The "Loi pour la Liberté de choisir son avenir professionnel" introduced the concept of a "gender pay equality index" for companies based in France. This index is made up of 4 indicators that make it possible to calculate a "score" between 0 and 100. All companies with 50 or more employees in France must publish this index. The aim is to enable the company to measure its performance in terms of professional equality at any given moment and to compare it from one year to the next, using a fixed calculation method common to all companies.

In France, from 01/01/2025 au 31/12/2025

157 Employees*

95 Women (60 %)   **62 Men** (40 %)

88/100

National average for 2024 secteur « Scientific and technical activities » : **89****

In France, over the previous period, from 01/01/2024 au 31/12/2024

138 Collaborateurs

84 Women (61 %)   **54 Men** (39 %)

92/100

National average for 2023 for the "Scientific and technical activities" sector: **88****.

*Number of people present for at least 6 months during 2025, excluding interns, corporate officers, employees of GENFIT CORP. and Versantis.
** Source: https://egapro.travail.gouv.fr/consulter-index/

| Four Indicators

Pay Gap

Comparison of average pay for men and women, by category (according to the collective bargaining classification) and by age bracket

33/40

Pay Rise Gap

Comparison between the number of women and the number of men who received a pay rise in 2023

35/35

Increased Benefits for Employees Returning from Maternity Leave

Assessment of the percentage of women who received an pay rise

15/15

Number of Women among the 10 Highest Earners

As GENFIT's leadership team is spread over 3 international sites, the most relevant indicator is the global indicator.

France Indicator

5/10

GENFIT SA (Loos/Paris)

Global Indicator

10/10

GENFIT all sites (Loos/Paris/Boston/Zurich), including application of exchange rates and standard of living

TOTAL SCORE GENFIT SA (FRANCE) **88**/100

TOTAL SCORE GLOBAL (ALL SITES) **93**/100