

Extra-Financial Performance Report 2025

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Foreword

With this new edition of the Extra-Financial Performance Report, we reaffirm our commitment to CSR by sharing clear and precise information on our strategy, actions and results. We invite our stakeholders to get in touch with us for an open and constructive dialogue.

GENFIT has no significant extra-financial reporting obligations, so this publication reflects our voluntary commitment to transparency. We believe that environmental, social and governance issues are essential to the sustainability of our company and ecosystem.

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, including those within the meaning of the Private Securities Litigation Reform Act of 1995. 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, which could cause actual results to differ materially from those described in, or implied or projected by such forward-looking statements. These risks and uncertainties include, among others, uncertainties relating to the economic, financial, extra-financial, competitive and regulatory environment, uncertainties inherent in research and development, including those relating to the safety of drug candidates, progress, costs and data from planned and ongoing clinical trials, U.S., European and worldwide regulatory reviews and approvals of drug candidates and diagnostic solutions, the potential commercial success of the elafibranor, should it be approved by regulatory authorities, currency fluctuations and the Company's ability to continue to raise funds for its development. These risks and uncertainties also include those discussed in chapter 2 "Main Risks and Uncertainties" of the Company's 2024 Universal Registration Document (no. D.25-0331) filed with the AMF (French Autorité des Marchés Financiers) on April 29, 2025, which is available on GENFIT's website (www.genfit.fr) and on the website of the AMF (www.amf.org) and public filings and reports filed with the U.S. Securities and Exchange Commission ("SEC"), including the Form 20-F document filed with the SEC on the same date. In addition, even if the Company's results, performance, financial condition and liquidity, and the development of the industry in which it operates are consistent with such forward-looking statements, they may not be predictive of future results or developments. 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 develop effective and safe therapeutic solutions for patients, and to identify patient populations eligible for these potential future therapies.

To achieve our goal, we draw on our expertise in medical research and clinical development, particularly in severe liver diseases. In just a few years, we have succeeded in establishing ourselves as an innovative player, taking our first-in-class molecule, elafibranor, which was synthesized in our laboratories to Phase 3 before being marketed, notably in the United States and certain countries in Europe in 2024 under the name Iqirvo® by Ipsen. At the same time, GENFIT has developed a portfolio of R&D programs focusing on ACLF, currently comprising five drug candidates at different stages of development.

Our active commitment to the healthcare sector places us at the heart of a major societal challenge. We reinforce this commitment with a proactive social and environmental policy strengthened by specific initiatives every year. All this is coordinated by a system of governance, based on the highest standards of ethics, responsibility and fairness. To ensure that our actions are in line with our mission and values, we have set up an ESG Committee that guarantees consistency between our roadmap, our results and our purpose. This development clearly expresses our ambition in terms of corporate responsibility.

At management level, our Chief Corporate Affairs Officer, Jean-Christophe Marcoux, a member of the Executive Committee, is in charge of the strategy and has steered it since 2021. »

Pascal Prigent

A Word from the Chairman of the Board of Directors

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

Jean-François Mouney, Co-Founder of GENFIT

A Word from the 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,
Directeur Général



Jean-François Mouney,
Président du CA



Catherine Larue,
Présidente du Comité ESG

CHAPTER

1. Our Business, our Purpose, our Values

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1.1 Our Business

GENFIT is a biopharmaceutical company committed to improving the lives of patients with rare and/or severe hepatic diseases, whose medical needs remain unmet. In so doing, our business contributes to the United Nations' Sustainable Development Goal 3 ("Good Health and Well-Being"). Through our specific positioning, we focus on reducing health inequalities and supporting the most vulnerable patients.

To learn more about our therapeutic areas, see [chapter 4.1](#)

Our Business Model



Our strategy serves our purpose. To define it, we leverage our assets and strengths. To execute it, we capitalize on the skills of our teams, our network of experts and our partners, with the goal of achieving results that align with our commitments and that meet the expectations of our stakeholders, both internal (employees) and external (patients, associations, Key Opinion Leaders, partners, shareholders, etc.). These results increase confidence and credibility, so our successes create favorable conditions to obtain funding. These resources enable us to pursue our programs and initiate new ones so that we can develop solutions for patients and doctors. In doing so, we secure the company's future by generating value for our employees and shareholders.

A Different Model to Large Pharmaceutical Groups

While our ambition is to succeed in bringing therapeutic and diagnostic solutions to market, our business model is nevertheless different from that of the established large pharmaceutical groups. While large pharmaceutical companies are financed by the revenues generated by the sales of their drugs, GENFIT must find other sources of capital to finance its research, since most of its programs are still at the pre-clinical research or clinical development stages. 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, such as with Ipsen in 2021.

1.2 Our Purpose

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

"The Company is a late-stage biopharmaceutical company committed to improving the lives of patients with severe liver diseases who have a significant unmet medical need."

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

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.

CHAPTER

2. The Fundamentals of our CSR Commitment

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2.1 Approach

GENFIT's CSR approach is based on five fundamental principles, a number of voluntary commitments, several major international benchmarks and a regulatory framework.

The outlines of our CSR commitment are validated by a dedicated committee set up as part of the Board of Directors in accordance with the recommendations of the MiddleNext Corporate Governance Code. This committee meets at least twice a year to assess the Company's extra-financial performance, approve its roadmap and ensure transparent communication. Every year, we publish a non-financial performance report detailing the social, societal and environmental impact of our decisions on all our stakeholders. For further details, see [chapter 4.3](#).

2.2 The Five Fundamental Principles

- **We aim to reduce health inequalities and support the most vulnerable patients, with a priority focus on:**
 - Rare 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, for which research needs to be accelerated in order to identify new, alternative solutions
- **We implement actions that have:**
 - a positive social impact;
 - a positive societal impact;
 - the lowest possible environmental impact.
- **Our governance aims to manage risks based on a double materiality rationale:**
 - damage intrinsically caused by our activity;
 - environmental, social or societal risks that could indirectly or directly impact our business.
- **Our CSR roadmap is based on five priority criteria defined specifically for our company :**
 - 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;
 - Simplicity of implementation: remaining pragmatic and ensuring that our efforts are consistent with our resources;
 - Employee involvement: making CSR a participative and unifying process;
 - Creating synergies within our reference ecosystem: strengthening cooperation with our stakeholders and amplifying our impact, particularly at local level.
- **Finally, our strategy is threefold:**
 - First, action: in order to have a real positive impact on our ecosystem, in line with our DNA, which is characterized by entrepreneurship and a desire to act quickly and effectively;
 - Then, policies: to ensure the compliance of our activities and manage risks;
 - Lastly, measuring performance: so that our CSR approach gains in maturity over the years, in a logic of continuous improvement.

2.3 Voluntary Commitments

In addition to these principles, our commitment is based on a voluntary approach focused on core areas.

2.3.1 Alignment with national and international standards

By committing to the ten principles of the United Nations Global Compact, GENFIT promotes and respects Human Rights (right to education, freedom of expression, a healthy environment, etc.) within its sphere of influence. Respecting Human Rights means being vigilant in identifying potential direct or indirect negative impacts of the organization in order to correct them. Human beings must enjoy their rights without distinction as to race, color, gender, language, religion, political or other beliefs, national or social origin, property, birth or other status. Beyond simply respecting human rights, we seek to take concrete, voluntary steps to support and promote respect for them by making a positive contribution through our core business, our strategic social investments, our corporate sponsorship policy, our partnerships and other collective actions.

Our voluntary commitments also include the following:

- The UN's 17 Sustainable Development Goals (SDGs)
- The MiddleNext Governance Code
- The PACTE law (French law on company growth and transformation)
- Regional PAQTE²

2.3.2 Corporate Social Responsibility and industry associations

Pharmaceutical industry

In 2022, in order to meet the challenges of our sector, our clients and our partners in the pharmaceutical industry, we decided to join the "Responsibility and Reputation" commission of the LEEM³. Although this committee no longer exists, we continue to draw inspiration from its recommendations. And despite our model differing from that of the major pharmaceutical groups, it seems essential to us that our CSR approach be part of a sector-wide approach, especially as LEEM's "Guide for Pharmaceutical Companies" is based on solid benchmarks such as ISO 26000, the 17 ODDs, ADEME and SBTi. In 2022, GENFIT was one of the very few biotechs to take part in the LEEM's CSR self-assessment pilot project ("Oserleem").

Biotech sector

In April 2024, France Biotech, which brings together 2,600 healthtech companies in France and plays a key role in healthcare innovation, launched its first initiative dedicated to the creation of a new societal pact for health innovation. The working group, coordinated by Isabella de Magny, CEO of Inspiring Futures, is part of this dynamic. At the end of 2024, France Biotech asked GENFIT, represented by Jean-Christophe Marcoux, Chief Corporate Affairs Officer, to jointly steer this process, in recognition of the company's commitment to CSR.

2.4 Global Benchmarks and Frameworks used in this Report

2.4.1 Correspondence grid

At the end of the report, a correspondence grid links our initiatives with the main benchmarks: ISO 26000, SASB, GRI, Sustainable Development Goals (SDGs) and CSRD/ESRS.

CSRD and ESRS

GENFIT has kept abreast of regulatory developments and prepared a transitional plan for compliance with the CSRD framework for extra-financial reporting. However, proposed legislation known as the "Omnibus" package published in early 2025 by the EU institutions has put the transition plan on hold if the proposals are to be confirmed. This change does not call into question our determination to move closer to European standards, as part of a voluntary approach tailored to our company. We will therefore now use these benchmarks for reference purposes mainly to make this report easier to read for stakeholders who are familiar with this new framework.

Other benchmarks used in the correspondence grid

- The 17 **Sustainable Development Goals** (SDGs) established by the member states of the **United Nations** and compiled as part of the 2030 Agenda:

² *Pacte Avec les Quartiers pour Toutes les Entreprises* is a government initiative to promote cohesion and solidarity in priority urban areas

³ *Les Entreprises du Médicament* = the French Pharmaceutical Companies Association



- The **ISO26000** standard provides guidance on seven core subjects: organizational governance; Human Rights; labor practices; the environment; fair operating practices; consumer issues; and community involvement and development.
- The guidelines and the four sets of standards (universal, economic, environmental, social) set out by the **Global Reporting Initiative (GRI)** also serve as important benchmarks, as does the work of the **Sustainability Accounting Standards Board (SASB)**, or the **IFRS Foundation**, which has announced the establishment of a new sustainability standards development board in 2021, with the **International Sustainability Standards Board (ISSB)**. This new board aims to develop global sustainability reporting standards to harmonize information and meet investor expectations.

2.4.2 Other reference frameworks used

Other frameworks complete this inventory and inform our discussions. The relative importance of criteria vary depending on the organizations that define them, which include **BCorp**, **ISS ESG**, **Moody's/Vigeo-Eiris**, **Sustainable Fitch**, **Ethifinance/Gaia**, **CDP**, **EcoVadis**, **Sustainalytics**, **Novethic**, **MSCI** and **AFEP-MEDEF**. Although not all of the systems listed are included in our correspondence grid, they nonetheless inform our considerations, which are structured around consensus-based axes and principles:

- An initial approach based on four types of fundamental challenges: **Environmental**, **Social**, **Societal**, and **Governance**;
- A second approach based on three types of activities to be undertaken in order to address these challenges and achieve our objectives: **Policies** and **Strategies**, **Implementation Systems** and **Activities**, and **Performance Assessment**.

2.4.3 Limits of CSR Standards' Application: Biotechnology Sector versus Pharmaceutical Sector

When it comes to CSR impacts, risks and opportunities (IRO), there are fundamental differences between the major players in the pharmaceutical industry and biotech companies. These distinctions have a significant influence on how issues are ranked and the way in which they are addressed.

By way of example, there are certain criteria and titles that address issues that are essential for the pharmaceutical industry as a whole, but as GENFIT does not directly market a product, cannot be directly rated. For example, "*accessibility and pricing conditions*" for drugs for patients (SASB), "*counterfeit medicines*" (SASB), "*water and pharmaceutical residue management*" (ISS), "*access to medicines in underserved geographies*" (ISS, Moody's), "*respect for Human Rights in bioprospecting projects*" (Moody's), "*respect for Human Rights in our genetic research activities*" (Moody's).

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

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

2.5 European and American Regulations

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

In addition:

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

2.5.1 European Regulations

In 2024, GENFIT launched a project to prepare for the application of new European standards, before these eventually became incidental for the company, given its profile, following announcements made in February 2025 by the European Commission.

General framework: CSRD and ESRS

At the end of 2022, the EU institutions adopted the final version of the CSRD (Corporate Sustainability Reporting Directive). This new directive significantly strengthens the non-financial reporting requirements of the previous NFRD (Non-Financial Reporting Directive), and in particular extends the reporting obligation to listed European Small to Medium Sized Enterprises (SMEs) such as GENFIT. In 2023, the European institutions adopted, by means of a delegated act, the first ESRS (European Sustainability Reporting Standards), drawn up by EFRAG (European Financial Reporting Advisory Group), which specify the information to be published in a new sustainability report. Other sets of standards will follow, in particular sector-specific standards and standards for listed SMEs. France transposed the CSRD into national law via Order 2023-1142 of December 6, 2023 and Decree 2023-1394 of December 30, 2023. The timetable for applying the CSRD reporting requirements to companies is progressive, depending on size and status criteria.

Change in requirements following the February 2025 Omnibus package

The adoption of the Omnibus legislative proposals by the European Commission (see details [here](#)) aims to simplify companies' administrative obligations, particularly those related to sustainability reporting. As a result of the main measures of this project, currently under discussion within the European authorities, some 80% of companies initially concerned by the CSRD are now exempt, refocusing these obligations on the largest companies with a major impact on the environment and society.

For GENFIT, this proposed change could mean that in the future we would no longer be subject to extra-financial reporting obligations. However, even if this does happen, we will continue to refer to existing frameworks (CSRD, ESRS, European Taxonomy) for guidelines so that our stakeholders can more easily understand our CSR approach. This simplification of regulatory requirements will enable us to strengthen our CSR commitment by prioritizing substance (our actions) over form (standardized reporting) and to adapt our strategy to our specific challenges.

Whatever the outcome of the simplification process initiated by the European authorities, GENFIT will remain committed, with a policy and actions in line with its values.

2.5.2 US Regulations

In March 2022, the U.S Securities and Exchange Commission (SEC) proposed rules to improve and standardize climate-related disclosures for public listed companies in the US. However, on April 4, 2024, the SEC suspended the application of these rules due to legal challenges still pending at the time of this report. On March 27, 2025, the SEC declined to defend these rules.

In 2025, the regulatory framework for CSR in the United States continues to be impacted by the lack of harmonized federal legislation. However, some states, such as California, have introduced their own specific CSR regulations. Although GENFIT is not currently subject to American CSR regulations, as a foreign issuer with a subsidiary in Cambridge, Massachusetts, the company keeps a close watch on political and legislative developments, and is closely monitoring ongoing discussions and appeals.

CHAPTER

3. GENFIT's Materiality Assessment and CSR Objectives

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3.1. Materiality

Any CSR strategy comprises four essential steps to tackle the main challenges and achieve relevant objectives. The first step is a **materiality** assessment, which identifies the most significant ESG risks and opportunities for the company and its stakeholders. It enables the implementation of **policies** and **measures** to mitigate ESG risks. The second step is the definition of the objectives and **action plan**. Lastly comes the identification of indicators to monitor **performance**.

3.1.1 Corporate priorities and material challenges

As a biotechnology company aware of the expectations of its main stakeholders, GENFIT considers its main challenges to be:

- The resilience of its business model, based on its ability to :
 - advance its scientific programs on the regulatory front by managing risks, and to strengthen the potential of its portfolio by seizing opportunities, so as to meet the patient needs that are at the heart of its purpose;
 - to finance itself by diluting its shareholders as little as possible, and by maximizing the value of its scientific results and regulatory advances, so as to give itself the means to continue advancing its research and development work;
 - 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.
- **Controlling its impact on its ecosystem** through its ability to:
 - generate a positive contribution in social and societal terms;
 - limit the carbon footprint of its activities.

3.1.2 Stakeholder consultation

Our governance bodies are fully responsible for defining our strategy. However, in order to enrich our thinking and align ourselves with the expectations of our ecosystem, we ensure that we maintain a regular, transparent and constructive dialogue with both our internal and external stakeholders.

