Company with respect to non-financial performance, ethics and corporate social responsibility, in line with the expectations of its various stakeholders;
- Overseeing the deployment of actions in these areas;
- Making any relevant recommendations to the Board of Directors;
- Ensuring the quality of non-financial communications.

The ESG Committee works in close coordination with the other specialized committees of the Board of Directors, in particular:

- The Appointments and Compensation Committee, to define the social and societal responsibility components to be integrated into the implementation of remuneration policies and diversity development within the Company;
- The Audit Committee, to manage risks related to the Company's social, societal and environmental responsibilities.

GENFIT also remains attentive to its stakeholders through various channels.

- For external stakeholders:
 - Via the dedicated email address rse@genfit.com, which enables them to submit questions and requests;
 - Through direct dialogue and formal or informal exchanges (by telephone, videoconference or in-person meetings).
- Internally:
 - Through the annual employee satisfaction survey, which since 2022 has included questions relating to GENFIT's CSR engagement;
 - Through the CSR intranet community;
 - Through CSR-specific workshops and information sessions offered to certain employees;
 - Through the employee representative body (CSE), which can relay suggestions at any time;
 - Through dedicated task forces focusing on specific CSR-related issues.

In order to ensure the highest level of transparency with respect to CSR governance, GENFIT has made available to all its stakeholders, since 2021, a dedicated non-financial performance report. This report is accessible on GENFIT's website, <https://www.genfit.com>, on the homepage and in the "[CSR Commitment](#)" section.

Commitment from all employees

GENFIT's approach to responsible governance is designed to engage all employees. All employees are encouraged to play an important 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 Management Committee, the Works Council and Human Resources.

Summary of internal stakeholders involved in sustainability issues:



A governance system designed to support performance through the IRO (Impacts, Risks and Opportunities) approach

The link between non-financial performance and financial performance is based, in part, on the company's governance and its ability to generate positive societal and social impacts while limiting negative impacts on the environment, to anticipate and manage the key risks likely to affect its business model, and to seize opportunities that can make it more resilient, in line with an "Impacts, Risks and Opportunities" (IRO) approach.

Understanding our impact

GENFIT assesses its societal, social and environmental impacts. Innovation is designed to deliver a positive societal impact by improving patient health and by playing an active role within the broader ecosystem, beyond the Company's core business. Social impacts relate primarily to employees, while environmental impacts concern resource consumption and emissions.

Risk detection and management

As a biotechnology company developing innovative therapeutic solutions and listed on multiple stock markets, our risk management strategy revolves around the following four major material issues:

- Optimizing the success of our clinical trials by ensuring their compliance with FDA and EMA requirements;
- Ensuring the financing of our research and development programs through the capital markets in compliance AMF requirements;
- Protecting our innovations based on the regulatory framework for intellectual property;
- Managing our human capital to secure our innovation and execution capabilities in compliance with our code of ethics and company values.

Risk management is a continuous focus, and related work is regularly presented to the Board of Directors and/or to the relevant specialized committees. See [4.3.3 Governance initiatives](#).

Identifying and leveraging opportunities

GENFIT conducts active monitoring to identify opportunities likely to secure, strengthen or accelerate its development. This approach is based on regular interactions with key players within its ecosystem and aims to create value by:

- exploring new acquisition targets;
- establishing new strategic collaborations;
- attracting new talent;
- securing sources of financing.

Commitment to ethical business conduct

We operate in a spirit of ethics and integrity and comply with the standards of our industry, both individually and as a company. Compliance and ethics activities are led by the Chief Compliance Officer and his team. The implementation and oversight of the business ethics compliance framework are regularly monitored by the Company's governance bodies.

Code of Conduct and Ethics and business ethics training for all employees

The cornerstone of ethics at GENFIT is the Code of Conduct and Ethics. It was developed by the Board of Directors and Executive Management at the time of the Company's initial public offering on Nasdaq in 2019 and has since been regularly updated to reflect legislative and operational developments. The Code establishes a common framework governing the way we interact, not only among GENFIT employees, but also with our stakeholders.

The Code is available in the form of an "Employee Guide". It first recalls GENFIT's core values, covers 19 thematic chapters and includes four specific policies, including the anti-corruption policy and the policy setting out the procedure for reporting and handling suspected or actual breaches of the Code or of applicable laws. The Executive Management and the Board of Directors have entrusted the day-to-day management and interpretation of the Code to the Chief Compliance Officer. The Human Resources Department and the employee representative body are also involved in updates to the Code and in ensuring its effective dissemination. In addition to the Chief Compliance Officer, operational managers also act as local points of contact for any questions related to the Code within GENFIT. All GENFIT employees (in France, the United States and Switzerland) are required, upon joining the Company and at regular intervals thereafter, to complete dedicated training on the Code of Conduct and Ethics, either in person or through webinars. GENFIT's Code of Conduct and Ethics is publicly available on the Company's website by clicking [here](#).

In addition to the Code of Conduct and Ethics, various ethics and compliance-related policies and procedures specific to GENFIT's sector of activity have been implemented to guide employees in the performance of their day-to-day duties.

All employees are also required to complete training on a range of other compliance and ethics topics, including insider trading rules, personal data protection, interactions with healthcare professionals, promotional and non-promotional communications, confidentiality and social media.

Depending on the operational and legislative context, in-depth training sessions on specific topics may also be organized on an ad hoc basis. Finally, all training programs are followed by a post-training assessment questionnaire to verify the knowledge acquired by participants.

Respect for and promotion of human rights throughout the value chain

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

GENFIT recognizes that its partners play an important role in its success and in the achievement of its commitments. As such, GENFIT seeks to work with individuals and organizations that share its commitment to an ethical culture and that operate responsibly, both socially and environmentally. In this context, GENFIT submits its Partner Code of Conduct (available on its website) to its significant subcontractors as part of contractual negotiations. This Code sets out, in particular, GENFIT's expectations with regard to respect for human rights and fundamental freedoms throughout its value chain.

With regard to sector-specific issues relevant to GENFIT's activities, each service provider engaged by the Company (clinical trial conduct, drug supply, etc.) commits to ensuring that its personnel have the qualifications and experience required to carry out their work in accordance with applicable good practices. Service providers also undertake to strictly comply with the guidelines of the relevant Ethics Committee, the provisions of the Declaration of Helsinki, the recommendations of the World Health Organization (WHO) and of the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH), as well as with all applicable local and/or national laws and regulations, as most recently amended, and with any other requirements established by regulatory authorities.

Prohibition of corruption

As a biotechnology company, GENFIT regularly interacts with healthcare professionals, key opinion leaders (KOLs), staff of health authorities and public research institutions, all of whom play a key role in ensuring the integrity of the research conducted and patient safety.

In addition to fulfilling its transparency and disclosure obligations in its interactions with healthcare professionals, GENFIT, in line with its commitment to preventing any form of corruption and to ensuring the integrity of its research, strictly prohibits its employees and partners from any direct or indirect breach of probity. Accordingly, it is strictly prohibited to promise, offer, provide or authorize cash payments (such as bribes or commissions), advantages or any other item of value, directly or indirectly, to any person for their own benefit or for the benefit of a third party, for the purpose of achieving an improper objective related to GENFIT's activities. GENFIT's employees and

partners therefore commit to refraining from any activity or behavior that could give rise to, or create the appearance or suspicion of, such conduct or any attempt thereof.

