

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 – The pay gap between women and men, at comparable position and age. Ose Immunotherapeutics obtains a score of 37/40 points, with a gap favourable to women.
- 2 – The gap in individual salary increase rates between women and men. OSE Immunotherapeutics obtains the maximum score of 35/35.
- 3 – Percentage of female employees receiving a salary increase upon returning from maternity leave, provided that increases were granted during their absence. OSE Immunotherapeutics obtains the maximum score of 15/15.
- 4 – The number of women and men among the ten highest salaries in the company: OSE Immunotherapeutics obtains 5/10, due to a higher representation of women (7) among the highest earners.

The index for the year 2025 is 92/100

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