■ A pilot process in 2023

At the end of 2023 and in line with the [roadmap previously drawn up by the ESG Committee](#), a plan to formalize material challenges was initiated in a pilot configuration. This process involved co-constructing a **double materiality** matrix, following the recommendations of EFRAG (European Financial Reporting Advisory Group), tasked by the European Commission with developing the extra-financial reporting standards of the future CSRD.

The aim of this inaugural exercise was threefold:

- to identify and, above all, **prioritize** the issues considered to be material for the company, by formally involving various GENFIT stakeholders;
- to **inform** a number of key players in our ecosystem of the key principles and concepts of CSR, some of whom are still relatively unexposed and uneducated in this area;
- to initiate the process of gradually aligning our Extra-Financial Performance Report with future European **regulatory requirements**, irrespective of whether they apply to GENFIT, in order to adopt emerging concepts and nomenclature for clear and harmonized communication.

This work is intended to be reproduced in the future, in order to:

- take into account the evolution of GENFIT's business model and its environment, which may change quite rapidly;
- involve more stakeholders to broaden the scope of the exercise and strengthen its representativeness.

■ Principle and method

The aim of the stakeholder consultation was to draw up a double-entry matrix of GENFIT's material challenges, identifying, prioritizing and structuring them:

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

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

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. The SFDR requires European investors to disclose how they integrate sustainability risks into their decisions, while the CSRD will soon extend sustainability reporting obligations for issuers.

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, state agencies, etc.
- 18 material issues were pre-identified according to the CSRD, ESRS standards and the specific features of the company. These were then classified into four categories: Sector-specific, Social, Governance, Environment;
- 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;
- useful lessons for preparing the next iteration.

■ Conclusion

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.

In concrete terms, this work has enabled GENFIT to pursue its reflection along three axes:

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

3.1.3 Reading and applicability of material issues using the SASB prism

The SASB standard is a key reference in terms of materiality, as it offers precise sector-specific standards focused on the financial materiality of ESG issues. Widely adopted by investors, it identifies the risks and opportunities that are most relevant to a company's financial performance. Aligned with frameworks such as Taskforce on Climate-related Financial Disclosures (TCFD), Carbon Disclosure Project (CDP) and International Sustainability Standards Board (ISSB), it also integrates European developments (CSRD, ESRS). Its sectoral and financial approach makes it a key tool for structuring ESG reporting in a way that is consistent and useful to stakeholders.

At the beginning of 2023, in order to meet investors' expectations and pending convergence of reporting practices, we studied the nine issues considered by SASB to be 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 due to its development stage:

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

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 four issues cannot be 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, RGD 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 |

3.1.4 Correspondence grid for materiality of issues

For ease of reading, three summary tables are provided (see [Chapter 6 - Appendices](#)), covering:

- 2024 initiatives
- 2024 performance indicators
- initiatives related to the 2025 roadmap

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

- the ISO26000 standard (and the relevant chapters)
- the United Nations' Sustainable Development Goals (the relevant SDG)
- the SASB standard (the relevant code in relation to the indicator)
- the Global Reporting Initiative standard (the relevant code in relation to the indicator)
- the European Sustainability Reporting Standards (ESRS) system linked to CSRD

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

3.2 Prioritizing our CSR objectives

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

- the **fundamentals** of our approach, set out in Chapter 2
- **material challenges** defined by the company, and confirmed by the materiality analysis carried out at the end of 2023

3.2.1 Societal

Societal issues represent the first pillar of our sustainability strategy:

- **People's health** is at the heart of our corporate purpose. This priority, confirmed by our materiality exercise, is reflected in key themes: patient safety in the conduct of clinical trials, treatment efficacy and innovation, and access to clinical trials and innovative drug candidates.
- Our historical roots in the Hauts-de-France region and our unique involvement in the region's innovation-health ecosystem mean that we are well placed to address local issues such as **education, employment and social integration**. Although these aspects have not been identified as direct priorities in our materiality analysis, we continue to attach particular importance to them.

3.2.2 Social

The success of a biotech company depends to a large extent on its expertise and capacity for **innovation**. In this context, **human capital** plays a key role and must be both protected and developed. Our stakeholders have highlighted the importance of these issues, particularly as they relate to working conditions, diversity and inclusion. Other aspects, such as training, employee skills development and workplace safety, have also been identified as priorities. In concrete terms, these findings have led us to structure our policies, commitments and initiatives around the following axes:

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

3.2.3 Governance

Governance is an essential strategic lever for GENFIT, guaranteeing **transparency, ethics and regulatory compliance**. It plays a key role in risk management and the long-term future of the company.

The materiality analysis has highlighted the high level of priority of these issues, particularly in terms of compliance and integrity of practices. At GENFIT, these principles have long been an integral part of our approach:

- Medical regulations: as a biopharmaceutical company committed to therapeutic innovation, we operate within a strict regulatory framework governing clinical research and interactions with healthcare professionals (U.S. Food and Drug Administration, European Medicines Agency and the French Bertrand Law, etc.);
- Financial regulations: our dual listing on Euronext Paris and the Nasdaq Global Select Market imposes high standards of governance and financial transparency (*Autorité des Marchés Financiers*, SEC);
- Business regulations: intellectual property is one of our most strategic intangible assets, supporting the value and durability of our innovations, as well as our reputation.

3.2.4 Environmental

Preserving the environment is a major challenge, in particular because of its direct and indirect impact on **human health**. As a biotechnology company, GENFIT recognizes its responsibility to contribute, on its own scale, to reducing the pressure on the environment. However, the company's direct environmental footprint remains limited. Its research and development-focused business involves neither industrial production nor distribution chains, and its small workforce that rarely travels for business means that it has relatively low resource consumption and emissions.

The double materiality analysis confirms the reality that our stakeholders perceive environmental issues as secondary for GENFIT, particularly with regard to energy and water pollution. Nevertheless, in line with its commitments made under the Paris Agreements, the company is committed to a process of continuous improvement aimed at minimizing its impact whenever this is relevant, according to our means.

CHAPTER

4. 2024 Overview : Objectives, Initiatives and Results

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As every year, in 2024 GENFIT defined and then implemented a new roadmap aimed at strengthening and pursuing its commitment. Drawn up in consultation with the ESG Committee, it was then the subject of a report and approved in principle by the Board of Directors.

Societal

Organization of ACLF Patient Advocacy Council meetings
Partnership with the European academic consortium EF-CLIF to accelerate research
Production of educational content on ACLF
Continued commitment to the Captech Healthcare Innovation Fund
Appointment in steering France Biotech's Societal Pact
Supporting victims of violence through the Lille University Hospital endowment fund
Industrial Chair project supported by *Métropole Européenne de Lille* (MEL) and University of Lille 1 Sciences and Technology
Participation in the 'gender diversity in the industry' campaign
Internal conference on disability awareness
Solidarity commitments to local associations for social integration, the fight against poverty and societal issues
Other initiatives: solidarity commitments

Social

Extending the Employee Health Check-Up Campaign
Providing support services for employees with caregiving responsibilities in France (MyPrevention)
Gender equality: analysis and an agreement signed in 2025
Annual employee survey
Team-building activities
Pilot 'Diversity Fresque' workshop
Improving workspaces and work environment
Experience and knowledge sharing sessions
Job retention for people with disabilities and prevention measures
Hosting interns
Participating in continuous training events and internal and external information sessions
Other initiatives

Governance

Development of a transition and compliance plan for CSRD and ESRS standards
Implementing a commitment policy with patients & patient associations
Training for members of the Board of Directors and the Chair of the ESG Committee
Update and improvement of our risk management system and review of our main mitigation measures
Strengthening and promoting a culture of ethical compliance

Environment

Entire building switched to LEDs
Building energy audit
Additional electric charging stations
'Cyber Clean Up' Challenge
Recycling computer equipment
Recycling obsolete or faulty laboratory equipment

4.1 Our Societal Commitment

| | |
|---|-----------|
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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'm pleased to see that GENFIT is taking a look at clinical trials in ACLF and developing a drug to help people. Joining GENFIT's Patient Advocacy Council was an important step for me as it represents real hope for all those fighting the disease. This hope goes beyond the patients themselves: it also involves their families, loved ones and friends... I feel that GENFIT and myself have a lot of synergy to create positive change."

Jon Potter
Survivor of ACLF and Liver Transplant Patient



4.1.1 Our Vision of Societal Commitment

GENFIT is a biotechnology company committed to health issues that represent a major societal challenge. In addition to clinical research and medical innovation, we are also fully committed to our corporate citizenship responsibilities. We work with our stakeholders, especially in the regional healthcare innovation ecosystem, to make a positive impact on society. Our goal is to help solve societal problems that go beyond our core business.

4.1.2 Our Societal Policies and Commitments

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

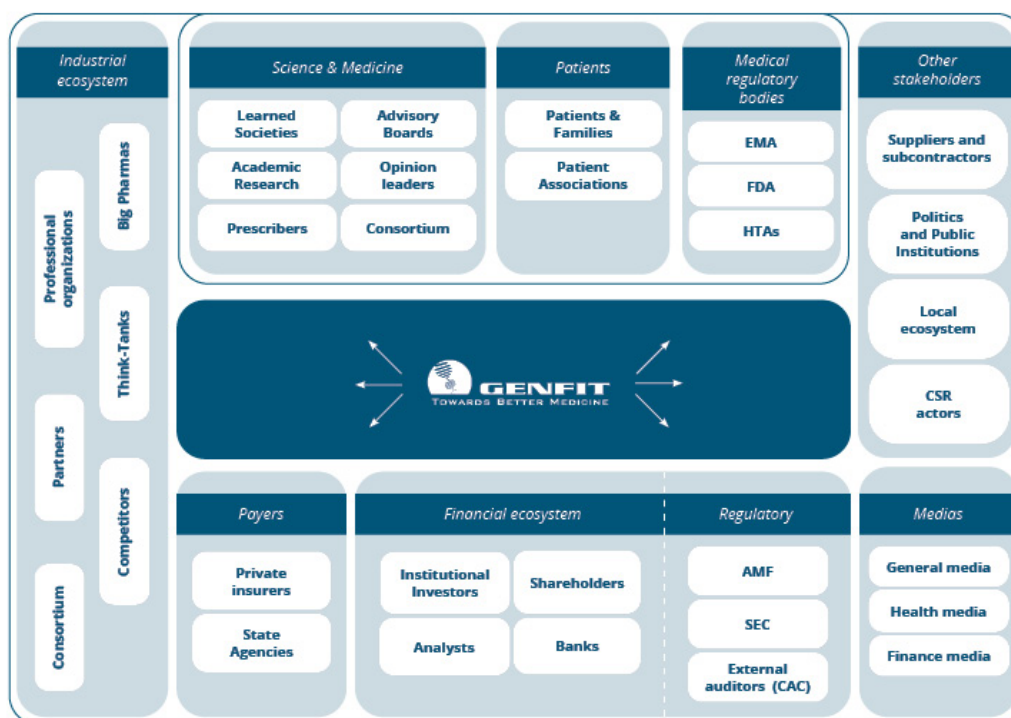
Each service provider that is involved in these clinical trials ensures that its personnel have the qualifications and experience required to conduct a study in accordance with the relevant best practices. GENFIT undertakes to comply scrupulously with the guidelines of the competent Ethics Committee, the provisions of the Declaration of Helsinki, the recommendations of the World Health Organization and the International Council for Harmonization of Technical Requirements for Pharmaceuticals for Human Use (ICH), as well as all applicable local and/or national laws and regulations and all other provisions established by the Regulatory Authorities, in particular articles L. 4113-6 and L. 4113-9 of the French Public Health Code.

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 2024, 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 and patients

GENFIT works with world leaders in medicine and life sciences. This involvement translates into an active presence at major international scientific events. In 2024, as every year, GENFIT took part in the most important congresses dedicated to liver disease, in particular those organized by the learned associations 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, who 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 NACSELD⁴, 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. As part of this approach, in 2024, GENFIT was involved in several projects to create educational content, in partnership with doctors and patients, 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 and SEC reflects our determination to comply fully with our obligations as a listed company.

■ Industry Stakeholders, Strategic and/or Commercial Partners

GENFIT has always maintained strong links with the industrial stakeholders in its ecosystem. These high-level exchanges encourage the emergence of opportunities for collaboration and partnership, contributing to the enrichment of our product portfolio or the sale of assets to finance the company. As a result, two new assets were added to the product portfolio in 2023, namely CLM-022 and SRT-015. It also enabled the acquisition of the Swiss biotechnology company Versantis AG in 2022. Other strategic partnerships have been forged thanks to this ongoing commitment: a commercial partnership with Ipsen in 2021, a licensing agreement with Genoscience Pharma in 2021 and Labcorp in 2019 and 2020, and with Terns Pharmaceuticals in 2019.

This success was made possible by our Company managers' rigorous selection of partners, their expertise in building a relationship of trust based on transparency and excellence, and the thoroughness of our teams involved in due diligence and contractualization. Steering committees are set up with our partners to ensure that the objectives of each collaboration are met in terms of quality, costs and time frame.

GENFIT also maintains close links with its operational partners, in particular the Contract Research Organizations (CROs) that conduct its clinical trials, and specialized consulting firms.

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

Each year, GENFIT takes part in specialized conferences for investors and analysts, enabling them to find out more about our activities, programs and prospects. We provide the ecosystem with a variety of detailed documentation in order to ensure that the information is regular, clear and easy to understand. This documentation includes press releases, PowerPoint presentations, website sections and summaries, as well as webinars and conferences available for playback, interviews with the CEO and newsletters, whose goal is to make corporate communications, which are often complex and regulated, simple and accessible to as many people as possible, and in particular to individual shareholders, who have less access than institutional investors to the company's management.

In addition, educational content, such as that developed in 2024 on the topic of ACLF, plays a key role for the financial community, helping it to better understand the specific challenges of the therapeutic areas targeted by GENFIT.

■ Professional Organizations and Think Tanks

— *France*

⁴ The North American Consortia for the Study of End Stage Liver Disease

GENFIT regularly participates in roundtables, juries, and industry think tanks, including: "Health Tech Innovation Days" (organized under the patronage of Emmanuel Macron, President of the French Republic), "Healthtech CFO Days" (organized by France Biotech), a debate with Ipsen at the CHUxHealthtech Connexion Days, a roundtable organized by France Biotech for the launch of the Societal Pact, and more.

- *Europe*

GENFIT is a member of the European Federation of Pharmaceutical Industries and Associations (EFPIA) and participates in working groups and discussions. As a member, GENFIT undertakes to comply with its code of conduct.

- *International*

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

■ Local ecosystem players, particularly in the health and innovation sectors

GENFIT's headquarters are based in Loos, in the Lille metropolitan area, on the Eurasanté park, itself located at the heart of the largest university hospital campus in Europe, renowned for its wealth of healthcare facilities. This major economic and scientific hub, located at the crossroads of Europe between Paris, London and Brussels, offers a privileged location, enabling us to forge high-quality partnerships.

Spearheading this dynamic ecosystem, GENFIT actively contributes to the development of the healthcare sector. For several years, GENFIT has contributed, both in kind and financially, to the CAPTECH regional fund managed by Finorpa Gestion. The company is also a member of the "Comité des Représentants" of Parc Eurasanté, and has appointed an "ambassador" to take part in the strategic development of the park, in an effort to enhance its attractiveness and the quality of life that it offers. In the same spirit, GENFIT is a member of French Tech Lille, sharing its experience through mentoring initiatives, and forging links with innovative local start-ups.

■ 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

■ CSR Players

GENFIT is committed to maintaining regular dialogue with its leading stakeholders in the field of CSR, in order to strengthen governance in this area and draw inspiration from the best practices in place. In return, the company is regularly asked to share its experience and point of view on its approach to CSR issues, and its working methods.

4.1.3 Societal Initiatives – 2024 overview

■ ACLF Patient Advocacy Council

In November 2024, GENFIT extended and strengthened its commitment to patients, organizing a new session of its "ACLF Patient Advocacy Council". This initiative is a continuation of the actions undertaken in 2023, with the stated aim of intensifying dialogue with patients and their representatives, and better integrating their specific expectations into the development of programs dedicated to ACLF (Acute-on-Chronic Liver Failure).