GENFIT has implemented a compliance framework and internal controls designed to ensure the accuracy and reliability of its financial records and to prevent corruption and fraud. Key personnel, whose roles justify it from an operational standpoint, receive dedicated training to adopt appropriate behaviors. These interactive training sessions, including practical case studies, are tailored to GENFIT's specific operational risks in this area.

Responsible lobbying

GENFIT may, directly or indirectly through professional associations representing its sector of activity, engage in interactions with public decision-makers, primarily with the aim of establishing or strengthening its relationships within the political and administrative ecosystem. These activities are conducted under the responsibility of the Chief Corporate Affairs Officer and Executive Management.

Any lobbying activities carried out by GENFIT or on its behalf must comply with the principles set out in its Code of Conduct and Ethics, namely:

- comply with applicable laws and regulations;
- be conducted with the objective of advancing GENFIT's legitimate interests;
- be conducted in an open and transparent manner, particularly with regard to stakeholders and the objectives pursued;
- be undertaken and carried out with probity and integrity;
- ensure that any hospitality strictly complies with applicable anti-corruption laws and regulations, as well as GENFIT's internal policies, rules and codes. The provision of gifts is strictly prohibited.

To this end, GENFIT has implemented procedures to monitor and control lobbying initiatives involving the relevant employees. In 2025, the Company did not carry out any lobbying initiatives. However, GENFIT is a member of several organizations, in particular sector-specific associations, which may engage in interest representation activities at national or international level. As of the date of this report, GENFIT is a member of:

- EFPIA (European Federation of Pharmaceutical Industries and Associations);
- ANSA (Association Nationale des Sociétés par Actions);
- France Biotech (an association promoting the development of healthcare innovation companies in France).

Provision of secure whistleblowing channels

GENFIT has implemented a whistleblowing policy and provides its employees and stakeholders with a secure reporting channel enabling them to raise concerns and, where appropriate, to report anonymously any suspected or actual breach of the law and/or of the Company's Code of Ethics. This policy and the related procedures are designed to ensure appropriate handling of reports and to protect their authors, regardless of their status.

Commitment to animal welfare research

Responsible research policy and regulatory compliance

GENFIT has long been committed to the ethical and responsible use of animals in scientific research. Its policy sets out how the Company applies the highest ethical standards, notably through the 3Rs principle, which consists of Reducing the number of animals used, Replacing animal use with alternative methods where available, and Refining procedures in order to make them as minimally uncomfortable as possible for animals.

In this context, GENFIT invests in the development of innovative alternatives to animal experimentation (grouped under the acronym NAMs¹⁷). These approaches rely on technologies such as whole blood assays, peripheral blood mononuclear cell (PBMC) testing, organoids and "organ-on-chip" systems. They make it possible to obtain scientific results that are more relevant to humans and more reproducible, and thus contribute, where possible, to limiting the use of animal models.

Regulatory authorities actively encourage the development and adoption of alternative methods (NAMs). However, certain agencies, such as the FDA, note that at this stage these approaches should be considered as complementary tools rather than complete substitutes for traditional efficacy assessments.

Directive 2010/63/EU established the regulatory framework governing animal experimentation and was transposed into French law in February 2013.

Since then, ethical evaluation of projects involving the use of live animals for scientific purposes has been mandatory, and such projects are subject to authorization by the Ministry of Research. Greater transparency of research laboratories toward civil society has therefore been promoted, particularly at the request of animal welfare advocacy organizations.

Each animal experimentation establishment is required to be affiliated with, or to establish, a competent Ethics Committee for Animal Experimentation, which must be accredited by the National Committee for Ethical Reflection on Animal Experimentation (CNREEA).

¹⁷ New Approach Methodologies

GENFIT chose to set up an internal committee, in line with CNREEA recommendations, prior to the implementation of the transposition of the Directive. GENFIT's Ethics Committee for Animal Experimentation (CEMEA) has been registered with the National Committee since October 11, 2012, under registration number 77.

To ensure its multidisciplinary nature and strengthen its impartiality, the CEMEA has been expanded to include additional external and internal members and has enabled another animal-using establishment to join the committee, thereby becoming a multi-institution committee. Members of Ethics Committees are committed to promoting the national charter on animal experimentation and to applying the fundamental 3Rs rule. Internal rules of procedure have been established to define the operating framework of the CEMEA.

On an annual basis, Ethics Committees and the heads of animal experimentation establishments report to the Ministry on the number of animals used and the severity of the procedures carried out. These national data are subsequently published at the European level.

In addition to the ethical evaluation and authorization of projects—which are prerequisite steps prior to the implementation of experimental procedures—each establishment must set up an Animal Welfare Body (AWB) within its laboratories. Composed of qualified GENFIT personnel involved in animal experimentation and a Doctor of Veterinary Medicine, this operational structure ensures compliance with the experimental procedures as authorized during the ethical review.

Finally, in order to ensure that teams dedicated to animal experimentation produce high-quality work while respecting animal welfare conditions, a high level of expertise and training must be maintained for all stakeholders. To this end, individual training plans and ongoing monitoring of competency maintenance are implemented.

All of these regulatory aspects are subject to regular inspections as part of the continued maintenance of the accreditation as an animal experimentation establishment, which GENFIT has held since 2001.

Commitment to information security

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

In this respect, the Company closely monitors developments in information systems security risks. Accordingly, numerous updates are carried out to infrastructure, server maintenance, software and antivirus systems, and security audits are conducted on a regular basis. Several targeted awareness campaigns and dedicated training programs are organized to ensure that each employee is not only aware of existing risks but is also able to implement the recommendations defined by the Information Systems Department. These training sessions are mandatory for all employees, regardless of their site of employment.

Cybersecurity

Cybersecurity is a priority issue and a critical risk for the Company. Information security measures are implemented to ensure the protection, integrity and availability of IT systems and sensitive data, particularly data relating to patients, employees and partners. These measures are based on dedicated policies and procedures, regular audits and testing, as well as risk assessments, including assessments relating to external partners.

All employees are trained and made aware of cyber risks, and incidents are managed through a structured process involving an internal team and a specialized service provider. Cybersecurity governance is overseen by a dedicated working group established by the Board of Directors, as well as by a cyber crisis committee mobilized in the event of a major incident. Regular monitoring and reporting are carried out and submitted to Executive Management and the Board of Directors.

Cybersecurity governance at GENFIT is described in [Section 2.3.3 – “Cybersecurity Governance”](#) of this Universal Registration Document.

Patient data security

As part of its research activities and administrative operations, GENFIT processes personal and confidential data relating to its stakeholders, including data concerning patients participating in clinical trials.

The protection and security of patients' personal data collected in the context of clinical studies constitute a major challenge for GENFIT. Such sensitive data are processed in strict compliance with applicable personal data protection regulations, in particular the General Data Protection Regulation (GDPR).

GENFIT's Data Protection Officer works closely with administrative and operational teams on all matters relating to the processing of personal data. Training sessions and procedures are in place to raise employees' awareness of the importance of responsible data management and to guide them in handling such data, in order to ensure compliance with applicable standards and to protect the privacy of the Company's stakeholders. Where the processing of personal data is likely to result in a high risk to the rights and freedoms of the individuals concerned, impact assessments are carried out to identify, assess and mitigate such risks.

GENFIT does not use the personal data it holds for commercial prospecting purposes and contractually governs their use and protection in its relationships with third parties.

