

Professional Equality Index

Established by the Law for the Freedom to Choose One's Professional Future dated September 5, 2018, the Professional Equality Index between women and men aims in particular to eliminate pay gaps between women and men within the Company.

This index, expressed as a score out of 100, is composed of several indicators that assess inequalities between women and men within the companies.

OSE Immunotherapeutics publishes its Professional Equality Index as a company with more than 50 employees.

The indicators for companies with more than 50 employees are as follows:

1. Pay gap between women and men, for comparable positions and age groups. This criterion is not applicable to OSE Immunotherapeutics due to non-representative groups (the minimum of 3 women and 3 men per age bracket and comparable job category was not met).
2. Gap in individual raise rates between women and men. OSE Immunotherapeutics achieved the maximum score of 35 points.
3. Percentage of female employees receiving a raise upon return from maternity leave, provided raises were granted during their absence. This criterion is not calculable for OSE Immunotherapeutics, as no such case occurred.
4. Number of employees of the underrepresented gender among the 10 highest salaries. To obtain the maximum score, at least 4 women must be among the top 10 earners. OSE scored 5 points, with 8 women represented among the top 10 earners.

The index for the year 2023 is not calculable, due to the non-applicability of indicators 1 and 3. **The total score for the calculable indicators is 40 out of 45.**

OSE Immunotherapeutics reaffirms its commitment to diversity and pays particular attention to ensuring gender equality in the workplace