The November 2024 session broadened the scope of the collective reflection process initiated the previous year. This year's edition also featured a wider panel of participants, with the aim of bringing together the complementary perspectives of medical experts, patients and their caregivers:

- **Patients and caregivers:** two patients and a caregiver who had experienced episodes of ACLF leading up to liver transplant shared their experiences, helping to improve understanding of the real-life challenges faced by patients and their loved ones.
- **Medical experts:** Professor of Hepatology Debbie Shawcross of London Kings College, a specialist in chronic liver failure, Deputy Secretary of the EASL and Research Chair of the British Society of Gastroenterology, echoed the testimonials of the patients and caregiver, bringing her clinical perspective.

- **Patient associations:** alongside the Global Liver Institute (GLI), already present at the first edition, the ELPA (European Liver Patients' Association) joined the discussions, bringing a European perspective on the issues faced by patients.

As a reminder, GENFIT launched this "ACLF Patient Advocacy Council" in 2023 in order to structure its exchanges with patients and caregivers affected by ACLF on a long-term basis. The aim of this body, which meets at least once a year, is to identify possible courses of action in three main areas:

- Facilitate **access to clinical trials**, by ensuring that potentially eligible patients have access to clear and accessible information, particularly in the context of rare diseases where inclusion opportunities are often unknown.
- Improve **information and support** for patients and their families, by offering them reliable resources to help them better understand and live with the disease, in a reassuring environment.
- Integrate **feedback from patients** and their representatives into trial design, to ensure that protocols take into account the realities of patients' daily lives.

The first meeting of this council took place in November 2023, alongside the AASLD international congress in Boston. It laid the foundations for this initiative, with the participation of the Global Liver Institute, Dr. Jennifer Lai, a liver transplant specialist at the University of California, and experts from the medical field and from associations.

■ Partnership with the European academic consortium EF-CLIF to accelerate research

As part of its commitment to society, GENFIT seeks to drive forward biomedical research by collaborating with world-renowned experts to accelerate therapeutic innovation. In 2024, GENFIT thus joined forces with EF-CLIF, the leading European academic consortium in the field of ACLF, with several goals:

- Improve understanding of the disease, from diagnosis to patient management
- Identify new therapeutic targets and develop innovative solutions
- Support the formation of new research groups, to strengthen the scientific and medical ecosystem

GENFIT has also broadened this dynamic by collaborating with other learned societies worldwide, reinforcing its societal impact in the support of patients.

■ Production of educational content on ACLF

In the second half of 2024, GENFIT focused on the creation of content aimed at better explaining the specifics of ACLF, raising awareness among stakeholders and reinforcing the education of its ecosystem on this complex pathology. The aim is to provide key players with a variety of content presented in different forms and distributed through complementary channels. This content will be disseminated throughout 2025.

- **Patient and caregiver testimonials:** Three video interviews with two patients and a caregiver who had recently experienced an ACLF episode, to highlight their experiences, feelings and concerns in the face of this ordeal.
- **Interviews with doctors:** 9 video interviews with leading international experts in ACLF and liver disease, providing information on various aspects of ACLF, its characteristics and its specific challenges.
- **Animated video:** 1 animated video illustrating the typical experience of a patient with from ACLF, from the onset of the first symptoms to hospital treatment and possible consequences – a tool designed to be as accessible and educational as possible with the aim of sharing easily and effectively the information needed to understand what ACLF is and the challenges faced by patients, healthcare workers, researchers and pharmaceutical companies.
- **ACLF descriptive brochure:** 1 summary document about ACLF, developed in collaboration with the Global Liver Institute (GLI), explaining this syndrome, its links with cirrhosis and the various solutions explored by GENFIT to discover potential new treatments in this therapeutic area.
- **Brochure - Life stories from patients and caregivers:** 3 documents summarizing the testimonials collected during our ACLF Patient Advocacy Council, covering the journey of patients and caregivers facing ACLF, scheduled for release in 2025.

To view content that is already available, click on the following links:

- [Understanding ACLF: A patient's journey through this little-known and deadly syndrome](#)
- [From survivor to spokesperson for patients](#)
- [ACLF - KOL series](#)

■ Continued commitment to the Captech Healthcare Innovation Fund

Captech Healthcare Innovation Fund is an early stage fund managed by FINORPA, which makes equity and quasi-equity investments in new and innovative companies operating primarily in the human and animal health sectors. The fund particularly aims to accelerate the development of projects in biotech, medtech, connected health and human or animal nutrition in the Hauts-de-France region. By seeking to leverage its investments, the Fund seeks to encourage the emergence and development of companies with strong growth potential in these cutting-edge sectors. This is an FPCI fund with a 12-year term, including a 5-year investment period. It focuses on a portfolio of around 20 companies. This expert fund relies on the network of its subscribers, who are specialists in the sector.

GENFIT's involvement in this initiative reflects our desire to promote innovation in our chosen sector and to have a tangible impact on our regional ecosystem. In 2024, this commitment was once again reflected in the direct involvement of GENFIT's senior management,

through the participation of the Chairman of GENFIT's Board of Directors in Strategic Committees, as well as the participation of GENFIT's Chief Operating Officer in Assessment Committees aimed at selecting the most promising start-up projects.

■ **Involvement in steering France Biotech's Societal Pact**

In April 2024, France Biotech, an association representing 2,600 Healthtech companies in France and a key player in healthcare innovation, announced the launch of its first initiative dedicated to a new societal pact for health innovation. This task force aims to define how innovation in healthcare fits into the challenges of digital, ecological and preventive transitions in the healthcare system. This initiative also aims to explore the impact of these transitions on Healthtech players and companies, and more broadly on society and healthcare democracy, while proposing innovative solutions for a sustainable transformation of the healthcare system. At the end of the year, GENFIT was asked to jointly steer the project, and will actively contribute to identifying the themes and initiatives that the company considers most useful and relevant, in the interests of efficiency and consistency with its own criteria for action.

■ **Supporting victims of violence through the Lille University Hospital endowment fund**

In June 2024, GENFIT supported the creation of the MAVIe (*Maison des victimes de violences*) project, launched by the endowment fund of Lille University Hospital to provide comprehensive support for victims of domestic violence. By 2025, MAVIe will bring together doctors, psychologists, associations, law enforcement agencies and social workers to provide coordinated care. This support reflects the company's commitment to societal causes that go beyond its core business.

■ **Industrial Chair project supported by *Métropole Européenne de Lille* and the University of Lille**

In 2024, GENFIT involved players from the local innovation-health ecosystem in its research initiatives into ACLF. Together with UMR 1011 (*Unité mixte de Recherche*), the company won a call for projects for an Industrial Chair, supported by *Métropole Européenne de Lille* (MEL) and the University of Lille 1 Sciences and Technology. Launched in April, the "HepID-ACLF Chair" project is a collaboration between GENFIT and UMR 1011, dedicated to exploring new therapeutic avenues in ACLF. Working with local scientific experts, we aim to better understand the loss of hepatocyte identity, a potentially central mechanism in liver failure. This partnership, made possible thanks to the support of the MEL and the University of Lille, combines academic and industrial expertise to drive forward healthcare research in our region.

■ **Participation in the 'Gender diversity in the industry' campaign**

In 2024, GENFIT continued its commitment to structuring collective projects, participating in the Steering Committee of the "Gender diversity in the industry" project. This campaign to raise awareness of inclusion and diversity, conducted in partnership with the association *Femmes Ingénieures*, was rolled out to companies and structures in the Eurasanté park.

■ **Internal conference on disability in the workplace**

As part of the International Day of Persons with Disabilities, which took place on December 3, 2024, GENFIT offered employees the opportunity to attend a conference "Découvrir le Handicap par le prisme de l'Art" (Exploring Disability through Art), led by Aurélie Bertoux, disability consultant and trainer at Avola Conseil specializing in the professional inclusion of people with disabilities. This dialogue provided an opportunity to take a new, in-depth look at disability, illness and associated disorders, and to enrich the discussion on the interactions between scientific progress, social inclusion and ethics. It was also an opportunity to question individual behavior in day-to-day interactions with people with disabilities.

■ **Other initiatives: solidarity commitments**

Apprenticeship Tax "Taxe d'apprentissage". In 2024, we chose to distribute the apprenticeship tax among four local organizations whose missions are aligned with our principles:

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

Employee contributions and commitments: In 2024, GENFIT pursued its solidarity initiatives by actively rallying its employees around its long-standing partners. This year's partners include:

- La Cravate Solidaire: organization of an in-house collection drive totaling 320 kg of clothing, shoes and accessories.

- Les Petits Frères des Pauvres (to fight isolation among the elderly, by taking part in a national campaign to knit little hats): 480 hats were made by employees.
- FACE MEL: in a spirit of inclusion for disadvantaged groups and with a view to providing career guidance, schoolgirls in the last two years of middle school benefited from mentoring by GENFIT employees, particularly during "speed-meeting" workshops designed to help them discover the business world and build a career plan.

Hosting students from the Precision Health Graduate Program at the University of Lille: In May 2024, GENFIT welcomed a group of students from the Precision Health Graduate Program as part of the DU Health Entrepreneurship Program at the University of Lille. Over the course of a morning, participants discovered the company's research and development activities through discussions with the Preclinical, Clinical and IT teams, with a focus on AI, in order to deepen their understanding of health innovation challenges. A tour of the premises was also organized.

Donations to support medical research: As part of the Pink October campaign, GENFIT employees were invited to support the fight against breast cancer while having some fun. 1,000 euros were raised and donated to the "La Ligue contre le Cancer" association. To mark the traditional "Movember", the CSE organized an event dedicated to men's health. Employees were invited to an internal event, which led to a 500 euros donation to the Movember Foundation.

Raising awareness of hiring discrimination: In early 2024, in addition to our commitment to helping La Cravate Solidaire, speakers from the association came on site to raise employees' awareness of hiring discrimination (informally during the quarterly breakfast, and more formally during an interactive session followed by a quiz on statistics=.

Ekiden France Environnement race in support of Les Clowns de l'Espoir association: In September 2024, six GENFIT employees took part in the Ekiden race. Raised in support of Les Clowns de l'Espoir, the funds aim to improve the quality children's hospital stays in the Hauts-de-France region by bringing in clowns for regular entertainment sessions, bringing together parents, family and caregivers in an active and appropriate way.

Race to End Violence Against Women: In November 2024, a group of 15 GENFIT SA employees took part in a night-time race to combat violence against women. They ran between five and ten kilometers as part of Challenge3919. Registration fees and a post-race snack were covered by the Company.

4.1.4 Societal Key Performance Indicators

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

Patient Health and Well-Being

Goal: Fighting rare and severe liver diseases

- Number of therapeutic fields covered by GENFIT's Research and Development activity
- Number of Patients affected by the diseases targeted by our Therapeutic and Diagnostic Solutions
- Number of Programs currently ongoing at GENFIT
- Number of patients treated by the Company's products
- 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 Regional and National Economic

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

4.1.5 Evolution of Societal Performance Indicators

Patient Health and Well-Being

Goal: Fighting rare and severe liver diseases

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

Taking patients' expectations into account is the first of the six areas defined by LEEM in its Guide for Pharmaceutical Companies, an inventory of its recommendations on sustainable development. Since 2021, as a result of the expansion of its Research and Development pipeline, the number of patients potentially concerned by GENFIT's therapeutic and diagnostic innovations has grown considerably. In addition to the PBC patients for whom the Company has been working for many years, it is now seeking solutions for 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 Solutions⁵

- **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.

⁵ [GENFIT, Universal Registration Document 2024](#)

- **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.
- **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**

| | 2024 |
|--|-------------|
| 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 (elaftirator) 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 2024, two clinical trials were underway:

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

The initiation of two to three additional clinical trials in ACLF is planned for 2025.

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.

Contribution positive à notre écosystème de référence

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 | 2024 |
|---|---|
| Support for health awareness initiatives by patient organizations (<i>commitments and participation in global awareness days</i>) | See 4.1.2 - Our Societal Policies and Commitments See 4.1.3 - Societal initiatives - 2024 Overview |

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

| Civic initiatives GENFIT is directly or indirectly involved in | 2024 |
|--|---|
| Number of health-related work groups in which the Company has participated | See 4.1.2 - Our Societal Policies and Commitments |

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

In 2024, GENFIT produced a variety of educational content and awareness material on ACLF:

- A total of three sessions of the ACLF Patient Advocacy Council have taken place since 2023

- 22 educational posts on LinkedIn have been posted
- nine KOLs have been interviewed, which will lead to a series of approximately 40-50 individual and thematic videos scheduled to be shared throughout 2025 and 2026
- two patients have been interviewed
- one caregiver has been interviewed
- one motion design video has been produced
- one platform for patients has been created to increase ACLF clinical trials awareness. This platform will be live in 2025.
- four prints/infographics for multipurpose communication have been produced including for the [GLI A3](#) event

Important note: A robust Medical - Legal - Regulatory and Intellectual Property review is in place for most content shared including endorsement by KOLs and/or patient advocacy groups wherever relevant.

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 | 2024 |
|--|--|
| Initiatives to support those in need in our local ecosystem (food drives, material collections, participation in Company initiatives) | See 4.1.3 - 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 2024, we continued to pursue our recruitment policy initiated in 2021, with 47 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"
- Thanks to an impressive collection of 322 kg of clothing in partnership with La Cravate Solidaire to combat discrimination in recruitment
- Through our commitment to the PAQTE (Pacte avec les Quartiers pour Toutes les Entreprises) since 2018
- By signing an agreement (PAQTE) with the *Préfète déléguée* for equality attached to the Préfet du Nord

Find out more about these initiatives in chapter [4.1.3 Societal initiatives](#).

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

In 2022, a first instalment of €175k was paid into the CapTech fund. The second instalment of €100k was paid in 2024. Our commitment will continue for many years to come. See [4.1.3 - 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 2024, 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 2024 showed that:

- Of the 583 suppliers GENFIT SA counted in 2024, 367 were French, i.e. 63% of the total number of suppliers;
- Expenditure associated with these French suppliers represented 51% of our total expenditure, compared with 74% in 2023, a decrease of 23%;
- 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, 109 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 (103 of them), Pas-de-Calais (two of them). Together, they represent 30% of our French suppliers and 19% of our total suppliers.
- *Suppliers Based Outside of France and Geographical Breakdown*

Of the 583 suppliers located outside France:

- 57 are located in Europe;
- 76 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.

4.2. Our Social Commitment

| | |
|---|-----------|
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“At HOMA Capital, we are particularly sensitive to the social issues of the companies in which we invest. We therefore closely follow GENFIT’s initiatives in this area, and appreciate its commitment to the quality of life and working conditions of its employees. Its breast cancer prevention campaign, for example, is a concrete example of how simple actions can be implemented to prevent risks, make it easier for employees to take action and, indirectly, contribute to the dynamics of the organization. More generally, we find GENFIT’s creative approach to meeting all the challenges associated with Corporate Social Responsibility to be very interesting.”