To ensure the confidentiality, integrity, availability and traceability of patient data, GENFIT relies on a secure information system governed by internal policies and procedures dedicated to information systems security and personal data protection. These measures are based on appropriate technical and organizational safeguards, including strict access controls, encryption mechanisms, regular security controls, and business continuity and disaster recovery arrangements, in accordance with applicable regulatory requirements.

In the context of its clinical research activities, GENFIT engages specialized service providers, notably Contract Research Organizations (CROs) and software solution providers, which may process patients' personal data on GENFIT's behalf. Prior to any collaboration, these providers are subject to a rigorous qualification and evaluation process, in particular with regard to the security of their information systems and their level of compliance with applicable personal data protection regulations, including the GDPR.

This compliance analysis makes it possible to identify the safeguards implemented by service providers and, where appropriate, to define additional measures necessary to ensure an adequate level of patient data protection. Relationships with these providers are governed by contractual arrangements, including specific commitments relating to confidentiality, security and personal data protection, and are monitored throughout the duration of clinical studies.

Artificial Intelligence (AI) Governance

The rapid evolution of digital technologies, particularly the deployment of artificial intelligence solutions, including generative AI, may increase the sophistication, frequency and potential impact of cyberattacks (notably through fraud, social engineering or data compromise techniques). In addition, the adoption of generative AI solutions may expose GENFIT to specific risks, such as the generation of inaccurate or biased content, potential breaches of data confidentiality, intellectual property or regulatory compliance, as well as reputational risks. GENFIT has implemented governance and awareness mechanisms (AI usage policy, a dedicated AI team and AI-related training programs) aimed at framing the use of AI-related technologies, strengthening the protection of its systems and limiting the potential impact of incidents, without however being able to guarantee the complete absence of cyberattacks or malfunctions related to these technologies.

Qualification of subcontractors and suppliers

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

- The implementation of clinical trials (in compliance with Good Clinical Practice)
- The manufacture 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 the good 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 uses 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, CSR criteria, price and 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. In 2024, we drew up a global partner code of conduct and general CSR clauses, which we now submit to our key business partners as part of our contract negotiations. Our policy is to promote high standards of integrity by conducting our business in an honest and ethical manner.

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.

5.3.2 Governance initiatives in 2025

Pillar 1 Ethics and transparency	Pillar 2 Risks	Pillar 3 Impact opportunities
Monitoring the evolution of reporting standards and stakeholder expectations	Integrating a CSR component into GxP subcontractor Quality audits	Establishing targeted mini-task forces
Ethics in preclinical research	Strengthening cyber risk governance and management	
Improving management tools and transparency in relations with healthcare professionals	Responsible implementation of AI in support of our activities	
	Risk mapping: updating the approach	
	Social media policy	

Monitoring the evolution of reporting standards and stakeholder expectations

In 2025, GENFIT monitored regulatory developments related to the Corporate Sustainability Reporting Directive (CSRD) in order to anticipate its potential reporting obligations. The Company also engaged in dialogue with its stakeholders to better understand their expectations beyond the regulatory framework.

While the “Stop the Clock” Directive (Omnibus package published in early 2025) postponed the implementation timeline by two years (potential applicability starting with the 2028 report / 2027 financial year), the “Content” Directive (Omnibus package published in early 2026) ultimately resulted in GENFIT being excluded from the scope of application of the regulation, based on the following criteria:

- more than 1,000 employees
- revenue exceeding €450 million

Although GENFIT is not subject to a mandatory reporting requirement, the Company remains committed to corporate social responsibility (CSR) and transparency towards its stakeholders. In this respect, GENFIT will progressively and voluntarily evolve the structure and certain indicators of its future reports in order to align more closely with relevant European standards and to improve the consistency and comparability of non-financial information. Within this framework, GENFIT will review the simplified ESRS standards developed by EFRAG, for which the delegated act is expected in summer 2026.

Ethics in preclinical research

In 2025, GENFIT renewed part of its Ethics Committee, which now includes nearly half independent members. In line with its preclinical research policy ensuring animal welfare, the Company also continued the systematic application of the 3Rs principle (Replace, Reduce, Refine). This was achieved through the deployment of new approaches and protocols that made it possible to reduce the use of resources by more than 60% for certain procedures, as well as through work on the generation of ex vivo data from human blood samples collected from volunteers, notably as part of its flagship ACLF program assessing the potential of G1090N/NTZ. These methodological choices illustrate GENFIT’s commitment to advancing research by prioritizing scientifically relevant and effective approaches, while operating within a stringent ethical framework.

Improving management tools and transparency in relationships with healthcare professionals

In 2025, as part of a voluntary approach, GENFIT strengthened its management tools and transparency relating to its relationships with healthcare professionals. In particular, the Company updated its policy governing these interactions by refining its fair market value framework in line with the recommendations of LEEM and EFPIA, and adopted a policy of voluntary disclosure of payments made in the context of medical and scientific collaborations, going beyond certain local regulatory requirements. In addition, GENFIT formalised a specific procedure governing access to and transfer of patient data within the framework of clinical trials.

Responsible implementation of Artificial Intelligence (AI) in support of our activities

In 2025, GENFIT continued the initiative launched in 2024 to promote the responsible and effective use of artificial intelligence, through a controlled deployment within the organization:

- The selection of the main AI tool was based on a thorough review of the solutions available on the market. This assessment was conducted using a collaborative approach to ensure that the selected solution met GENFIT’s standards in terms of security and ethics, and included an impact assessment aimed at evaluating potential risks to the fundamental rights and freedoms (privacy and personal data protection) of individuals affected by the use of the tool.
- Several AI agents were developed internally following a prior analysis of the needs expressed by employees, enabling the prioritization of use cases. One of the first agents deployed was designed to facilitate rapid and reliable access to information relating to the Code of Conduct and Ethics, personal data management, and procedures governing interactions with healthcare professionals.

- Members of the Board of Directors completed training on the use of AI in R&D activities.
- GENFIT employees were also supported in their use of these tools through regular training sessions and dedicated educational materials.
- Lastly, internal expertise was strengthened through additional recruitments, including a position dedicated to transformation.

Integrating a CSR component into GxP¹⁸ subcontractor quality audits

Following the integration of CSR criteria into its procurement policy in 2024, GENFIT expanded its supplier qualification process in 2025 by adding a CSR component to the Quality audits of its GxP subcontractors. This development reflects a shift from principle-based commitments to a more concrete assessment of partners' practices. It also contributes to securing the value chain by reducing social, environmental and ethical risks, while enhancing transparency towards stakeholders.

Risk mapping: updating the approach

In 2025, GENFIT continued its ongoing risk mapping efforts, with a focus on further updating and structuring the approach in order to enhance its clarity and operational usefulness. Twenty risk categories were identified and grouped into four main areas: (i) legal, compliance and intellectual property, (ii) organization and operations, (iii) financial position and funding requirements, and (iv) data, information systems, cybersecurity and use of artificial intelligence.

This structure is intended to support the management of risk mitigation mechanisms, facilitate the allocation of responsibilities among the relevant functions, and structure the periodic monitoring of associated indicators, as part of a continuous improvement approach.