Caroline Bendavid
Head of Shareholder Engagement
HOMA Capital

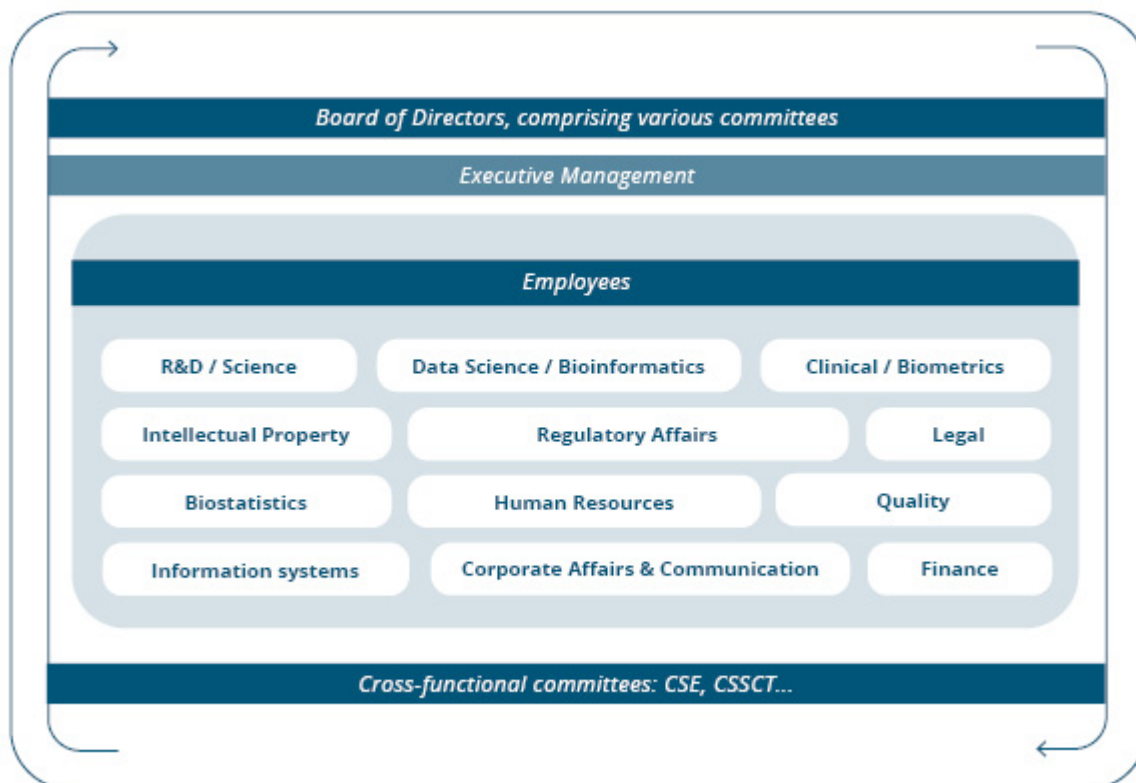
4.2.1 Our Vision of Social Commitment

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

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

From an operational point of view, employees are treated the same way, regardless of the legal entity to which they belong. They all work with the same tools, are subject to the same rules and are integrated into a single hierarchical organization. All company systems and mechanisms – steering committees, performance management, intranet, training, internal webinars ("Town Halls"), employee surveys, company seminars, etc. – are deployed across all three entities, ensuring a consistent experience for all teams.

Our internal stakeholders include:



4.2.2 Our Social Policies and Commitments

Commitment to Successful Integration into the Company

■ Equal Opportunities in the Recruitment Process

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

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

■ **Diversity**

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

■ **Fighting against Workplace Harassment and Sexist Behavior**

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

- Internal regulations, which are available to all employees, set out the provisions relating to workplace harassment and to sexual harassment as defined in the Labor Code;
- Two points-of-contact (one man and one woman) have been appointed to address sexual harassment and gender-based harassment. They are members of the Works Council's employee delegation and have received dedicated training;
- The Human Resources team has appointed a sexual harassment prevention officer, who has received dedicated training;

These provisions are designed to ensure that we:

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

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 whose kitchen has been renovated and redesigned 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;
- An outdoor area with a number of flowerbeds featuring a variety of tree species, and outdoor tables for summer dining;
- Private, secure parking for cars and motorbikes (including bicycles and scooters);
- Close proximity to public transport: metro, bus and self-service bicycles.

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

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

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

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

■ Medical Coverage

Health coverage is an important 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. When it changed its supplementary health insurance provider (mutuelle), GENFIT SA negotiated to maintain its contribution rates until December 31, 2024.

■ 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, badminton and basketball.

Commitment to Value Sharing

■ Employee Shareholders of the Company

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

- Free shares to all eligible employees, corporate officers and executive directors of GENFIT SA;
- Stock 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.

4.2.3 Social Initiatives – 2024 overview

■ Extending the Health Check-Up Campaign

In 2024, as part of its occupational health policy, GENFIT renewed its partnership with Prédilife, a specialist in predictive medicine. The breast cancer prevention scheme, already offered last year to female employees over 40 and fully covered by the company, has been extended to employees' spouses, on a voluntary basis and at their own expense. This extension marks a further step in GENFIT's commitment to the well-being of its employees and their families.

■ Providing support services for employees with caregiving responsibilities in France (MyPrevention)

GENFIT recognizes the difficulty that caring for a seriously ill or disabled/dependent loved one can pose. With this in mind, in 2024, GENFIT introduced MyPrevention, a new service offer for employees considered to be caregivers. The MyPrevention application offers specific services to support employee caregivers, including information and dedicated assistance, personal services and social support and guidance. The aim is to provide support, help and advice to help improve the day-to-day lives of employees who are caregivers, as well as those who are being cared for.

GENFIT also called on the services of SSTRN (*Service Social du Travail Région Nord*), which responds to occasional requests and assists employees, upon the request of Human Resources, with administrative formalities (caregivers, return from sick leave, applications for Disabled Employee Status (RQTH).

■ Gender equality: analysis and an agreement signed in 2025

As part of the required annual negotiations, a gender equality analysis was carried out in order to assess the current state of professional gender equality at GENFIT. The aim of this diagnosis is to establish the areas where gaps may be observed and for which improvement targets will need to be set. This diagnosis enabled us to carry out a detailed analysis of the comparative situation of men and women in nine areas: recruitment, training, professional promotion, qualifications, classification, working conditions, health and safety, effective remuneration and work-life balance. The diagnosis enabled GENFIT to identify three areas where it needed to take action: recruitment, work-life balance and effective remuneration. An agreement to set objectives, measures and methods has been signed in 2025.

■ Annual employee survey

About

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

Participation rates are generally high, indicating that employees are committed to moving the company forward, and consider that concrete action is taken after each survey.

Data from the Survey Conducted in Early 2025

- **Participation:** 87%
- Overall Score: 8.1/10
- Scores by Question Category:
- Work Environment - 9 questions - Score: 7.7/10
- Commitment - 15 questions - Score: 8.2/10
- Career Development - 8 questions - Score: 8/10
- Quality of Life at Work - 4 questions - Score: 7.9/10
- Work Relations and Management - 10 questions - Score: 8.3/10
- Transformation - 11 questions - Score: 7.8/10
- CSR - 4 questions - Score: 8.5/10
- Other Questions

Conclusions

The main findings of this fifth 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 7.5/10;
- Several areas for improvement have been identified, corresponding to subjects already identified by General Management.

■ Teambuilding Activities

GENFIT is committed to strengthening cohesion and collaboration between its teams, both in France and abroad. Teambuilding activities are regularly organized to facilitate the integration of new employees and encourage synergies between different departments. By fostering these exchanges, GENFIT cultivates an environment conducive to innovation and collective commitment, essential drivers of its performance. Some 2024 highlights:

- Company seminar organized by the Works Council to bring teams together and reflect on the year's key events (elafibrano launch, etc.).
- Evening celebrating the Company's 25th anniversary and elafibrano's successful development in PBC
- Traditional celebrations (Epiphany, Pancake day, breakfasts, competitions, holiday meals, gift distribution, longstanding employee celebrations, etc.).

■ Pilot 'Diversity Fresque' Workshop

Diversity is a key aspect of human capital management at GENFIT, whether in terms of age, gender, career path, background or disability.

To raise awareness of this issue, GENFIT ran a pilot Diversity Fresco workshop in 2024, involving the HR team and three members of the Executive Committee. This workshop provided a deeper understanding of unconscious bias and diversity mechanisms. Although wider deployment is not planned in the short term, this initiative may be reassessed in the future based on strategic priorities.

Furthermore, the Octomine survey carried out at the beginning of 2025 showed that 86% of respondents felt that employees were not at risk of discrimination at GENFIT, which represents a stable result compared to the previous edition. This will be measured again in early 2026 to continue monitoring and identifying any new areas for improvement. Although no major issues have been identified at this time, GENFIT remains fully committed to integrating diversity into its actions and thinking.

■ Improving Workspaces and Work Environment

In 2024, as a reflection of its concern with the quality of life at work, GENFIT pursued its approach of continuous improvement of workspaces. Various initiatives were implemented, including the installation of a dynamic screen on the premises, which make it easy to broadcast relevant, engaging and common-interest content for teams and visitors alike. In addition, new works of art were designed collaboratively to decorate the main corridors of the head office, highlighting the company's expertise, successes, history and ambitions. The cafeteria area has also been renovated to improve the comfort of this leisure space.

■ Experience and Knowledge Sharing Sessions

Continuing our enhanced engagement with the patient community in 2024, at a Town Hall meeting at the beginning of 2025, we organized an interactive session with employees and a patient who is a member of our ACLF Patient Advocacy Council. The event was well attended, with lively discussions reflecting staff involvement in the company's purpose and challenges.

In addition, following an internal survey involving more than half of all employees, GENFIT has identified areas for improvement in terms of internal communication, particularly in relation to the circulation of scientific information and understanding between teams. The measures deployed as a result included formalizing the organization of post-congress scientific feedback sessions. These sessions enable non-scientific teams to become acculturated to highly specialized research work in a dynamic, open and socially connected way. This also represents an opportunity for the researchers and scientists involved to see their results promoted and recognized internally.

■ Job retention for people with disabilities and prevention measures

In 2024, GENFIT continued to promote the inclusion of people with disabilities by adapting working conditions to ensure accessibility and equal opportunities:

- In collaboration with Cap Emploi, the company adapted an employee's workstation, enabling them to be redeployed when they were not able to continue in their initial position.
- As part of its initiative to improve working conditions, GENFIT also tested the use of an exoskeleton for one of its employees. The results of the trial were conclusive, particularly in terms of reducing physical exertion, which led to the equipment being acquired.
- GENFIT has also hired an employee who is visually impaired and uses a guide dog. An accommodation period was organized before she took up her new post, with the support of a specialized consultant to facilitate her integration. Awareness-raising sessions were also conducted with teams to promote best practices in welcoming and interaction.

■ Hosting Interns

In 2024, GENFIT pursued its commitment to training and helping young talent discover the healthcare professions. In 2023, aiming to optimize its internship mechanism, GENFIT redefined its policy in order to diversify intern profiles, particularly in terms of levels of study, and clarifying the internship supervision role and procedures. This approach also contributes to the development of employees' managerial skills, in line with the "managerial curriculum" put in place by the company. In 2024, GENFIT welcomed nine university-level interns and ten high school-level observation interns. A new intern hosting program has been set up to provide them with an overview of the professions represented within the company.

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

GENFIT regularly encourages its employees to develop their skills through other opportunities: continuous training, events, scientific congresses (EASL, AASLD) or webinars organized either directly by the company, such as information sessions and training sessions. There are also conferences run by the company's General Management, such as the Town Halls, or by employees who are experts in a particular subject, such as the Knowledge Forums and the Cyber Cleanup Challenge.

■ Other Initiatives

As in previous years, the company supports employee-led initiatives such as the English Lunch, Chess Club and Modern Board Games evenings.

4.2.4 Social Key Performance Indicators

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

General Indicators for Building Human Capital

Goal: 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)

4.2.5 Evolution of Social Performance Indicators

General Indicators for Building Human Capital

Goal: Recruit, develop and retain employees

■ Workforce and Geographical Distribution

| Workforce* | 12/31/2024 | | | | 12/31/2023 | | | | 12/31/2022 | | | |
|----------------------------------|---------------|--------------------|-------------------|--------------------|---------------|--------------------|-------------------|--------------------|---------------|--------------------|-------------------|--------------------|
| | Global | GENFIT SA (France) | GENFIT Corp (USA) | Versantis (Suisse) | Global | GENFIT SA (France) | GENFIT Corp (USA) | Versantis (Suisse) | Global | GENFIT SA (France) | GENFIT Corp (USA) | Versantis (Suisse) |
| Research & Development | 96 | 86 | 5 | 5 | 78 | 64 | 7 | 7 | 73 | 58 | 8 | 7 |
| Science-related services | 21 | 17 | 3 | 1 | 18 | 16 | 2 | 0 | 18 | 16 | 2 | 0 |
| Administration & Management | 61 | 57 | 3 | 1 | 61 | 56 | 3 | 2 | 55 | 51 | 3 | 1 |
| Marketing & Business Development | 2 | 2 | | | 2 | 2 | 0 | 0 | 2 | 2 | 0 | 0 |
| Total | 180 | 162 | 11 | 7 | 159 | 138 | 12 | 9 | 148 | 127 | 13 | 8 |
| Executives | 144 | 127 | 10 | 7 | 127 | 107 | 11 | 9 | 116 | 96 | 12 | 8 |
| Non-executives | 27 | 26 | 1 | | 22 | 21 | 1 | 0 | 24 | 23 | 1 | 0 |
| Other status | 9 | 9 | | | 10 | 10 | 0 | 0 | 8 | 8 | 0 | 0 |
| Total | 180 | 162 | 11 | 7 | 159 | 138 | 12 | 9 | 148 | 127 | 13 | 8 |
| Men | 70 | 67 | 1 | 2 | 59 | 55 | 2 | 2 | 56 | 51 | 2 | 3 |
| Women | 110 | 95 | 10 | 5 | 100 | 83 | 10 | 7 | 92 | 76 | 11 | 5 |
| Total | 180 | 162 | 11 | 7 | 159 | 138 | 12 | 9 | 148 | 127 | 13 | 8 |
| Average workforce | 169.64 | 149.72 | 11.65 | 8.27 | 153.98 | 133.56 | 12.69 | 7.74 | 132.65 | 119.46 | 11.13 | 2.06 |

*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 2024, the staff turnover rate for GENFIT SA was 15.58%, compared with 8.27% in 2023. The staff turnover rate for the GENFIT Group as a whole was 16.98%. The increase in this rate is explained in particular by the growing number of employees hired on permanent contracts (36 in 2024 and 17 in 2023) to guarantee the development and execution of the company's projects.

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 | 31/12/2024 | 31/12/2023 | 31/12/2022 |
|---|------------|------------|------------|
| on permanent contracts | 164 | 145 | 137 |
| on fixed-term contract/work-study contracts | 9 | 10 | 8 |
| on fixed-term contracts | 7 | 4 | 3 |
| Total | 180 | 159 | 148 |

As of December 31 2024, 91% 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 | 2024 | 2023 | 2022 |
|----------------------------|-------------|------------|------------|
| Gross total payroll | €11 458 732 | €9 264 375 | €8 693 015 |
| Average workforce* | 162 | 132 | 117 |
| Average gross remuneration | €70 733 | €70 185 | €74 299 |
| Median gross remuneration | €49 427 | €46 935 | €51 148 |

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

Based on the assessments carried out during the performance management process, the Company makes individual salary adjustments, taking into account the Company's overall performance, as well as internal or external benchmarks linked to the position and the sector.

For France in particular, in a context marked by two consecutive years of high inflation, General Management and the elected members of the Works Council (Comité Social et Economique - CSE) held discussions aimed at preserving the purchasing power of GENFIT SA employees, particularly those most affected by the rising cost of living.

It was thus decided to take a differentiated approach according to pay bands, and to grant a larger percentage increase to employees in bands 1 to 7, as their purchasing power was proportionally more affected by the economic context.

Salary increases always take into account three criteria: individual employee performance over the past year, the positioning of the employee's remuneration package in relation to the job market, and any changes in position (known as internal promotion).

■ Bonuses

| | 2024 | | 2023 | | 2022 | |
|--------------------------|---------------------------|---|---------------------------|---|---------------------------|---|
| Workforce at 31 December | 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) |
| Directors/Managers | 54 | 14,48% | 39 | 10 % | 31 | 17 % |
| Other employees | 102 | 11,82% | 99 | 6 % | 97 | 14 % |

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 - Intéressement des salariés et mandataires sociaux dirigeants au capital de la Société" of the [2024 Universal Registration Document and Item 6.B of the 2024 Annual Report on Form 20-F](#).

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 | 2024 | 2023 | 2022 |
|--|-------------|-------------|-------------|
| Number of applications received (including unsolicited applications, internships and work-study programs) | 2,299 | 1,613 | 2,138 |
| Number of pre-qualifications done by phone (one maximum per candidate) | 544 | 356 | 287 |
| Number of interviews conducted (video, phone, face to face, one or more per candidate) | 358 | 243 | 458 |

In 2024, we continued to strengthen our teams and expertise through recruitment with the arrival of 47 new employees in the Company.

In 2024 we carried out 544 telephone pre-qualifications, a substantial increase on the previous year (356 in 2023). This increase is mainly due to a rise in the number of open positions, resulting in a greater volume of applications and a more intensive selection process in order to identify the best profiles.

We have also continued to work closely with managers to refine our selection criteria and to ensure an objective assessment of the qualifications required for each position. Thanks to tailored technical questions and role-playing exercises, we have strengthened the quality and relevance of our recruitment, ensuring that skills and professional requirements are aligned.

Since 2023, we have adopted a more inclusive approach to communication by changing the job titles in all of our advertisements to indicate "F/H/X" (in alphabetical order) instead of "F/H" only. This reflects our commitment to gender diversity, and to creating an inclusive and respectful working environment.