Social media policy

In a context where public statements made on social media may have an impact on the reputation of organisations, GENFIT decided to initiate a policy aimed at defining a framework for the responsible use of social media. The objective is to prevent risks associated with uses that could affect the Company, its employees, its shareholders, or other stakeholders, including inadvertently. The initiative seeks to provide a clear and balanced framework that enables individuals to exercise their personal freedom of expression while respecting their professional obligations, and to raise awareness, support and equip employees in order to promote responsible practices. As it progresses, this framework will contribute to protecting the interests of both the Company and its employees, in line with GENFIT's commitments to ethics and compliance.

Establishing targeted mini-task forces

Launched in 2021 to raise awareness within each department of the CSR issues specific to their activities, the system of individual CSR focal points achieved its objectives. However, in 2025, it revealed certain limitations in terms of prioritising and structuring actions. GENFIT therefore evolved this framework in order to focus the reflection on a limited number of priority topics and to favour a collective approach.

The reflection is now carried out through dedicated mini-groups meeting once or twice a year, whose mission is to identify concrete impact opportunities by defining action priorities based on an explicit rationale, tangible deliverables and a realistic implementation timeline. In 2025, several thematic groups were established, notably focusing on alternatives to in vivo testing, clinical trials, biodiversity, as well as buildings and energy.

¹⁸ Good practices

5.3.3 Evolution of Governance Performance Indicators

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

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 training and awareness campaigns

Indicators Associated with Our Self-Assessment Processes

Goal: Self-assessment processes according to multiple complementary approaches

- Completed 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
- Number of cyber attacks over the past 3 years

Indicators relating to financial performance

Goal: Evaluation of company financial performance

- Revenues and other incomes
- Operating results and expenses
- Financial profit (loss)
- 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)

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 adherence](#).

Data relating to internal stakeholder engagement

- At least two CSR committees per year
- 15 voluntary CSR representatives from 14 business functions, participating in the thematic task forces established in 2025
- One weekend seminar for all employees, organized by the Works Council
- Five information sessions for all employees in various formats (awareness-raising videos, plenary sessions, Town Halls)

Indicators Associated with Our Self-Assessment Processes

Goal: Self-assessment processes according to multiple complementary approaches

In 2025, GENFIT continued its self-assessment of its extra-financial performance using a variety of complementary approaches. The Company submitted or responded to three questionnaires from three 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 regulator 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

On December 31, 2025, four of the nine members of the Board of Directors were women, i.e. 44%. The Board also includes several nationalities: French, British, American, Luxembourgger and Italian.

At the time of writing, three of the 11 members of the Management Committee were women, i.e. 27%. The Management Committee also includes several nationalities: French, American and Dutch.

Raising awareness on ethics, compliance and transparency

All new employees (100%) receive training on the Code of Conduct and Ethics and validate it through a dedicated quiz.

An annual agenda item of the Board of Directors, presented by the Chief Compliance Officer, is dedicated to business ethics at GENFIT.

In 2025, no reports were filed through GENFIT's internal whistleblowing system.

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

Management of the Quality System

In 2025, GENFIT continued to structure and monitor its documentation system and quality processes. Trends in the related indicators reflect both the regular updating of documents, ongoing adaptation to regulatory requirements, and the continued strengthening of quality culture within teams

	2025	2024	2023
Number of documents in our system	1,182.00	955	1,077
Number of documents created or updated	243.00	213	417
Number of quality incidents reported	97.00	67	55
Number of quality incidents resolved	92.00	74	41

The increase in the number of documents in 2025 is primarily due to the periodic review scheduled every three years, as well as to the creation of new procedures in response to evolving regulatory requirements and/or internal processes.

This approach is intended to maintain a high level of quality and, in doing so, to ensure the safety of participants in clinical trials and the reliability of the data collected.

Quality incident management

The increase in the number of reported incidents reflects improved adoption of the Veeva Quality Events management tool and a strengthening of quality culture.

The growing number of incidents resolved illustrates the teams' ability to handle these events effectively, analyse associated risks, and implement appropriate corrective and preventive actions.

Management of process-related changes in the conduct of clinical trials

Seventeen change controls were initiated in 2025 to adapt our processes to technical, regulatory and organisational developments, notably in order to maintain the validated state of computerized systems and to integrate new ICH guidelines.

Training management

In addition to training related to documentation updates, in-person training sessions were organized on the following topics:

- Management of external information requests related to clinical trials;

- Investigational Medicinal Product (IMP) management;
- Audit trail review and electronic data transfer.

Specific training sessions dedicated to GxP requirements were also delivered, notably covering:

- Key aspects of the new ICH E6(R3) guideline;
- Good Documentation Practices (GDP) in a GxP environment, including data integrity.

Audits and inspections management

Three routine inspections were conducted by national competent authorities in 2025. No critical observations were raised:

- One inspection took place at an investigator site in Germany, in the context of an ongoing clinical trial;
- Two inspections were conducted at GENFIT's headquarters in France, in relation to animal experimentation activities.

The outcomes of these inspections confirm that appropriate quality standards are in place to ensure regulatory compliance, both with regard to ethical and safety aspects and to the reliability of the associated data.

Management and communication of quality indicators

Quality indicators were developed to monitor our activities and are regularly reviewed and communicated to teams and management during Quality Management Reviews (QMRs).

Litigation and disputes management

There have been no significant disputes or litigation.

Data safety

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

- New employees watch eight general information videos on information security
- They then take a quiz to confirm their understanding; The minimum score to pass the quiz is 85%; the median pass score is 92%.
- They receive in-person training from our Information System Security Manager.

To ensure that the risks and behaviors to adopt are clearly understood by all, the Information Systems Department conducts bi-monthly phishing test campaigns and, in 2025, GENFIT implemented an e-learning solution to strengthen awareness-raising efforts on digital risks.

Number of cyberattacks over the past three years

As at the date of this Report, the Company is not aware of any cyberattack that has occurred over the past three years that had a significant impact, or that was reasonably likely to have a significant impact, on the conduct of its operations, its operating results or its financial position.

Indicators relating to financial performance

As part of this extra-financial performance report, GENFIT would like to share key economic data presented in its 2025 Universal Registration Document. The latter is available on our website via [this link](#).

5.4. ENVIRONMENT

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5.4.1 Our Environmental policies and commitment

Commitment to Continuous Improvement

Climate and environmental challenges are closely linked to health-related issues, which lie at the core of GENFIT's business. In this respect, the Company is engaged in a continuous improvement approach aimed at making its sustainable development model more environmentally responsible, notably through enhanced measurement of its impacts, risk prevention and waste management.

Although the direct environmental impact of its activities remains limited, GENFIT takes action through a set of complementary initiatives, including structural changes where relevant, day-to-day practices involving employees, as well as targeted initiatives carried out with external stakeholders, which may include awareness-raising actions or carbon offset mechanisms where appropriate.

GENFIT's laboratories are not subject to the regulations applicable to Classified Installations for the Protection of the Environment (ICPE).

Water and Energy Supply Policy

Water: Our water is provided by the local supplier ILEO, which distributes 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.

Energy: GENFIT sources its electricity and natural gas from EDF. EDF's supply mix is predominantly nuclear and therefore low-carbon, and is supplemented by fossil, hydraulic and renewable energy sources. The 2025 energy mix will be published by EDF in autumn 2026.

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 those made in France when we can.

Biodiversity Policy and Commitments

Although GENFIT's direct impact on biodiversity is limited, the Company acknowledges the global challenges involved and its role, as a healthcare player, in the preservation of ecosystems. In 2025, a literature review was conducted by the biodiversity lead to analyze the full life cycle of a medicinal product, from laboratory research through to commercialization and end-of-life, with the aim of identifying stages at which GENFIT can propose relevant levers for action.