In order to reinforce our commitment to an ethical, inclusive and equitable working environment, since 2023 we have added a message reaffirming our stance against all forms of discrimination at the bottom of each of our job adverts. We are convinced that these practices contribute not only to improving the quality of our recruitment, but also to building a more diverse and equal professional community.

■ Diversity

| | at 31/12/2024 | | | | | at 31/12/2023 | | | | |
|---------------------------------|--------------------|-------------------|--------------------|-------|------------|--------------------|-------------------|--------------------|-------|------------|
| | GENFIT SA (France) | GENFIT Corp (USA) | Versantis (Suisse) | Total | Proportion | GENFIT SA (France) | GENFIT Corp (USA) | Versantis (Suisse) | Total | Proportion |
| Gender | | | | | | | | | | |
| Women | 95 | 10 | 5 | 110 | 61 % | 83 | 10 | 7 | 100 | 63 % |
| Men | 67 | 1 | 2 | 70 | 39 % | 55 | 2 | 2 | 59 | 37 % |
| Age range | | | | | | | | | | |
| Up to 25 ans | 14 | 0 | 0 | 14 | 8 % | 11 | 0 | 0 | 11 | 7 % |
| From 26 to 30 years old | 19 | 1 | 3 | 23 | 13 % | 13 | 0 | 3 | 16 | 10 % |
| From 31 to 35 years old | 29 | 1 | 0 | 30 | 17 % | 24 | 1 | 0 | 25 | 16 % |
| From 36 to 40 years old | 29 | 1 | 1 | 31 | 17 % | 22 | 1 | 2 | 25 | 16 % |
| From 41 to 45 years old | 16 | 2 | 1 | 19 | 11 % | 22 | 3 | 1 | 26 | 16 % |
| From 46 to 50 years old | 19 | 2 | 1 | 22 | 12 % | 17 | 1 | 2 | 20 | 13 % |
| Over 50 years old | 36 | 4 | 1 | 41 | 23 % | 29 | 6 | 1 | 36 | 23 % |
| Nationality | | | | | | | | | | |
| French | | ND | | 139 | 77 % | | ND | | 123 | 77 % |
| Foreign | | | | 41 | 23 % | | | | 36 | 23 % |
| Level of study | | | | | | | | | | |
| Diploma ≤ the baccalaureate | | | | 7 | 4 % | | | | 13 | 8 % |
| Baccalaureate | | | | | | | | | | |
| BTS | | | | 23 | 13 % | | | | 20 | 13 % |
| DUT | | | | 5 | 3 % | | | | 7 | 4 % |
| Licence | | ND | | 18 | 10 % | | ND | | 11 | 7 % |
| 1st year of Master | | | | 8 | 4 % | | | | 4 | 3 % |
| Master, DEA, DESS, | | | | 62 | 34 % | | | | 51 | 32 % |
| Engineer or Grande École | | | | 6 | 3 % | | | | 6 | 4 % |
| Doctorate | | | | 32 | 18 % | | | | 26 | 16 % |
| Doctorate in health | | | | 19 | 11 % | | | | 21 | 13 % |
| Seniority in the company | | | | | | | | | | |
| Less than a year | | | | 42 | 23 % | | | | 27 | 17 % |
| 1 year | | | | 19 | 11 % | | | | 33 | 21 % |
| Between 2 and 3 years | | | | 28 | 16 % | | | | 20 | 13 % |
| Between 3 and 5 years | | | | 24 | 13 % | | ND | | 19 | 12 % |
| Between 5 and 10 years | | | | 35 | 19 % | | | | 29 | 18 % |
| Between 10 and 15 years | | | | 3 | 2 % | | | | 2 | 1 % |
| Over 15 years | | | | 29 | 16 % | | | | 29 | 18 % |

ND = Not disclosed

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, 11 GENFIT SA employees live in a priority urban area (according to the geographic information system database for urban policy).

■ Women in the Organization

GENFIT scored 92/100 on the gender equality index for GENFIT SA (France - Loos/Paris) in 2024, according to the calculation method defined by the French government, with the following details:

- Pay gap: Score obtained: 37/40 Slight gap between men's and women's pay, in favor of men or women depending on the category, with a total gap of 2.3% in favor of men in 2024 (vs. +0.9% in favor of women in 2023);
- Salary increase gap: score obtained: 35/35. The proportion of women and men present for at least 183 days in 2024 who received a salary increase is almost identical, with 73 women out of 84 (86.9%) and 47 men out of 54 (87%);
- Employees who received a raise when returning from maternity leave: Score obtained: 15/15, i.e. 4 out of 4 women received a raise when they returned from maternity leave;
- Number of women among the ten highest earners: 5/10 for GENFIT SA (Loos and Paris). In 2024, among GENFIT SA's ten highest earners were two women and eight men. However, in 2024, GENFIT's Executive Committee is made up of employees from three international sites (France/US/Switzerland), so the relevant indicator would be the global indicator. This gives a score of 10/10 for GENFIT "all sites", including the application of exchange rates and standard of living. At the time of writing, in March 2025 and all sites combined, 5 members of the Board of Directors are women, i.e. 62.5%, and four members of the Executive Committee are women, i.e. 38%.

The total score for GENFIT SA (France) for 2024 based on the four indicators is 92/100, and the total score for all sites for 2024 based on the four indicators is 97/100, compared with Egapro's national average of 88/100 for the "Specialized scientific and technical activities" sector.

General Indicators for Employee Training and Development

Goal: Recruit, develop and retain employees

■ Training Program

In 2024, we have 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 3,143 hours on training courses provided by external training organizations, at a total cost of €210k. The number of hours spent in training in 2024 is a significant increase on 2023 (2,719 hours of training), demonstrating our ongoing commitment to developing our teams' skills.

In 2024, we trained 153 employees, compared to 146 in 2023.

| GENFIT Group scope | 2024 | 2023 | 2022 |
|------------------------------------|-------|-------|-------|
| Number of hours | 3,143 | 2,719 | 2,400 |
| Number of employees trained | 153 | 146 | 121 |
| Average hours per employee trained | 21 | 15 | 20 |
| Coût (en milliers d'euros) | 210 | 160 | 128 |

Our commitment to developing managerial skills has continued successfully with our "Managers Curriculum" program, introduced in September 2021. In 2023, we enhanced this program with a new module on French labor law for day-to-day management. This module was also delivered in English to GENFIT Corp and Versantis managers who directly or indirectly manage teams based in France. A new module in the management curriculum will be tested in the first quarter of 2025, focusing on the tools needed for effective collaboration. It will be rolled out to all managers in the course of 2025, depending on feedback from participants in the test session.

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

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

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

Another key element of our training approach is our dedicated course for new arrivals. This program ensures the quick and effective integration of new employees. It offers not only a comprehensive introduction to our corporate culture, but also practical tools to help them carry out their duties in the best possible conditions, highlighting our commitment to a comprehensive integration experience. As these are internal training hours, they are not included in the (external) training hours indicated above.

■ Work-Study Students/Interns

| | 2024 | 2023 | 2022 |
|---|------|------|------|
| Number of higher education interns | 9 | 10 | 6 |
| Number of 9th and 10th grade interns | 10 | 4 | 1 |
| Number of work-study students | 12 | 16 | 12 |
| Number of employees with permanent contracts after an internship or a work-study contract | 1 | - | 1 |

In 2024, GENFIT continued its dynamic policy of welcoming interns and was able to welcome nine graduate interns and ten 9th and 10th grade observation interns (in 2023 GENFIT welcomed 14 interns). With the evolution of the internship policy (see [Chapter 4.2.3](#)), the 9th and 10th grade observation internships were reviewed in 2024 and a new program was set up, promoting the discovery of all the professions represented at GENFIT.

In 2024, GENFIT welcomed a total of 12 work-study students (16 in 2023). This refers to the total number of work-study contracts in 2024, not the number of work-study contracts present at any given time. As of December 31, 2024, the Company had nine temporary employees on fixed-term contracts, representing 5% of the total workforce. This figure reflects GENFIT's strong commitment to working with young people and promoting apprenticeship training.

General Indicators for Employee Representation

Goal: Recruit, develop and retain employees

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

■ Works Council: Employee Representation and Collective Agreements

— About the Works Council

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

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

Members of the CSE staff delegation regularly receive the training they need to carry out their duties. In 2024, newly-elected members benefited from several days' statutory training to familiarize them with the functions and operation of the Works Council, most notably financial training and training on their role in terms of health and safety in the workplace, as well as training in the prevention of sexual and gender-based harassment.

— Organization and Budget 2024

For the 2024 financial year, the sums paid for social and cultural activities (budget) of the employee representative bodies amounted to 85 thousand euros, taking into account payroll at December 31, 2024.

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

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

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

■ Anonymous Employee Commitment Survey

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

■ Internal Communication and Access to Information

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

- A collaborative intranet, including a "Governance and News" forum dedicated to communicating with all employees, with a comment field for any questions they may have;
- Regular general information meetings, which bring employees together to discuss the Company's projects and current affairs, and during which they can also ask questions or make comments. In 2024, two Town Halls were organized with all employees, the first at the beginning of the year to review the past year's successes and define priorities for the year ahead, the second when Ipsen's Iqirvo® was approved Primary Biliary Cholangitis (PBC) by the FDA.
- GENFIT also communicates via an internal newsletter, published in English and French and formalized in 2022. In 2024, three internal newsletters were published.
- In 2024, a survey was conducted to analyze employees' internal communication needs.

General Health and Safety Indicators at Work

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

■ Health

– Absenteeism

| Absenteeism | 2024 | 2023 | 2022 |
|-------------------------------|--------|--------|--------|
| Average number of days | 9.6 | 5.7 | 5.2 |
| Average number of occurrences | 0.9 | 0.8 | 0.8 |
| Absenteeism rate | 2.63 % | 1.56 % | 1.43 % |

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

With an average absenteeism rate of 2.63% in 2024, GENFIT remains, despite a very slight increase, well below 5%. GENFIT is therefore not very prone to employee absenteeism.

– Sick Leave

| Sick Leave | 2024 | 2023 |
|------------------------|------|------|
| Number of days | 1434 | 760 |
| Number of occurrences | 130 | 113 |
| Average number of days | 9.6 | 5.7 |

In 2024, 130 sick leave requests were submitted by our employees, for a total of 1,434 days due to illness. These figures are up from 2023, when 113 work stoppages were filed for a total of 760 days. Of these 1,434 days, 555 days (i.e. over a third) involved two employees on long-term sick leave. If we exclude these two specific stoppages, the number of days of sick leave per employee decreases to 5.9 for an absenteeism rate of 1.61%, which is equivalent to the figures for 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 2024, 55 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 2024, GENFIT SA's employees counted seven first-aid workers (Sauveteurs Secouristes du Travail - SST), who receive annual refresher training from the Red Cross (the legal requirement is one training session every two years).

– *Occupational Accidents and Disease*

| | 2024 | 2023 | 2022 |
|---|------|------|------|
| Workplace accidents/commuting accidents | 4 | 9 | 8 |
| Minor incidents | 2 | 2 | 0 |
| Occupational disease | 0 | 0 | 0 |

Of the four workplace/travel accidents reported in 2024 for GENFIT SA, one resulted in sick leave. For GENFIT Corp. and Versantis, no workplace injury or occupational disease was reported in 2024.

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.

■ Telecommuting

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 2024, 116 of the Company's 180 employees benefited from a telecommuting agreement, representing 64.44% of GENFIT SA's workforce, versus 66.04% in 2023. Of the 116 telecommuting agreements in force, 78 concerned regular telecommuting (one or two days a week), and 38 concerned one-off telecommuting (12 days maximum per full calendar year).

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

In Switzerland, telecommuting has been introduced on an ad hoc or regular basis. On average, employees telecommute 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 4.2.3](#).

■ Teambuilding Activities

GENFIT's ambition is to create a framework that fosters cohesion and solidarity within and between teams, both locally and globally. To this end, the company regularly organizes team-building activities to promote bonding between employees. These initiatives are also designed to facilitate the integration of new employees and encourage interaction between different departments that do not necessarily work together on a day-to-day basis. These shared experiences are essential for a company whose success depends on its ability to innovate. This innovation is stimulated by informal exchanges, spontaneity and employees' commitment to the Company's values. See [chapter 4.2.3](#).

■ Additional Benefits

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

- *Lunchtime catering*
 - Employees receive meal vouchers, to which GENFIT contributes 60%, with the introduction since 2021 of the Pass Restaurant card in addition to the paper version, picked by the employee according to his/her preference. The value of meal vouchers was increased to nine euros in 2022;
 - Partnerships have been set up with several local catering companies to allow employees to have their meals delivered to the workplace;
 - Since the beginning of 2022, employees also benefit from a free "Welcome" card provided by the Parc Eurasanté, allowing them to obtain discounts on the Park's catering offers;
 - The Company also provides employees with access to the 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, basketball), in collaboration with the city of Loos
 - In 2024, the company also renewed its lunchtime Pilates classes 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 and 2023 concerning the *Forfait Mobilités Durables* (FMD) and the reimbursement of public transport costs. This applies:

- to cyclists, by increasing the "bicycle mileage allowance" from 100 euros to 200 euros/year, and a contribution of 100 euros/year towards the purchase of safety equipment (helmet, vests, bike maintenance). 15 employees benefited from this package in 2024.
- to public transport users, by increasing the reimbursement of rail, bus and metro passes to 75% until 12/31/2024. 80 employees benefited from this offer in 2024.

Since the signature of these agreements, we have noticed a positive trend in the use of sustainable transport by employees. This is reflected in a marked increase in the number of employees benefiting from public transport season tickets (+30% compared with 2023) and a stable but still significant number of employees having benefited from the kilometre allowance for bicycles (11,956 kilometers covered over the year, i.e. an average of 797 kilometers per person) and the annual contribution towards the purchase of equipment.

■ Methodological Specificities

*Social data – Headcount : as of December 31, 2024, including contracts ending on that date.
Turn-over rate : [(permanent contract entries CDI 2024 + permanent contract exits 2024) / 2 / Total workforce at December 31, 2023 x 100].*

4.3. Our Commitment in Terms of Governance

| | |
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4.3.1 Our Vision in Terms of Governance

GENFIT considers that its extra-financial performance contributes directly to its financial performance and the strength of its business model and is in the interests of its stakeholders - patients, investors and, most of all, employees. Ensuring this dual performance challenge relies on effective and ethical corporate governance, with the ultimate objective of guaranteeing the company's sustainability by:

- Maintaining jobs created by its activity, and even creating new ones;
- Increasing the benefits that stakeholders can derive from the company's activity.

4.3.2 Our Policies and Commitments in Terms of Governance

ESG Committee

As part of our commitment and in line with our corporate purpose and with the recommendation of the MiddleNext Governance Code, the Company has created a dedicated CSR committee within the Board of Directors. This committee meets at least twice a year to measure and monitor the Company's extra-financial performance, validate the roadmap in this area and ensure transparent communication to the public and all stakeholders, through an annual extra-financial performance report covering the social, societal and environmental consequences of its decisions on all of the Company's stakeholders, and the consequences of its decisions on the environment.

The Committee is currently made up of:

- **Catherine Larue**, President of the Committee ;
- **Jean-François Mouney**, President of the Board of Directors and Committee member ;
- **Katherine Kalin**, Committee member
- **Philippe Moons**, Board Observer and permanent invitee to the Committee.

Three members of the Executive Committee also take an active part in the ESG Committee :

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

Since its creation, the ESG Committee of the Board of Directors has sought to increase the coherence of our sustainable approach, structure our actions and engage with our employees. In 2024, the ESG Committee continued to work to ensure the effective management and compliance with the company's CSR commitments:

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

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

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

GENFIT also remains attentive to its stakeholders through various channels:

For external stakeholders, through:

- e-mail address rse@genfit.com, which allows for requests and questions;
- direct dialogue and formal or informal exchanges by telephone, video conference, or during meetings.

Internally, through:

- the "CSR" intranet community;
- workshops and "CSR" information sessions offered to certain employees;
- the Works Council, which can make suggestions at any time;

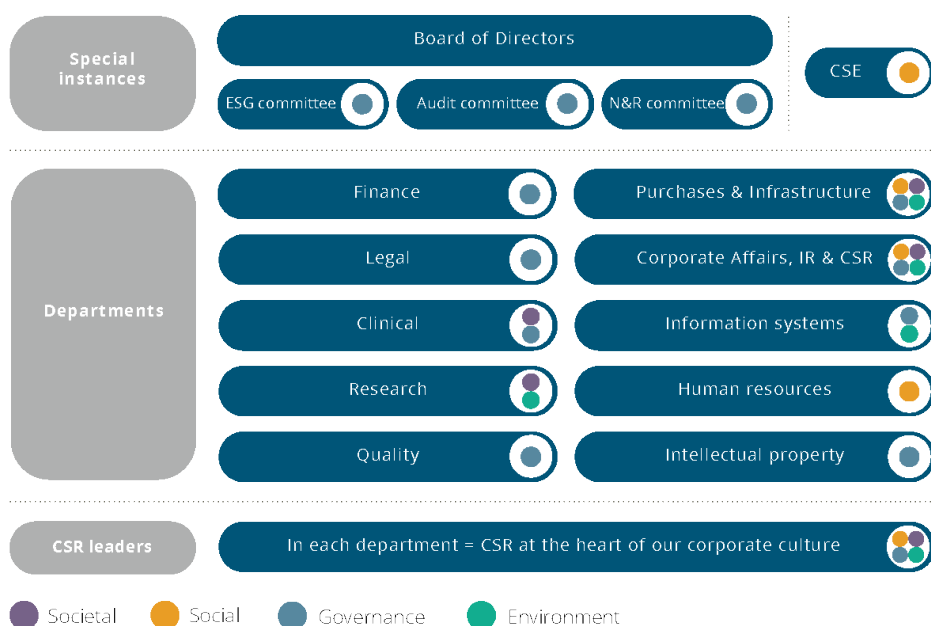
- the CSR Ambassadors;
- the annual satisfaction survey, which has, since 2022, included questions about GENFIT's CSR commitment

To ensure that its governance system is as transparent as possible in terms of CSR, GENFIT has made a specific non-financial performance report available to all its stakeholders since 2021. This report can be accessed on GENFIT's website www.genfit.com on the home page or 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 Executive Committee, the Works Council and Human Resources.

Summary of Internal Stakeholders Involved in Sustainability Issues:



The link between extra-financial performance and financial performance is partly based on governance and on the company's ability to understand its impact, identify, anticipate and control the main risks that could affect its business model, and to seize opportunities that could make it more robust, adopting an "Impact, Risk and Opportunity" (IRO) approach:

■ Understanding our impact

Understanding our impact means assessing how our activities influence society, the environment, and our broader ecosystem —both directly and indirectly. As a biotechnology company, our core mission is to improve patient health outcomes through innovation, which positions our societal impact at the heart of our value creation model. We also remain attentive to our social and environmental impact. The impacts are intended to be measured using indicators that are monitored regularly.

■ 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 with SEC and 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.

In 2024, the risk management mechanism was further strengthened with a review of our key mitigation measures in various areas. This work has been presented to and discussed with the Board of Directors and/or specialized committees, notably in January 2025. See [4.3.3 Governance initiatives](#).

■ Identifying and leveraging opportunities

We are constantly on the lookout to identify and seize strategic opportunities that will strengthen our development. This commitment is based on proactive interaction with our ecosystem and aims to:

- Explore new R&D programs for which it may be appropriate to acquire rights of exploitation;
- Establish new strategic collaborations with value-creating partners;
- Attract new talent to enrich our expertise and strengthen our teams;
- Secure our sources of financing to support our growth and impact.

Commitment to respect human rights by GENFIT and its service providers

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

Each service provider engaged by GENFIT (conduct of clinical trials, drug supply, etc.) undertakes to ensure that its staff have the qualifications and experience required to carry out its work in accordance with the relevant good practices. They undertake to comply scrupulously with the guidelines of the relevant Ethics Committee, the provisions of the Declaration of Helsinki, the recommendations of the World Health Organization and the International Council for Harmonization of Technical Requirements for Registration of Medicinal Products for Human Use (ICH), as well as all applicable local and/or national laws and regulations as most recently amended and all other provisions established by the Regulatory Authorities.

Commitment to Animal Welfare

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

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

The FDA has recently published a [roadmap](#) to reducing animal testing in preclinical studies. GENFIT will be closely monitoring developments in this area as it pursues its innovative organoids program.

■ Regulations on animal welfare

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

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

All institutions using animal experimentation have to establish an Ethics Committee competent in animal experimentation, which must be approved by the National Committee for Ethical Reflection in Animal Experimentation (CNREEA). GENFIT set up an internal committee that complies with the recommendations of the CNREEA before the Directive was transposed and implemented. GENFIT's Animal Experimentation Ethics Committee (CEMEA) has been registered since October 11, 2012 under No. 77 with the National Committee. To guarantee its multi-disciplinary nature and increase its impartiality, the CEMEA has added new external members and has allowed another animal-using establishment to join the committee to now become a multi-institutional committee. Members of the Ethics Committees are committed to promoting the national charter on animal experimentation, and to applying the basic 3Rs rule of reducing the number of animals used, replacing it with alternative methods if available, and refining procedures to make it as comfortable as possible for the animals. The CEMEA's rules of procedure have been drawn up in order to establish its mode of operation. On an annual basis, the Ethics Committees and the heads of the experimental establishments report to the Ministry on the number of animals used and the severity of the procedures they have performed. These national data are then published at the European level. In addition to the ethical evaluation and authorization of projects, which are steps prior to the implementation of experimental procedures, each institution must set up an animal welfare structure in its laboratories (SCBEA).

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

Finally, in order to guarantee that the teams dedicated to animal experimentation produce quality work while respecting animal welfare, they must maintain a good level of competence and training. As a result, an individual training plan and the monitoring of skills have been established.

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

Information Security and Cybersecurity Issues

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

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

Several targeted campaigns and specific training courses are organized to ensure that every employee is not only aware of the existing dangers, but can also put into practice the recommendations drawn up by the Information Systems Department. These training courses are compulsory for all employees, regardless of their location.

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

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

Additionally, as part of our approach to third-party risk management, we generally assess our external partners to determine whether their cybersecurity standards meet our specifications prior to engagement. In addition, we have migrated some tools to cloud-based applications, which can offer increased assurances as to security upgrades and swiftness of remediation in the event of disruptions, to which we would not normally have access to in a closed environment.

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

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

Patient Data Safety

The safety of patient data collected as part of our clinical studies is a key issue subject to applicable personal data protection regulations, such as the GDPR. To ensure data protection, GENFIT has implemented various policies and technical tools within its Information Systems.

Finally, our service providers (including our Contract Research Organizations) and software solutions chosen to participate in our clinical studies, and thus process patient data, are rigorously qualified according to various criteria, including, in particular, the security of their information systems. All these providers are also subject to a rigorous assessment of compliance with applicable personal data regulations, including the RGPD. This assessment allows us to determine which guarantees they can offer and to identify the measures needed to ensure their compliance when their guarantees are deemed insufficient by GENFIT.

Cybersecurity governance

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

The IT Security Manager, or ITSM, in collaboration with the Executive Vice-President, Data & Information Technology who is also known as the Chief Information Officer, or CIO, leads our cybersecurity risk management efforts, aligning these initiatives with the strategic objectives established by our executive leaders. With nearly a decade of expertise in information security and technology, our ITSM plays a pivotal role in safeguarding our digital assets. Our CIO has more than 20 years of experience in information technology management and strategic planning and reports directly to the Chief Operating Officer or COO. The CIO is responsible for guiding our technology strategy, overseeing technology deployment, and managing operations. Our CIO regularly updates a working group established specifically by the Board of Directors in 2023 in order to oversee our cybersecurity status. This includes briefings on any recent incidents and our responses, testing of cybersecurity systems and third-party activities.

A cybersecurity working group was specifically created by the Board of Directors in 2023. The group is chaired by a member of the Board of Directors and includes the CIO, the ITSM and other key GENFIT employees in this field.

The chairman of this cybersecurity working group reports regularly to the Board on cybersecurity issues, enabling the Board to effectively oversee General Management's assessment and management of cybersecurity-related risks, increase transparency on the cyber strategies implemented by operational teams, and strengthen their diligence in this respect.

In addition, we have developed a procedure that details how we classify incidents, management of any incidents, and internal and external communication thereof. In accordance with that procedure, major or critical incidents are escalated for review to our Cyber Crisis Committee, which is comprised of various members of the Executive Committee, including our CEO. This committee is responsible for

identifying and evaluating cybersecurity incidents. Our CEO reports directly to our Board of Directors regarding incidents identified as material by the Cyber Crisis Committee. This committee meets on an ad hoc basis as required to manage cybersecurity incidents.

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

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.

4.3.3 Governance Initiatives – 2024 overview

Development of a transition and compliance plan for CSRD and ESRS standards

In 2024, GENFIT began preparing for the implementation of the CSRD. A call for tenders was issued in September to five service providers in order to select a partner to support our teams with this process. A strategy for the gradual deployment of ESRS standards was defined in collaboration with the ESG Committee, with the aim of achieving compliance by 2027. This project was suspended at the beginning of 2025 following the regulatory changes introduced by the Omnibus Directive.

Implementing a policy of engagement with patients and patient associations

GENFIT has a long tradition of ensuring a high level of integrity and compliance in its interactions with patients and patient associations. In 2024, as part of its heightened initiatives in this area, GENFIT established new patient engagement guidelines and policies. These guidelines and policies have been communicated to all employees concerned and formally approved by each of them.

Training for members of the Board of Directors and the Chair of the ESG Committee

The Board of Directors conducted its yearly review of its training plan in accordance with the R5 recommendation of the Middlednext Code of Corporate Governance and in line with the training plan adopted in 2022. A training session for directors was held in 2024 on the subject of intellectual property in biotech companies. In 2024, the prospect of forthcoming European CSR regulations has led GENFIT to strengthen its reporting knowledge base. At the beginning of 2025, the Chair of the ESG Committee attended an in-depth 40-hour training course on the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Update and Improvement of our Risk Management System and Review of Our Main Mitigation Measures

In 2024, we reviewed our management system for the main risks facing the Company and updated our mapping and mitigation measures in various areas.

- **Main risks related to our operations, our organization, our legal and intellectual property environment and our financial and financing challenges**

In 2024, together with the Company's department leaders, we carried out an overall review of our main management measures related to our strategic risks. This work was presented to and reviewed with the Audit Committee, which submitted its assessment and recommendations to the Board of Directors in January 2025.

■ Business Ethics

Once again this year, working with the departments most at risk, we formalized our risk mapping, more specifically in relation to the prevention of corruption. In particular, this mapping has enabled us to adapt and better target our in-house training courses on our anti-corruption policy, to bring them into line with our various operational risks. In January 2025, a detailed presentation of our ethics compliance system and the resources dedicated to it was made to the Audit Committee, which reported its analyses and recommendations on the subject to the Board of Directors.

■ Cybersecurity

Our system for identifying and managing risks related to cybersecurity and our information systems was optimized in 2024, in conjunction with the Company's various departments. It was presented to the Board of Directors by the working group set up specifically for this purpose. We have initiated an audit on data confidentiality, with a view to drawing up an associated action plan in the very near future, with the assistance of an external consultant.

In 2024, new policies and procedures were implemented or reviewed, including:

- The General Information Systems Security Policy, a document that aims to establish a solid security framework to guarantee the confidentiality, integrity, availability and traceability of our sensitive data, while also supporting our missions and organizational objectives;
- The backup policy, which sets out the guiding principles governing backup management, in order to guarantee data integrity, availability and confidentiality;
- The password management policy, a document that defines the complexity criteria to be applied depending on the accounts concerned;
- The IT security incident management procedure, which defines the type of event and the resources deployed to respond to it, as well as everyone's roles and responsibilities.

■ Generative artificial intelligence

In 2024, GENFIT implemented a specific policy governing the use of tools based on generative artificial intelligence, with key guidelines to be followed on the protection of GENFIT's confidential data, the protection of personal data, the security of information systems, the verification of information, the prevention of bias and discrimination, transparency and an explanation of the difference between AI and human expertise and how they can be balanced.

Strengthening and Promoting a Culture of Ethical Compliance

■ Operational training for managers on our anti-corruption policy

In 2024, while formalization of our risk mapping specifically as it relates to anti-corruption measures, we provided in-depth in-house training on our anti-corruption policy (appended to our Code of Conduct and Ethics) for the Company's managers and for all employees in certain key departments involved in supervising financial flows and drafting contracts. These interactive training courses, involving real-life situations, have been designed to be adapted to our different operational risks in this field.

■ Ongoing training in business ethics

In 2024, we decided to renew the main business ethics training every two years for all employees. This policy was implemented automatically starting in January 2025.

■ Addition of a Detailed Section on Lobbying Practices to the Code of Business Conduct & Ethics

At the beginning of 2024, we strengthened the level of transparency regarding lobbying, by integrating a new specific chapter (chapter 14) into our [Code of Business Conduct & Ethics](#), which details the Company's commitments and practices regarding lobbying. This update underlines our ongoing commitment to ethics and transparency in all our activities.

■ Introduction of a Business Partner Code of Conduct and/or CSR contractual clauses

In 2024, in addition to key contractual clauses on ethics that we already integrate into our contracts, 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. The aim of this approach is to involve our suppliers and subcontractors and make them aware of their responsibilities in terms of [ethics](#), CSR and our value chain.

Like our Code of Business Conduct & Ethics, our Business Partner Code of Conduct is available on our website under "About us - Ethics and Transparency" at: www.genfit.com

4.3.4 Governance Key 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

Indicators relating to 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)

4.3.5 Evolution of Governance Performance Indicators

Company CSR Commitment Indicators

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

■ National and international voluntary commitments

See chapter [2.3 - Voluntary Commitments](#).

■ Data relating to internal stakeholder engagement

- At least two CSR committees per year
- 15 voluntary CSR points-of-contact representing 14 company departments
- One day dedicated to our employees, organized by the Works Council
- One weekend seminar for all employees, organized by the Works Council
- One newsletter detailing our initiatives in terms of CSR
- 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 2024, 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, 2024, five of the eight members of the Board of Directors were women, i.e. 60%. The Board also includes several nationalities: French, British, American and Italian.

At the time of writing, four of the 12 members of the Executive Committee were women. The Executive Committee also includes several nationalities: French, American, Canadian and Dutch.

■ Raising awareness on ethics, compliance and transparency

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

■ Availability of the Code of Business Conduct and Ethics and training

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

All GENFIT employees (France, United States and Switzerland) are required to take a training on the Code of Business Conduct and Ethics, either in person or via online webinars.

The Code of Business Conduct and Ethics is accessible to all employees on our [website](#).

■ Other training courses related to compliance and ethics

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

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

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

In 2024, for example, we provided further in-depth in-house training on our anti-corruption policy for the Company's managers and all employees in certain key supervisory departments. These interactive training courses, involving real-life situations, have been designed to be adapted to our different operational risks in this field.

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

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

■ **Quality of internal and external processes**

In 2024, GENFIT continued to improve its quality management system, in order to better control the level of risk in its business.

Among the measures taken:

- Multiple updates of the Quality Management System, with the contribution of several working groups, resulting in new operational procedures that are documented, validated and distributed through a dedicated tool guaranteeing a good level of information for each employee regarding the procedures to follow and the best practices to implement within the framework of their specific activity;
- A regular presentation of Quality indicators to all members of the Executive Committee, in order to ensure transparent monitoring of the Company's Quality Performance.

Each new document that comes into effect is sent to the relevant employees, followed by a mandatory approval process. For some critical processes, there is training in addition to the document.

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

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

| | 2024 | 2023 | 2022 |
|--|------|-------|------|
| Number of documents in our system | 955 | 1,077 | 846 |
| Number of documents created or updated | 213 | 417 | 125 |
| Number of quality incidents reported | 67 | 55 | 44 |
| Number of quality incidents resolved | 74 | 41 | 22 |

In 2024, the decrease in the number of documents updated or created compared to 2023 is due to the fact that fewer documents required updating this year. The 2023 campaign to update documents was not renewed.

The increase in the number of quality incidents reported is explained by a heightened awareness among employees of the importance of reporting problems via the Deviations system, as part of our drive for continuous improvement in quality control.