In parallel, a biodegradability assessment of the drug candidates in the portfolio, initiated in 2024 and continued in 2025, was structured around three areas: (i) review of OECD/ECHA biodegradability criteria, (ii) collection and analysis of compositions (APIs, excipients) where available, and (iii) theoretical assessment based on chemical structures and established trends in environmental chemistry. At this stage, and based solely on chemical structures, approximately 50% of the candidates assessed could be classified as having a low environmental impact. This estimate remains preliminary and will be refined as additional CMC data become available. The conduct of OECD 301/302 tests and ecotoxicological screening (algae, daphnia, fish) will make it possible to confirm or update this positioning. An extension of the analysis to the remainder of the portfolio is planned for 2026. In addition, local initiatives are implemented at the Loos site. For further information, see [Chapter 4.4.3](#).

Responsible Approach to Lighting Equipment

GENFIT has shifted to using LED solutions for its lighting. We made this switch in order to reduce our energy consumption, since LED lighting solutions are low-consumption, as well as for 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.

Responsible Company Vehicle Fleet Policy

GENFIT has initiated a gradual transition of its company vehicle fleet for eligible employees, prioritizing hybrid motors and encouraging the use of fully electric vehicles. This policy aims to reduce the carbon footprint associated with both business and personal travel, while taking into account usage patterns, operational constraints and available infrastructure.

It is supported by incentive mechanisms that promote the adoption of electric models, thereby progressively guiding vehicle choices toward solutions with a lower environmental impact. This policy also includes the provision of dedicated parking spaces for vehicle charging, the number of which is steadily increasing. These charging points are also accessible to employees who use a personal hybrid or electric vehicle.

This approach forms part of a managed transition strategy, combining operational performance, environmental responsibility and usage conditions adapted to employees' needs.

5.4.2 Environmental initiatives in 2025

Pillar 1 Environmental performance and energy optimization	Pillar 2 Waste reduction and circular economy
Installation of a solar-powered bicycle shelter	Recycling of IT and office hardware
Feasibility audit for the deployment of a Building Management System (BMS)	Reuse of materials and reduction of waste related to clinical trials

Installation of a covered, secure, solar-powered bicycle shelter

As part of its efforts to reduce the carbon footprint associated with employee commuting and to promote low-carbon mobility, GENFIT installed a covered, secure bicycle shelter powered by solar energy. This infrastructure is intended to encourage the use of bicycles and electric scooters, while responding to a demand expressed by employees already committed to these modes of transport. The facility provides 19 parking spaces, including four equipped for the parking and charging of electric bicycles, and operates autonomously thanks to solar panels. This initiative combines an environmental objective—reducing emissions linked to commuting—with a social dimension, by improving the safety, comfort and accessibility of commuting conditions for the employees concerned.

Feasibility audit for the deployment of a Building Management System (BMS)

As part of its compliance with the BACS¹⁹ decree, a diagnostic was commissioned via the landlord and carried out in early 2025 by an external service provider. The objective was to identify the measures required to ensure optimized management of the building's energy systems through a Building Management System (BMS), known in French as "Gestion Technique du Bâtiment" (GTB). The building is already equipped with a BMS that centralizes alerts in the event of system malfunctions; however, this system requires modernization. Several improvement scenarios were assessed. The most relevant solutions focus on improved regulation of heating and ventilation systems (HVAC), by adapting them to the actual occupancy levels of the spaces. This approach, already encouraged by regulations, represents a key lever for reducing energy consumption without compromising the comfort or safety requirements specific to research activities. The recommended scenario is a gradual modernization of control tools, enabling a centralized and enhanced overview of the building's operations. Upgrading heating and ventilation assets, combined with the modernization of the BMS, will not only ensure compliance with regulatory requirements but also generate significant energy savings, thereby contributing to the reduction of the Company's environmental footprint.

Reuse of materials and reduction of waste related to clinical trials

At the end of 2025, as part of a material reuse initiative and an effort to reduce waste generated by completed clinical trials, GENFIT repurposed unused equipment, medical consumables and materials. Rather than being disposed of, these items were redirected to existing needs through a donation to the humanitarian organization *Pharmacie Humanitaire Internationale*. In total, 420 kg of materials were shipped to hospital facilities, in partnership with the *Portail de l'Ukraine* and the Regional Union of the French National Federation of Nurses. This initiative made it possible to extend the lifespan of the equipment and reduce the environmental footprint associated with disposal, while at the same time supporting a health-focused societal initiative.

IT equipment recycling

In 2025, GENFIT engaged the service provider Earthworm Recyclers to recycle a portion of its IT and electronic equipment from its Boston office (United States). Approximately 500 kg of equipment were recycled, saving the emission of 1.43 metric tons of CO₂.

¹⁹ Building Automation and Control System

5.4.3 Evolution of Environmental Performance Indicators

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

Indicators Related to our Consumption

Goal: Assessing our impact on the environment and reducing 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 educated on the environmental approach
- Number of hybrid or electric vehicles used by the company and its employees

Indicators Related to our Consumption

Goal: Assessing our impact on the environment and reducing 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 2025, 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.

CO2 Emissions (in tons)	2025	2024	2023
direct: mainly from natural gas	585	586	663
indirect: coming exclusively from electricity	41	41	92
TOTAL	626	627	756

The change in our CO2 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 17% reduction in our emissions in the last 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. GENFIT uses the CarbonEM tool²⁰ to calculate our CO2 emissions (Scopes 1, 2 & 3) using the ADEME methodology.

New method for calculating CO2 emissions (with CarbonEm tool)

Scopes 1, 2 & 3 with the ADEME emission factors	2025	2024	2023
Scopes 1&2	496t CO2e	584t CO2e	584t CO2e
Scope 3	909t CO2e	879t CO2e	804t CO2e

The carbon footprint of business travel* is detailed below:

²⁰ <https://www.wecount.io/expertises/bilan-carbone>

Travel-related carbon footprint	2025	2024	2023
Number of kg eq. Number of kg CO2-eq – air transport	135,580	119,400	65,700
Number of kg eq. Number of kg CO2-eq – rail transport	1,350	1,160	1,660
TOTAL	136,930	120,560	67,360

Source : Statement from Travelll and Cap 5 travel agencies.

*Tickets booked directly by collaborators are not included

Management and employee travel data

In 2025, the number of business trips increased, particularly air travel. This increase was mainly due to several factors:

- Location of certain events (ex: scientific congresses): 13 people took part in the AASLD (compared to 10 people in 2024), held in Washington in 2025, and 14 participants took part in the EASL congress in the Netherlands, compared with 15 in 2024;
- Visits to our Swiss subsidiary (Versantis): These trips remain essential to support the advancement of our clinical programs, with 14 trips made in 2025 compared with 12 in 2024;
- Two trips to Canada as part of a scientific collaboration;
- Several trips to the United States to visit clinical sites.

This reflects our commitment to strengthening our scientific and regulatory activities.

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 coolers 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 heating.

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

	2025		2024		2023	Change 2024 → 2025	
Gas consumption (MWh)	2,576	224 K€	2,733	239 K€	2,627	389 K€	-6.0%
Electricity consumption (MWh)	1,328	172 K€	1,303	170 K€	1,295	238 K€	+1.9%

The reduction in gas consumption between 2024 and 2025 is estimated at -6% and the increase in electricity is estimated at +1.9%.

The decrease in gas consumption is mainly attributable to milder winter conditions compared with 2024. Conversely, the moderate increase in electricity consumption is explained by higher summer temperatures in 2025, resulting in increased use of air conditioning.

Water consumption evolution

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

Water	2025	2024	2023
Quantity (in m3)	1,240	1,070	960
Cost (in euros – gross amount)	€5,931.00	€4 719,00	€3,885.25

Water consumption increased by 14% between 2024 and 2025. As the number of employees rises, so does consumption. Water stress awareness campaigns and the installation of flow-reducing aerators on taps were continued.

Drug residues in rivers related to drug consumption

GENFIT is closely monitoring this issue in collaboration with its partner Ipsen. The drug elafibranor, developed in-house by GENFIT up to and including Phase 3, is now marketed as Iqirvo® by Ipsen, which is committed to integrating the principles of sustainable development into all its activities.

GENFIT has also appointed a Biodiversity Officer to look into this subject for drugs in the research and development stage at GENFIT.

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

The raw materials used for synthetic chemistry are limited to organic compounds, with order quantities carefully calculated to ensure they are fully consumed 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 2025, 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:

	2025		2024	
	DASRI	Solvents	DASRI	Solvents
Quantity of collected waste (DASRI and solvents in tonnes)	5	2.1	4	102
Processing cost (in euros - gross amount)	€3,019	€6,425	€2,263	€2,917

The increase in DASRI in 2025 is mainly attributable to higher cell biology activity; similarly, the increase in solvents is due to a reduction in chemical-related activities.

Waste is collected weekly by Esterra. Treatment (recycling or incineration) is tracked via the "track Dechets" platform. Waste tracking slips are classified by waste type and archived on the platform. 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).

Vivo laboratory waste

In vivo experimental waste is disposed of monthly or upon request

Vivo laboratory waste	2025	2024	2023
Quantity (in kg)	618	828	434

In 2025, a decrease in waste generated from in vivo experiments was observed. This decline is attributable to the use of species better suited to the scientific requirements of the SRT-015 project and to Acute Liver Failure models.

Recycling

Recyclable waste sorting	2025	2024	2023
Quantity (in liters)	432,000	432,000	432,000
Processing cost (in euros)	5,540	5,540	5,524

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 in 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 reusable 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 glass bottles on deposit in collaboration with a local company. In 2025, 2,628 glass bottles were returned. A saving of 972 kg of CO₂ was achieved by avoiding the use of plastic bottles.

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.

Company and employee hybrid or electric vehicles

At the time of publication of this report, out of 20 company cars and one vehicle classified as a utility vehicle for the Company, 15 are low-emission vehicles (including nine plug-in hybrid vehicles and six fully electric vehicles), while five are still powered by internal combustion engines. The latter will follow the same replacement policy upon expiry of the current contracts.

Since 2022, the head office parking lot has also been equipped with ten charging points for electric vehicles, which employees can use to pay for their electricity directly via the terminal, at no extra cost. In 2025, it was decided to add four more terminals.

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 2025 (estimated data August / Dec 2025).

Waste - Effluent values: actual data from January to July 2025 (estimated data August / Dec 2025).

Energy consumption - water, gas and electricity: actual data from January to December 2025.

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 [Section 3.1, Material issues, risks & opportunities](#), this methodology will be progressively strengthened and the scope of analysis expanded.

CHAPTER

6. Conclusion and 2026 Roadmap

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6.1 Conclusion

In 2025, GENFIT remained committed to a responsible approach, built on pragmatism and transparency, values that have underpinned the Company since its creation. Formalized in 2021, this approach has continued to mature and grow stronger, with B Corp certification achieved this year as a visible acknowledgment of these sustained efforts. This evolution is driven by a culture that prioritizes concrete action over discourse, ensuring that commitment is reflected in practice rather than merely words.

6.2 2026 Roadmap

In 2026, GENFIT intends to continue its commitment across all the pillars of its CSR strategy. By way of illustration:

Societal

GENFIT plans to broaden the scope of its medical outreach initiatives and the production of educational content, in particular to cover Cholangiocarcinoma and autophagy—areas that have attracted increased attention from stakeholders following the announcement of promising clinical results at the end of 2025. These initiatives aim to contribute to the scientific education of patients and their families, as well as to facilitate dialogue with healthcare professionals. They also support the awareness-raising of employees in non-scientific functions around topics that represent a significant share of the Company's resources and strategic priorities.

Social

GENFIT will continue to leverage employee engagement drivers, particularly those that help give meaning to their work by clearly linking it to the Company's mission. Building on the teams' already strong level of involvement, GENFIT intends to strengthen certain initiatives designed to create more direct connections between employees and the patients concerned by its programs, thereby reinforcing awareness of the Company's mission and the impact of its activities. Where relevant, this dynamic may draw on partnerships or exchanges with external stakeholders, notably through their involvement in specific initiatives bringing together employees and stakeholders.

Governance

In line with its commitment to transparency and dialogue, GENFIT will continue to expand and diversify its engagement with stakeholders, including investors, as well as with other key actors in its ecosystem. The Company will also maintain an active regulatory watch and pursue the ongoing work aimed at establishing a framework for the deployment of artificial intelligence.

Environment

GENFIT plans to further formalize and enhance the visibility of its environmental policy, while strengthening certain approaches to assessing its impact on biodiversity. In parallel, the Company will continue its energy planning initiatives and regulatory compliance efforts (tertiary sector decree, BACS decree, APER law), as well as a sector-wide reflection on best practices in circular economy.