This year, 27 controlled changes were initiated in processes/activities that had already been implemented, enabling impacts to be studied, risks to be analyzed and associated control plans to be drawn up. The increase in the number of controlled changes is due to the following:

- Raising employee awareness of the implementation of the controlled change system and the importance of documenting impacts and action plans
- The number of computerized systems used in routine activities requiring maintenance of the validated state through controlled change

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

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

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

To ensure that employees continue to use the document management system as effectively as possible, four training courses were provided in 2024:

- Veeva training for end users
- Training in good document management practices
- Quality team training: in-depth Veeva training for newcomers, audit management training in the Veeva Quality Management System, QMS records training.
- Training in the creation of records in Veeva for the teams concerned (e.g. clinical documents, CMC)

The quality team also provided training in other internal processes for the employees concerned:

- Data integrity, root cause analysis and problem escalation training

The quality department also supported GxP teams during the various regulatory inspections (EMA, FDA, AIFA, Argentina) as part of the ELATIVE® clinical trial submissions. A significant number of action plans resulting from the inspections have been implemented on schedule. The implementation of these action plans has led to a significant improvement in the Quality level of the company's GxP operations.

■ **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.

An e-learning solution is being studied and will be deployed in 2025 to reinforce efforts to raise awareness of digital risks.

■ **Indicators relating to financial performance**

As part of this extra-financial performance report, GENFIT would like to share key economic data presented in its 2024 Universal Registration Document. The latter is available on our website via [this link](#).

4.4. Our Environmental Commitment

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4.4.1 Our Vision of Environmental Commitment

A Continuous Improvement Approach

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

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

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

In 2024, as in previous years, GENFIT worked along these three axes.

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

A Business that uses Few Natural Resources and Raw Materials

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

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

4.4.2 Our Environmental Policies and Commitment

Water and Energy Suppliers

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

In terms of electricity, GENFIT is supplied by the French supplier EDF, whose production is mainly ensured by nuclear power plants, followed by fossil fuels, hydroelectricity and other renewable energies. EDF states that the supply mix for 2024 will be published in September/October 2025. In 2024, GENFIT also purchased its natural gas from EDF.

Use of Sustainable Materials

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

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

Development or Conservation of Biodiversity

We are well aware of the challenges associated with biodiversity on a global scale. We believe that as a company involved in the human health sector, we have a role to play in conserving biodiversity. It is however important to note that, to date, our biodiversity footprint is relatively small compared to other companies in the pharmaceutical sector. To reinforce our commitment to preserving biodiversity, in 2024 our biodiversity officer carried out a literature review to better understand the complete life cycle of a drug, from laboratory research and development to marketing and disposal. The aim of this study is to identify the stages in the life cycle of a drug candidate where GENFIT could intervene and implement relevant action levers. At the same time, a biodegradability study of VS-01 and NTZ, the most advanced molecules in GENFIT's portfolio of drug candidates, was initiated. To date, encouraging data has been obtained for candidate VS-01, while the other drugs in the portfolio are still under assessment.

We have also set up local actions at our Loos site. For further information, see [Chapter 4.4.3](#).

Responsible Lighting Use

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.

4.4.3 Environmental Initiatives – 2024 Overview

■ Entire building switched to LEDs

The entire building switched to LEDs in 2024, with lighting being replaced in the corridors and administration building.

■ Building energy audit

In 2024, Elcimai Environnement was commissioned by Magellan, the owner of GENFIT's Lille premises, to carry out an energy audit. The aim was to explore ways of reducing the building's energy consumption, and to determine potential renovation and energy management scenarios in light of the latest regulatory changes (Tertiary Sector Decree and BACS Decree). The identified courses of action will be discussed with the landlord in 2025.

■ Additional electric charging stations

In 2024, in line with the drive to reduce our carbon footprint, we made the decision to add four more electric charging stations to the parking lot to increase charging points. The stations were installed in March 2025.

■ Cyber Clean Up Challenge

In 2024, GENFIT launched the "Cyber Clean Up Challenge" to reduce its digital footprint by mobilizing teams to sort out and delete obsolete data. This initiative, led by the IT department, was part of the continuous optimization of the company's digital practices. The goal of deleting 300 to 350 GB of data was achieved by cleaning up folders that had been inactive for more than two years on Workspaces, eliminating more than 300 GB of data.

■ Recycling computer equipment

Part of the PC fleet has been upgraded: in 2024, thanks to the services of BNP Paribas 3 Step IT, GENFIT renewed a total of 149 desktops, 33 laptops and 17 telephones. This saved an emission of 42 tonnes of CO2 by allowing the reuse of IT equipment and extend its lifespan. The material is then resold to secondary users, thus reducing waste.

■ Recycling obsolete or faulty laboratory equipment

In 2024 we replaced our old laboratory equipment with a newer version. Recycling company Covanord recycled 2 tonnes of equipment in 2024.

4.4.4 Environmental Key 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

4.4.5 Evolution of Environmental Performance Indicators

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 2024, no refrigerant leaks were recorded.

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

| GHG Emissions (in tons) | 2024 | 2023 | 2022 |
|---|------------|------------|------------|
| direct: mainly from natural gas | 586 | 663 | 700 |
| indirect: coming exclusively from electricity | 41 | 92 | 101 |
| TOTAL | 627 | 756 | 801 |

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

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

The following tables compare CO2 emissions data in tons from 2022 to 2024 generated using our previous methodology (including only scopes 1 and 2), and the data generated with the new ADEME methodology and CarbonEM tool (including scopes 1, 2 and 3).

Previous CO2 emissions calculation method

| GHG Protocol (scopes 1 & 2) | 2024 | 2023 | 2022 |
|-----------------------------|-----------|-----------|-----------|
| | 752kg CO2 | 726kg CO2 | 801kg CO2 |

New method for calculating CO2 emissions (with CarbonEm tool)

| GHG Protocol (Scopes 1, 2 & 3) with the emission factors of the ADEME | 2024 | 2023 | 2022 |
|---|-----------|-----------|-----------|
| Scopes 1&2 | 584t CO2e | 584t CO2e | 591t CO2e |
| Scope 3 | 879t CO2e | 804t CO2e | 776t CO2e |

The carbon footprint of business travel* is detailed below:

| Travel-related carbon footprint | 2024 | 2023 | 2022 |
|---|---------|--------|--------|
| Number of kg eq. Number of kg CO2-eq – air transport | 119,400 | 65,700 | 55,090 |
| Number of kg eq. Number of kg CO2-eq – rail transport | 1,160 | 1,660 | 2,711 |
| TOTAL | 120,560 | 67,360 | 57,801 |

Source : Statement from Travelil and Cap 5 travel agencies.

*Tickets booked directly by collaborators are not included

Management and employee travel data

In 2024, the number of business trips increased, particularly air travel. This increase was mainly due to several factors:

- Location of certain events (participation in scientific congresses): ten people took part in the AASLD, held in San Diego in 2024, and 15 participants took part in the EASL congress in Italy, compared with 7 in 2023.
- Visits to our Swiss subsidiary (Versantis): These trips remain essential to support the advancement of our clinical programs, with 12 trips made in 2024 compared with 3 in 2023.
- Collaboration with EF CLIF : As part of this program, 12 employees visited sites in Spain in 2024, compared with none in 2023.

This reflects our commitment to strengthening our scientific and regulatory activities while maintaining close collaboration with our colleagues in Switzerland.

Commuting accounts for 78% of traffic, spread over 20 commuters, up 17% on 2023. In addition, an increase in the purchase of SNCF tickets was observed on behalf of Human Resources, notably for candidate travel.

■ Energy consumption evolution

To minimize energy consumption, heating is controlled by set points based on activity zones and working hours, with automatic shut-off programmed when set points are reached. The aim of this control system is to reduce our energy impact.

Since 2020, GENFIT has been improving its energy efficiency, notably by installing new chillers and boilers to optimize and better control energy consumption.

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

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

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

| | 2024 | | 2023 | | Évolution 2023 → 2024 |
|-------------------------------|-------|--------|-------|--------|-----------------------|
| Gas consumption (MWh) | 2,733 | 239 K€ | 2,627 | 389 K€ | +4% |
| Electricity consumption (MWh) | 1,303 | 170 K€ | 1,295 | 238 K€ | +0,6% |

The reduction in gas consumption between 2023 and 2024 is estimated at -4% and in electricity at -0,6%.

These changes can be explained by the growth in the number of staff operating on the premises, and the reopening of premises to accommodate them.

■ Water consumption evolution

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

| Water | 2024 | 2023 | 2022 |
|--------------------------------|-------------|-------------|-------------|
| Quantity (in m3) | 1,070 | 960 | 1,009 |
| Cost (in euros – gross amount) | 4 719,00 € | €3,885.25 | 3 756,22 € |

Water consumption increased by 11% between 2023 and 2024. 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 Iqirvo®, developed in-house by GENFIT up to and including Phase 3, is now marketed 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

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

Waste Management Indicators

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

In 2024, 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:

| | 2024 | | 2023 | | 2022 | |
|--|--------------|-----------------|--------------|-----------------|--------------|-----------------|
| | DASRI | Solvents | DASRI | Solvents | DASRI | Solvents |
| Quantity of collected waste (DASRI in kg and solvents in liters) | 4,001 | 900 | 3,720 | 1,820 | 4,409 | 1,740 |
| Processing cost (in euros - gross amount) | €2,163 | €2,607 | €1,915 | €4,884 | €2,271 | €5,095 |

The increase in DASRI in 2024 is explained by the increase in cell biology activity; while the decrease in solvents is due to a reduction in chemical 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 | 2024 | 2023 | 2022 |
|------------------------------|-------------|-------------|-------------|
| Quantity (in kg) | 828 | 434 | 466 |

The data recorded in 2024 have increased significantly following the development of numerous vivo projects.

■ Recycling

| Recyclable waste sorting | 2024 | 2023 | 2022 |
|----------------------------|---------|---------|---------|
| Quantity (in liters) | 432,000 | 432,000 | 432,000 |
| Processing cost (in euros) | 5,540 | 5,524 | 5,348 |

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 2024, 2,622 glass bottles were returned. A saving of 4 tonnes 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, 11 of the company's 14 company vehicles and one utility vehicles are eco-friendly (including seven plug-in hybrids and 3 100% electric vehicles), while four are still internal combustion-powered. The latter will undergo the same replacement policy when current contracts expire.

Since 2022, the head office parking lot has also been equipped with ten charging points for electric vehicles, which employees can use to pay for their electricity directly via the terminal, at no extra cost. In 2024, 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 2024 (estimated data August / Dec 2024).

Waste - Effluent values: actual data from January to July 2024 (estimated data August / Dec 2024).

Energy consumption - water, gas and electricity: actual data from January to December 2024.

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

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

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

CHAPTER

5. Summary and Conclusion

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5.1 2024 Overview

5.1.1 Implementation of the roadmap

In 2024, GENFIT resolutely pursued its commitment to social and environmental responsibility, while strengthening its drive for continuous improvement. The roadmap validated at the beginning of the year by the ESG Committee has been largely implemented in line with objectives, thanks to an approach that remains both ambitious and pragmatic. The progress achieved reflects a collective effort, with every department and every level of the organization actively contributing to the initiatives.

2024 projects include: a significant increase in engagement with and for patients mainly centered around awareness initiatives, an increase in the production of educational content on ACLF involving a wide variety of international experts in this disease area, the completion of an in-depth diagnosis of gender equality in the workplace, and the pursuit of many ongoing initiatives.

At the same time, GENFIT has kept abreast of regulatory developments and prepared an incremental plan for compliance with the CSRD framework for extra-financial reporting, however proposed legislation known as the "Omnibus" package published in early 2025 by the European institutions could render the transition plan obsolete. This change does not call into question our determination to move closer to European standards, as part of a voluntary approach tailored to our corporate profile.

5.1.2 External recognition

Our commitment to concrete action and transparency has been recognized on multiple occasions. GENFIT has maintained its Ethifinance gold medal in 2024, and even increased its score from 74 to 82 (ranking : 5th company in the sector out of 2220). We also kept our ISS "Prime status" label obtained in 2022. GENFIT's work was also recognized by Homa Capital, which selected the initiative conducted with *Predilife* in its "Best ideas 2024" category. Finally, given the maturity of its CSR approach and actions, GENFIT has been asked on several occasions to share its experience, or to co-chair third-party initiatives on the theme of sustainability.



5.1.3 A proportionate investment that benefits the company and its ecosystem

In 2024, GENFIT ear-marked a significant budget (around €500k) for CSR initiatives, with funding spread over several departments, reflecting the cross-functional nature of the subject and the collective involvement of our teams. It's an effort commensurate with our capabilities and ambitions in this area. This financial commitment testifies the company's determination to place social and environmental responsibility at the heart of its sustainable development strategy.

Over and above the monetary investment, a human effort was also mobilized, actively involving several key departments such as Human Resources on the social side, Clinical teams, Research and Communication on the societal side, Legal and IT on the governance side, and support teams on the environmental side. These teams have contributed to the design, implementation and monitoring of the various actions undertaken, ensuring a cross-functional, structured approach.

The company considers that these investments generate a tangible return on investment, particularly in terms of strengthening internal cohesion, enhancing the company's reputation and improving control over operational and non-financial risks. The approach has also strengthened dialogue with stakeholders, creating positive synergies and maintaining a good level of understanding of expectations. By contributing to the creation of shared value, GENFIT strengthens its relationships with its partners and ecosystem. Far from being perceived as a constraint, this commitment is seen as a strategic lever for differentiation and sustainability. The company intends to continue along this path, refining its actions and stepping up its efforts to maximize the positive impact of its CSR policy.

5.1.4 A sustainable value chain

- **Ipsen: an exemplary CSR contribution in 2024**

With CSR issues spanning the entire value chain, GENFIT is closely monitoring the progress made in this area by Ipsen, its main partner in the pharmaceutical industry, which has been marketing Iqirvo® (elafibranor) since 2024. On February 13, 2025, Ipsen published the following as part of its 2024 results⁶:

- In 2024, Ipsen made major progress in implementing its sustainable development strategy. The company has continued to integrate sustainable development into all its activities. From reducing its environmental footprint to improving access for patients, and developing a strong corporate culture, the Group has continued to create value for patients, employees, stakeholders and the planet.
- Sustainable development efforts have been recognized in a number of environmental initiatives. The company has reduced its Scope 1 and 2 emissions by 45% and its Scope 3 emissions by 25%, as part of its targets for 2030 (compared with the 2019 baseline).
- Significant efforts have been made to involve suppliers and stakeholders in Ipsen's sustainable development roadmap, including the very first "Sustainable Development Day for Ipsen Suppliers". Following an in-depth transformation, 99.8% of the Ipsen group's electricity now comes from renewable sources. Thanks to the "Fleet for Future" project, the company continues to drive forward sustainable transport, with its total fleet made up of 43% electric vehicles by 2024.
- Ipsen remains committed to gender balance in management, with 55% of the Global Leadership Team (GLT) made up of women.

■ Examples of patient initiatives

Iqirvo® : patient access⁷

Iqirvo®, developed by GENFIT and marketed by Ipsen, benefits from the Ipsen Cares® program, a support program for coverage, access, reimbursement and education. The program is set up by Ipsen in the United States to help patients, healthcare professionals and caregivers gain access to essential medicines for the treatment of various pathologies. This program offers a range of services, including benefit verification to determine patients' medical or pharmaceutical coverage, assistance programs for uninsured patients, including the provision of free medication, billing and coding assistance, and coordination with specialty pharmacies (<https://www.ipsecares.com/iqirvo-patient-support>).

Ipsen commits to enable early access to its medicines to provide patients with access to medicines not yet approved by local health authorities, when these patients suffer from serious or life-threatening illnesses, when no satisfactory therapeutic alternative is available and when they cannot participate in ongoing clinical trials.

Ipsen Patient Day⁸

Each year, the Ipsen Patient Day initiative invites employees to devote half a day or a full day to solidarity actions, with players working in the fields of the environment, health, disability, but also with people made vulnerable by life. In 2024, 500 employees dedicated a week to sharing and commitment, with some 30 workshops, including Christmas kits for isolated families, toy boxes and frescoes for hospitals and patient associations, mentoring for associations and coaching for professional reintegration.

Patient Centricity Week⁹

Ipsen has set up a patient-centered week: an opportunity for all Ipsen employees to learn how to be more patient-centered and have a positive impact through partnerships, projects or working methods. During the week, employees had the chance to hear from three patient organizations in virtual roundtable discussions.

5.2 Roadmap 2025 (indicative)

2025 will be a continuation of 2024, and of what has been done for many years. We'll be capitalizing on the experience we've gained and building on the feedback we've received to consolidate our commitment.

5.2.1 Initiatives planned

■ Societal

⁶ Source : https://www.ipsecares.com/websites/ipsecares_com_v2/wp-content/uploads/2025/02/13084030/FY-2024-Presentation-Deck-vF-12022025.pdf

⁷ Source: <https://www.ipsecares.com/>

⁸ Source: https://www.linkedin.com/posts/ipsecares_ipsecarespatientday-solidarity%C3%A9-inclusion-activity-7270011884936843266-ynui/?originalSubdomain=fr

⁹ Source: <https://www.ipsecares.com/patients/uniting-for-patients-ipsecares-first-patient-centricity-week-care-2-know-more/>

We intend to build on the momentum generated by the first two sessions of our ACLF Patient Advocacy Council, with the aim of strengthening dialogue and collectively defining new priorities for action and collaboration. The creation of educational content will be enriched by recent advances in the understanding of ACLF and by mobilizing all stakeholders in the ecosystem. Our ambition is to gain recognition for ACLF as a major public health issue and for the syndrome to be better understood, because awareness within the scientific and medical community remains an essential lever for improving patient care. On a local level, GENFIT will once again support the endowment fund of the Lille University Hospital and, in particular, its initiative to benefit the "adolescents and young adults" day hospital (AJA). At the same time, GENFIT will continue to put its expertise at the service of high value-added external initiatives, such as France Biotech's Societal Pact and the CHUxHealthTech Days, two industry-wide initiatives that promote synergies between players to achieve a concrete impact on the subject of sustainability.

■ Social

Buoyed by the Human Resources department's ongoing reflection and fueled by regular dialogue with the Works Council, GENFIT will continue to take actions that benefit its employees. The subject of equality between men and women will remain central, and the work begun in 2024 will continue to maintain the company's good performance in this area. Once again this year, new measures to enhance purchasing power will be studied and implemented (sustainable mobility package, extension and simplification of the "leisure" offer, increase in the face value of meal vouchers, transport costs, etc.). Other measures aimed at facilitating work-life balance will be explored, such as simplifying the procedure in the event of a sick child. In terms of disability and diversity, awareness-raising and/or training initiatives will be continued in order to maintain our employees' high level of commitment in this area. For the comfort of its employees, GENFIT will launch a pilot project in collaboration with a local company based in Hauts-de-France, to install an air purifier in the cafeteria. This initiative aims to improve indoor air quality thanks to an innovative technology using microalgae to filter pollutants. If the project proves successful and contributes to cleaner air, GENFIT will consider extending the installation of these purifiers to other spaces.

■ Governance

Against a backdrop of ever-increasing use of social networking sites by employees, exposing both the company and its employees to increased risks, GENFIT has decided to further detail its policy and publish new guidelines to help its employees make responsible and secure use of these channels of expression. The subjects of ethics, cyber risk management, and the integration of new practices in artificial intelligence will be part of the reflections, and the subject of specific initiatives. In terms of reporting and regulatory obligations, GENFIT will monitor developments to ensure full compliance with the requirements of international bodies.

■ Environmental

Following on from the general audit carried out in 2024, a feasibility audit for the deployment of a Building Automation System (BAS) should be undertaken, as part of a home automation strategy aimed at optimizing energy performance and technical infrastructure management. In 2025, GENFIT will also begin work on a bicycle garage to encourage more employees to use sustainable transport. The bicycle garage will have 19 spaces, including four for electric bikes. The garage and charging points will be powered by solar panels. Lastly, some of the above-mentioned social initiatives include a significant environmental dimension, such as the sustainable mobility package or initiatives to improve indoor air quality.

5.2.2 Reporting

Following the proposed Omnibus legislation in early 2025 by the EU institutions, GENFIT has reassessed its transition strategy in terms of extra-financial reporting. The initial three-year transition plan, which aimed for gradual compliance with strict ESRS standards by 2027, has been put on hold due to changes in applicability thresholds.

Nevertheless, the Omnibus proposal does not call into question GENFIT's objectives and ambition which is to position ourselves as a recognized and well-rated CSR player in the biotech sector. Our founding principles and high ethical standards are here to stay. CSR continues to be seen as an essential strategic lever, both for the management of our human capital, in terms of attracting and retaining talent, and for the company's overall performance. We continue to be committed to transparent communication for our internal and external stakeholders.

In 2025, GENFIT will study the most appropriate ways of ensuring that its reporting is in line with best practices emanating from the future regulatory framework, while avoiding excessive administrative burdens that could divert our resources from CSR actions with real impact. Among the avenues being considered is the use of the proportionate and voluntary standard proposed by the European Commission for companies not subject to sustainability reporting obligations (VSME¹⁰).

We will closely monitor emerging best practices in extra-financial reporting, drawing on the first publications audited to ESRS standards, in order to adapt, if necessary and on a voluntary basis, the structure of our own report and its correspondence grid.

5.3. Conclusion

Since 2021, GENFIT has structured its CSR approach with a clear commitment to transparency and efficiency. Year after year, we have increased our commitments, involving stakeholders to a greater extent, and gradually aligning ourselves with major standards and benchmarks. Thanks to concrete initiatives and tangible results, 2024 has confirmed the strength of this commitment. In 2025, GENFIT will build on this momentum, focusing on sustainable value creation and proactive risk management

¹⁰ [Voluntary Sustainability Reporting Standard for non-listed SMEs \(VSME\)](#)

CHAPTER

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6.1 2024 Initiatives – References and materiality grid

| Aspect | 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 HC-DY-250a | | | ☑ |
| Partnership with the European academic consortium EF-CLIF to accelerate research | | 3 17 | 6.7.9 | | | | ☑ |
| Production of educational content on ACLF | | 3 17 | 6.7.9 | | | N/A* | ☑ |
| Continued commitment to the Captech Healthcare Innovation Fund | | 9 17 | 6.8.5 6.8.6 | HC-BP-330a | 413 | | ☑ |
| Involvement in steering France Biotech's Societal Pact | | 9 17 | 6.8.6 6.8.8 | | 2-28 413 | | ☑ |
| Supporting victims of violence through the Lille University Hospital endowment fund | | 1 4 8 10 17 | 6.3.9 | | 2-28 413 | N/A* | ☑ |
| Industrial Chair project supported by Métropole Européenne de Lille and the University of Lille | | 10 | | | 404 405 406 | N/A* | ☑ |
| Gender diversity in the industry | | | | | | | ☑ |
| Internal conference on disability | | | | | | | ☑ |
| Solidarity commitments: integration, the fight against poverty, and other societal issues | | | | | | | ☑ |
| <i>* Societal not being part of VSME , we have indicated "N/A" for societal initiatives</i> | | | | | | | |
| <i>Social</i> | <i>ODD</i> | <i>ISO 26000</i> | <i>SASB</i> | <i>GRI Index</i> | <i>ESRS (VSME)</i> | <i>>1 GFT criteria</i> | |
| Extending the Health Check-Up Campaign | 3 10 | 6.4.6 6.8.8 | HC-BP-330a | 403 405 | B9 | ☑ | |
| Providing support services for employees with caregiving responsibilities in France (MyPrevention) | 3 10 | 6.4.6 6.8.8 | HC-BP-330a | 403 405 | B9 | ☑ | |
| Gender equality: diagnosis and an agreement scheduled for 2025 | 4 5 8 10 | 6.4.7 | | | | ☑ | |
| Annual survey of our employees | 8 | 6.4.5 | HC-BP-330a | 2-30 | B10 | ☑ | |
| Teambuilding Activities | 3 | 6.4.7 | HC-BP-330a | 403 | | ☑ | |
| Diversity Fresque Pilot Event | 4 5 8 10 | 6.4.7 | | 404 405 | | ☑ | |
| Improving Workspaces and Work Environment | 3 8 | 6.4.7 | HC-BP-330a | | | ☑ | |
| Experience and Knowledge Sharing Sessions | 8 | 6.4.5 | | | | | |
| Ongoing collaboration with Cap Emploi on job retention for people with disabilities | 8 10 | 6.3.7 6.4.7 | HC-BP-330a | 403 404 405 406 | | ☑ | |
| Hosting Interns | 4 8 10 | 6.4.7 | | | | ☑ | |
| Participation in Continuous Training Events and Internal and External Information Sessions | 4 8 10 | 6.4.7 | | | | ☑ | |
| Other Initiatives | 5 8 10 | 6.3.7 6.4.7 | | 405 | B8 | ☑ | |
| <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> | |
| Development of a transition and compliance plan for CSRD and ESRS standards | | 6.2.3 | | 2-22 | B2 | ☑ | |
| Implementing a policy of engagement with patients and patient associations | 11 | 6.7.9 | | | B2 | ☑ | |
| Training for members of the Board of Directors and the Chair of the ESG Committee | 4 | 6.4.7 | | 404 | B10 | ☑ | |
| Update and Improvement of our Risk Management System and Review of Our Main Mitigation Measures | 8 | 6.2.3 | | 403 | | ☑ | |
| Strengthening of Our Disseminating a Culture of Ethical Compliance | 16 | 6.6.3 | HC-BP-510a | 205 | B2 B11 | ☑ | |
| <i>Environment</i> | <i>ODD</i> | <i>ISO 26000</i> | <i>SASB</i> | <i>GRI Index</i> | <i>ESRS (VSME)</i> | <i>>1 GFT criteria</i> | |
| Entire building switched to LEDs | 7 12 13 | 6.5.4 | HC-DY-130a | 302 | B3 | ☑ | |
| Building energy audit | 11 12 13 | 6.5.4 6.5.5 | HC-DY-130a | 302 | B3 | ☑ | |
| Additional electric charging stations | 7 12 13 | 6.5.5 | HC-DY-130a | 302 | B3 | ☑ | |
| Cyber Clean Up Challenge | 12 13 | 6.5.3 | HC-DY-130a | 302 | B7 | ☑ | |
| Recycling computer equipment | 12 13 | 6.5.3 | HC-DY-130a | 302 | B7 | ☑ | |
| Recycling obsolete or faulty laboratory | | | | | | | |

6.2 2024 Key Performance Indicators – References and Materiality Grid

| Aspect | References and materiality | | | | |
|--|----------------------------|-------------------|--------------|-------------------|-------------|
| | ODD | ISO 26000 | 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 | | |
| Number of FDA sponsored inspections related to the management of clinical trials and pharmacovigilance | 3 | 6 7 | HC-BP-210a.2 | | |
| Monetary losses as a result of legal proceedings related to clinical trials in developing countries | 3 | 6 7 | HC-BP-210a.3 | | |
| Description and number of events co-organized with patient associations | 3 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 civic initiatives GENFIT is directly or indirectly involved in | 17 | 7 | | 2-6 2-28 2-29 | |
| Participation in healthcare-related think tanks | 8 | 7 | | 413 | |
| Information made available to patients by the company | 17 | 1 6 | | 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 VSME , we have indicated "N/A" for societal initiatives | | | | | |
| 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, Telecommuting) | 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 | | |

| <i>Governance</i> | <i>ODD</i> | <i>ISO 26000</i> | <i>SASB</i> | <i>GRI Index</i> | <i>ESRS (VSME)</i> |
|---|---------------------|------------------|--------------|-------------------|--------------------|
| National and international voluntary commitments | 17 | 5 6 | | 2-24 | |
| Data relating to internal stakeholder engagement | 11 | 1 5 | | | |
| Employees that have taken part in CSR trainings and awareness campaigns | 4 8 9 10 11 | 1 | HC-BP-330a.1 | 404 | B10 |
| Self-assessment questionnaires | 11 | 1 | | | |
| 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 |
| 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 |

6.3 2025 Initiatives – References and Materiality Grid

| Aspect | References and materiality | | | | | |
|--|----------------------------|-----------|------------------------------|-------------------------|-------------|-------------------------------------|
| | ODD | ISO 26000 | SASB | GRI Index | ESRS (VSME) | >1 GFT criteria |
| Societal | | | | | | |
| ACLF Patient Advocacy Council | 3 4 17 | 1 6 7 | HC-BP-240a HC-DY-250 ? | 2-6 2-29 2-28 | N/A* | <input checked="" type="checkbox"/> |
| Creation of educational content | 3 4 8 17 | 1 6 7 | | 2-6 2-29 | | <input checked="" type="checkbox"/> |
| Endowment fund Lille University Hospital | 3 4 9 17 | 1 6 7 | | 2-6 2-29 2-28 413 | | <input checked="" type="checkbox"/> |
| France Biotech Societal Pact | 3 4 9 17 | 1 6 7 | | 2-6 2-29 2-28 413 | | |
| CHU Healthtech Days | 3 4 9 17 | 1 6 7 | | 2-6 2-29 2-28 413 | | |
| Social | | | | | | |
| Gender parity | 3 | 3 | HC-BP-330a | 403 | B9 | <input checked="" type="checkbox"/> |
| Measures to enhance purchasing power | 5 8 10 | 3 7 | HC-BP-330a | 305 405 | | <input checked="" type="checkbox"/> |
| Facilitating work-life balance | 3 5 8 10 | 3 7 | HC-BP-330a | 2-30 | | <input checked="" type="checkbox"/> |
| Disability awareness raising | 3 10 | | HC-DY-320a | 403 | B4 | <input checked="" type="checkbox"/> |
| Installation of an air purifier | | | | | | |
| Governance | | | | | | |
| New social media use guidelines | 9 | 1 | | 45710 | B2 | <input checked="" type="checkbox"/> |
| Cyber risk management and new practices in AI | 5 8 10 13 17 | 1 5 | | 2-6 2-29 405 | B8 / C5 | <input checked="" type="checkbox"/> |
| Compliance with European CSR reporting standards | 5 8 10 13 17 | 1 5 | | 2-6 2-29 405 | B8 / C5 | <input checked="" type="checkbox"/> |
| Environment | | | | | | |
| Feasibility audit for a Building Automation System | 11 12 13 17 | 4 | HC-DY-130a | 302 302 | B3 | <input checked="" type="checkbox"/> |
| Conversion of vehicle fleet to 100% electric | 3 8 10 12 13 17 | 4 | HC-DY-130a. HC-DY-320a. | 305 403 | B2 et B4 | <input checked="" type="checkbox"/> |

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

6.4 2022 Initiatives

Societal

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

Continuation and diversification of our exchanges with patient associations

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

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

Redistribution of the apprenticeship tax

Creation of a position of Corporate and Public Affairs Manager

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

Societal initiatives for the benefit of people and entities in need

Social

Annual survey of our employees

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

Publication of a Charter on disability

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

Teambuilding activities

Video clips highlighting our professions and our employees

Various initiatives carried out by our employees

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

6.5 2021 Initiatives

Societal

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

Strengthening dialogue with our stakeholders and enriching our exchanges

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

Employee partnership with Fondation Agir Contre l'Exclusion

Involvement with the Global Liver Institute

Involvement Think-tank Santé in France and Europe

Availability of patient information

Social

Introduction of an annual employee survey

Expanding internal communication channels

Creation of a managerial skills course

Development of the project management system

Finalization of the Employment Safeguard Plan (PSE)

Implementation of an employee training plan

COVID-19 pandemic management

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

Governance

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

Set-up of a team of CSR Leaders

Specific CSR training program with external instructors

Internal CSR awareness campaigns

Update of the Code of Conduct and Ethics and training

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

Development of a responsible purchasing policy

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

Publication of an in-house newsletter detailing our CSR activities

Environment

Set-up of a carbon offsetting scheme for business travel

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

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

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

Participation to Ecological Transition Workshops organized by the Lille European Metropolis

Adaptation of our green spaces to better respect biodiversity

Promotion of "Green Travel" for our Employees

Promotion of an environmental protection approach

Governance

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

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

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

Updated Code of Business Conduct and Ethics

Strengthening information security commitments

Creation of a CSR community on the company intranet

Publish an annual extra-financial performance report

Environment

Reduce waste and use responsible waste management methods

Limiting environmental risk through secure technologies and procedures

Raising awareness of environmental issues among all our employees

Implementation of training courses on chemical and waste management

Replacing CMRs (carcinogens, mutagens and toxicity agents)

Introduction of a Green Travel subsidy

Changing bulbs for LED solutions

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

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