CHAPTER

7. Mapping tables: frameworks and materiality

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Initiatives in 2025

Criteria	References and materiality						
	<i>Societal</i>	<i>ODD</i>	<i>ISO 26000</i>	<i>SASB</i>	<i>GRI Index</i>	<i>ESRS (VSME)</i>	<i>>1 GFT criteria</i>
ACLF Patient Advocacy Council	3 17	6.7.9	HC-BP-240a	416-1	N/A	☑	
Initiatives mobilizing the scientific and medical ecosystem around ACLF-related challenges	3 17	6.7.9	HC-BP-240a	416-1		☑	
Support for the GLI's Advanced Advocacy Academy (A3) program for patients and caregivers	3 17	6.8.8	HC-BP-240a	404		☑	
Development and dissemination of educational content on ACLF and CCA	9 17	6.7.9	HC-BP-240a	416-1		☑	
Engagement within the health innovation ecosystem, through Captech and other initiatives	9 17	6.8.5 6.8.3	HC-BP-240a	413		☑	
Sector-wide engagement alongside France Biotech	1 4 8 10 17	6.8.6 6.8.8	HC-BP-240a			☑	
Support for the CHU of Lille Endowment Fund	10	6.8.9 6.8.3		2-28 413		☑	
Other initiatives: solidarity commitments				404 405 406		☑	
* Societal not being part of ESRS-VSME , we have indicated "N/A" for societal initiatives							
<i>Social</i>	<i>ODD</i>	<i>ISO 26000</i>	<i>ISSB-SASB</i>	<i>GRI Index</i>	<i>ESRS (VSME)</i>	<i>>1 GFT criteria</i>	
Strengthening employee purchasing power	8 10	6.4.4	HC-BP-330a.1	405	B10	☑	
Gender equality: signing of a collective bargaining agreement	4 5	6.3.7	HC-BP-330a.1	405	B10	☑	
Awareness raising on visual impairment	8 10	6.4.7	HC-BP-330a.1	405		☑	
Simplification of procedures for employees with a sick child	10	6.4.4	HC-BP-330a.1	405	B10	☑	
Hosting of interns	4 8	6.4.3	HC-BP-330a.1	405		☑	
Promoting diversity	5 10	6.3.7 6.3.10	HC-BP-330a.1	405		☑	
Annual employee survey	3 8	6.4.4	HC-BP-330a.1	402	B10	☑	
Cohesion, Engagement and Risk Prevention	3 8	6.4.4	HC-BP-330a.1	402	B10		
<i>Governance</i>	<i>ODD</i>	<i>ISO 26000</i>	<i>SASB</i>	<i>GRI Index</i>	<i>ESRS (VSME)</i>	<i>>1 GFT criteria</i>	
Monitoring the evolution of reporting standards and stakeholder expectations		6.2		2-22	B2	☑	
Ethics in preclinical research	9				B2	☑	
Improving management tools and transparency in relationships with healthcare professionals	9	6.6.3		404	B10	☑	
Responsible implementation of Artificial Intelligence (AI) in support of our activities	9	6.2		403		☑	
Integrating a CSR component into GxP subcontractor Quality audits		6.2	HC-BP-510a	205	B2 B11	☑	
Risk mapping: formalisation							
Social media policy	9						
Establishing targeted mini-task forces							
Strengthening governance in cyber risk management							
<i>Environment</i>	<i>ODD</i>	<i>ISO 26000</i>	<i>ISSB-SASB</i>	<i>GRI Index</i>	<i>ESRS (VSME)</i>	<i>>1 GFT criteria</i>	
Installation of a covered, secure, solar-powered bicycle shelter	11	6.5.4		305	B3	☑	
Feasibility audit for the deployment of a Building Management System (BMS)	11	6.5.4 6.5.5		302 103	B3	☑	
Reuse of materials and reduction of waste related to clinical trials	11	6.5.5		302	B3	☑	
IT equipment recycling	11	6.5.3		302	B7	☑	

Key Performance Indicators 2025

Aspect	References and materiality				
	ODD	ISO 26000	ISSB-SASB	GRI Index	ESRS (VSME)
Societal					
Number of therapeutic fields covered by GENFIT's Research and Development activity	3	6 7			
Number of Patients affected by the diseases targeted by our Therapeutic and Diagnostic Solutions	3	6 7			
Number of Programs Currently Ongoing at GENFIT	3	6 7	HC-BP-000.B		
Number of patients treated by the Company's products	3	6 7	HC-BP-000.A		
Monetary losses as a result of legal proceedings related to clinical trials in developing countries	3	6 7	HC-BP-210a.3		
Number of civic initiatives GENFIT is directly or indirectly involved in	17	7		2-6 2-28 2-29	
Participation in healthcare-related think tanks	3 9 17	6 7		2-28	N/A*
Information made available to patients by the Company	3 4	7			
Number of initiatives supporting populations in need from our local ecosystem	4 8 10	6.3.9 6.8.3		2-29	
Number of actions in support of education, employment and integration of underprivileged populations in the Hauts-de-France region	4 8 10	2 7		2-29	
Amounts allocated and/or number of projects funded in the field of health innovation	3 4 9	7			
Our expenses, with a breakdown of suppliers based in France and outside France	8 12	1 2 4 5 7		204	

* Societal not being part of ESRS-VSME, we have indicated "N/A" for societal initiatives

Aspect	References and materiality				
	ODD	ISO 26000	ISSB-SASB	GRI Index	ESRS (VSME)
Social					
Workforce and Geographical Distribution	8		HC-BP-330a.1	2-7 401 405	B8
Staff Turnover Rate	8		HC-BP-330a.2	2-7 401 405	B8
Percentage of Employees on Permanent Contracts	8 11		HC-BP-330a.1	2-7 401 405	B8
Salaries and Salary increase (including Bonuses)	8 11		HC-BP-330a.1	2-19 405	B10
Employee Shareholders in the Company	8 11				B10
Equal Access to Recruitment	5 8 10 11	2 3	HC-BP-330a.1	405	B8 ?
Diversity	5 8 10 11	2 3		405	B8 ?
Women in the Organization (gender equality index)	5 8 10 11	2 3		405	B8 C5
Training Program (Training Program, Participation in Training Events)	4		HC-BP-330a.1	404	B10
Work-Study Students/Interns stagiaires	4 8 10				
Works Council - Employee Representation and Collective Agreements	8 11	2 3		2-30	B10
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	403	
Sick leave (number of sick leave requests filed by employees)	3 8		HC-DY-320a.1	403	B9
Vaccinations (number of employees vaccinated against influenza)	3 8			403	B9
Workplace injuries and occupational diseases	3 8		HC-DY-320a.1	403	B9
Organization of work (Flexibility working hours, remote working)	3 8	2 3	HC-BP-330a.1		B10
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		

Aspect	References and materiality				
	ODD	ISO 26000	SASB	GRI Index	ESRS (VSME)
Governance					
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 10 11	1	HC-BP-330a.1	404	B10

Number of regulator notifications, legal proceedings or accidents associated with clinical trials	3 16	6	HC-BP-210a.2		
Monetary losses as a result of legal proceedings associated with clinical trials	3 16	6	HC-BP-210a.3		
Diversity in top management	5 8 11	2 3		405	C9
Raising awareness on ethics, compliance and transparency	9 11 16	1 5 6	HC-BP-510a.2	2-25 2-26 205	B10
Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	9 11 16	1 5 6	HC-BP-510a.1	205	B11
Quality of internal and external processes	16	1 5 6			B11
Litigation and disputes management	9 11 16	1 5 6			
Data Safety		2 6	HC-DY-230a.2		
Indicators relating to financial performance	8	1		201	

<i>Environment</i>	<i>ODD</i>	<i>ISO 26000</i>	<i>SASB</i>	<i>GRI Index</i>	<i>ESRS (VSME)</i>
Greenhouse gas (GHG) emissions	13	4	HC-DY-130a.1	305	B3
Energy consumption evolution	7 12	4	HC-DY-130a.1	302	B3
Water consumption evolution	6 12 14	4	HC-DY-130a.1	303	B6
Raw materials consumption evolution	12	4			B7
Volume of potential biohazard waste	6 12 13 14 15	4	HC-DY-150a.1 HC-DY-150a.2	306	B7
Volume of in vivo laboratory waste	6 12 13 14 15	4	HC-DY-150a.1 HC-DY-150a.2	306	B7
Volume of recycled waste	6 12 13 14 15	4	HC-DY-150a.1 HC-DY-150a.2	306	B7
Reduction in waste and toxic products	6 12 13 14 15	4	HC-DY-150a.1 HC-DY-150a.2	306	B7
Number of employees aware about environmental issues	4 13	2 3 4		404	B2
Number of hybrid or electric vehicles used by the company and its employees	7 12 13	4		302 305	B3

* Societal not being part of ESRS-VSME , we have indicated "N/A" for societal initiatives

Initiatives in 2026

Criteria	References and materiality					
	ODD	ISO 26000	ISSB-SASB	GRI Index	ESRS (VSME)	>1 GFT criteria
Societal						
Clinical trials and reduction of inequalities	5 10	6.7.4	HC-BP-240a	416	N/A*	<input checked="" type="checkbox"/>
Patient Advocacy Council	4 17	6.7.9	HC-BP-240a	416		<input checked="" type="checkbox"/>
Educational content on CCA, gastrointestinal cancers and autophagy	4 9 17	6.7.9	HC-BP-240a	416		<input checked="" type="checkbox"/>
Seizing the ACLF momentum	9 17	6.7.9	HC-BP-240a	416		<input checked="" type="checkbox"/>
ACLF content, knowledge and data shared with the ecosystem	9 17	6.7.9	HC-BP-240a	416		<input checked="" type="checkbox"/>
CapTech	9	6.8.3				<input checked="" type="checkbox"/>
France Genomic Medicine Plan 2025	9 17			413		<input checked="" type="checkbox"/>
Other initiatives: solidarity commitments	10			404 405 406		<input checked="" type="checkbox"/>
Social						
Initiatives to strengthen engagement	3	6.4.7	HC-BP-330a	402	B10	<input checked="" type="checkbox"/>
Reflection on mental health issues	3	6.4.6		403	B9	<input checked="" type="checkbox"/>
Salary transparency and related remuneration topics	10	6.3.7	HC-BP-330a	402	B10	<input checked="" type="checkbox"/>
Other initiatives covering various topics (e.g., disability)	3 8	6.4.6 6.3.7	HC-DY-320a	403	B9	<input checked="" type="checkbox"/>
Governance						
Enhanced shareholder engagement	9				B2	<input checked="" type="checkbox"/>
Active monitoring of reporting requirements and ESG ratings	16				B2	<input checked="" type="checkbox"/>
Governance framework for the deployment of artificial intelligence	9	6.6.4				
Transition to "large company" status in January 2026	9					
Code of Ethics	9	6.6.4	HC-BP-510a.1	205		
Risk management	9			205		
Ethics in clinical trials	10	6.7.4	HC-BP-510a.1			
Annual Board training seminar	4	6.7.9				
Environment						
Development and public disclosure of an environmental policy	13 14	6.5.5		302	B3	<input checked="" type="checkbox"/>
Biodiversity	13 14 15	6.5.6		304	B2 et B4	<input checked="" type="checkbox"/>
Energy planning project under the "Tertiary Sector Decree" related to GHG emissions	7	6.5.4		305		
Other environmental impact-related planning initiatives	13	6.5.4				
Circular economy	13	6.5.4	HC-BP-430a.1	308		

* Societal not being part of ESRS-VSME , we have indicated "N/A" for societal initiatives

Glossary

AASLD

The American Association for the Study of Liver Diseases, a professional organization dedicated to advancing the science and practice of hepatology.

ADEME

Agence de la Transition Économique, the French Agency for Ecological Transition

AFMD

Association française des managers de la diversité (French Association of Diversity Managers)

AI

Artificial Intelligence

ALEH

Latin American Association for the Study of the Liver, a scientific association promoting liver research and education in Latin America.

ALF

American Liver Foundation

AMF

Autorités des Marchés Financiers, the French financial markets regulator responsible for protecting investors and ensuring the proper functioning of financial markets.

ANSA

Association Nationale des Sociétés par Actions (National Association of Joint-Stock Companies)

APASL

Asia-Pacific Association for the Study of the Liver, a regional organization supporting research and education in hepatology.

BACS

Système d'Automatisation et de Contrôle du Bâtiment (Building Automation and Control System)

CEMEA

Comité d'Éthique en matière d'expérimentation animale (Animal Experimentation Ethics Committee)

CISO

Chief Information Security Officer

CMC

Chemistry Manufacturing & Controls

CMV

Computerized System Validation

CNREEA

Comité National de Réflexion Éthique en Expérimentation Animale (National Committee for Ethical Reflection on Animal Experimentation)

CRADA

Cooperative Research and Development Agreement

CRO

Contract Research Organizations, service providers supporting clinical research activities for pharmaceutical and biotechnology companies.

CSE

Comité Social et Économique (Works Council)

CSR

Corporate Social Responsibility

CSRD

Corporate Sustainability Reporting Directive

CSSCT

Health, Safety and Working Conditions Commission

EASL

European Association for the Study of the Liver, a scientific organization dedicated to liver research and clinical practice in Europe.

EF-CLIF

European Foundation for the Study of Chronic Liver Failure

EFPIA

European Federation of Pharmaceutical Industries and Associations

EFRAG

European Financial Reporting Advisory Group

ELPA

European Liver Patient Association, an umbrella organization representing liver patient groups across Europe.

EMA

European Medicines Agency, the European Union agency responsible for the evaluation and supervision of medicinal products.

ESRS

European Sustainability Reporting Standards

FDA

Food and Drug Administration, the United States federal agency responsible for regulating food, drugs, medical devices, and biological products.

FMD

Forfait Mobilités Durables (Sustainable Mobility Package)

GxP

Good Clinical Practices

GCLP

Good Clinical Laboratory Practice

GDPR

General Data Protection Regulation

GLI

Global Liver Institute, an international nonprofit organization advocating for improved liver health through education, research, and policy.

GMP

Good Manufacturing Practice

GRI

Global Reporting Initiative

GTB

Gestion Technique du Bâtiment (Building Management System)

HIV

Virus de l'immunodéficience humaine (Human Immunodeficiency Virus), the virus responsible for acquired immunodeficiency syndrome (AIDS).

ICH

International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use

ICH-GCP

International Council for Harmonisation of Technical Requirements for Pharmaceuticals for Human Use – Good Clinical Practice, an international ethical and scientific quality standard for designing and conducting clinical trials.

ICPE

Installations Classées pour la Protection de l'Environnement (Classified Installations for the Protection of the Environment)

IRB

Institutional Review Board

IRO

Impact, Risks and Opportunities

ISSB

International Sustainability Standards Board

KOL

Key Opinion Leaders, recognized experts whose opinions influence research, clinical practice, and industry standards.

LEEM

Les Entreprises du Médicament (The French Pharmaceutical Companies Association)

LITMUS

Liver Investigation: Testing Marker Utility in Steatohepatitis

MASH

Metabolic Dysfunction-Associated Steatohepatitis, a progressive liver disease associated with metabolic dysfunction.

MHFA

Mental Health First Aide

NACSELD

The North American Consortia for the Study of End Stage Liver Disease, a research network focused on advanced liver disease.

NAM

New Approach Methods

NFRD

Non-financial Reporting Directive

NIMBLE

Non-Invasive Biomarkers of Metabolic Liver Disease

PBMC

Peripheral blood mononuclear cell

PSC

Primary Sclerosing Cholangitis, a chronic liver disease affecting the bile ducts.

R&D

Research and Development, activities aimed at developing new knowledge, products, or technologies.

SASB

Sustainability Accounting Standards Board

SBTi

Science Based Targets initiative (SBTi)

SFDR

Sustainable Finance Disclosure Regulation

SOLDA

Society on Liver Disease in Africa, an organization promoting liver health research and education across Africa.

SST

Sauveteur Secouriste du Travail (Occupational First Aider)

TCFD

Task Force on Climate-Related Disclosure

VSME

Voluntary Sustainability Reporting Standard for Non-listed SMEs

WHO

World Health Organization, a United Nations agency responsible for international public health.

Public limited company with a Board of Directors
with a share capital of €12,520,055.75 divided into 50,080,223 shares with a par value of €0.25 each

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