



Humanizing Genomics
macrogen
EUROPE

Biennial Report 2022-2023

Personnel and Gender Distribution

Introduction

This report provides a comprehensive overview of the personnel situation for the biennium 2022/23, with a particular focus on gender-based analysis. It examines the distribution and dynamics of male and female personnel across all professions within the organization. By analyzing various aspects of the workforce, this report aims to present a clear picture of the current state of gender equality within the company. The data presented includes the following key areas:

- Recruitment Status;
- Training Opportunities;
- Professional Development;
- Position Levels;
- Mobility Trends;
- Interventions by the Wage Guarantee Fund;
- Dismissals, Early Retirements, Retirements; and
- Actual Remuneration Paid.

Purpose

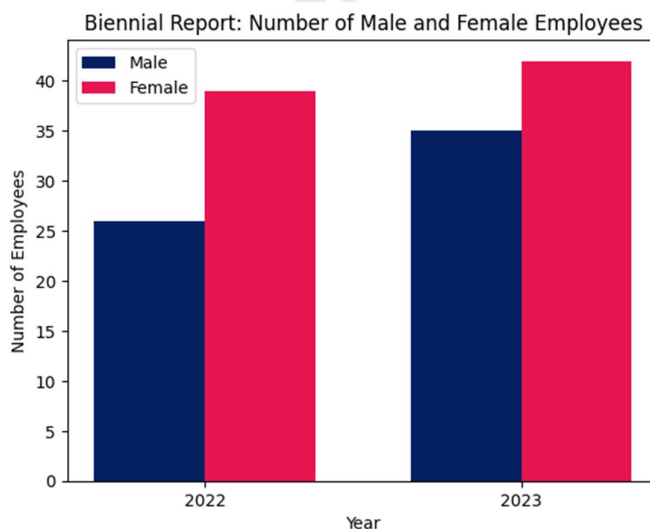
The purpose of this report is to promote transparency and provide a reliable foundation for informed decision-making within the organization. By presenting a detailed analysis of personnel data, this report aims to shed light on key aspects of workplace dynamics, particularly those related to equality and gender balance.

This report seeks to highlight any disparities or trends in recruitment, training opportunities, professional advancement, and compensation, enabling stakeholders to address potential inequalities effectively. By identifying areas where gender imbalances exist, the organization can implement targeted interventions to promote a more equitable workplace.

Furthermore, this report serves as a critical resource for fostering a fair and inclusive workplace environment. It ensures that policies and practices are aligned with the principles of equity and equal opportunity for all employees. By providing a thorough analysis of the current state of gender equality within the organization, this report aims to support ongoing efforts to create a workplace where all employees, regardless of gender, have the opportunity to thrive and succeed.

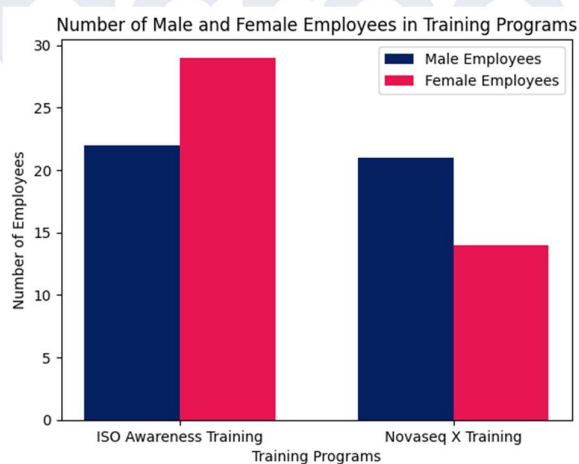
Personnel Analysis

I. Recruitment Status



In 2022, the company had 65 employees, with women making up 60% (39 women, 26 men). By 2023, the total number of employees increased to 77, with women representing 55% (42 women, 35 men).

II. Training Opportunities



*No 2022 Training Record

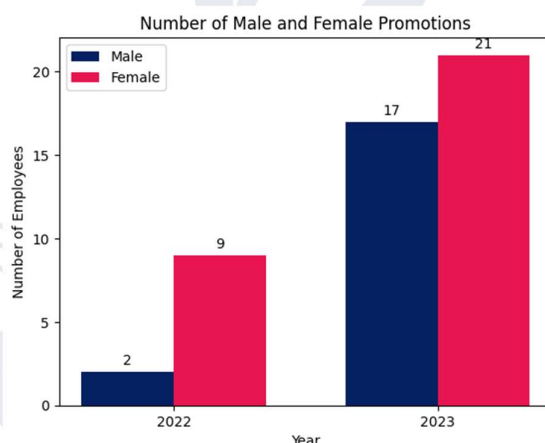
From 2022 to 2023, our organization prioritized professional development to support gender equality and empower all employees to reach their full potential. MacroGen

Europe B.V. has implemented a range of training programs and workshops designed to enhance the professional skills of our employees.

Looking ahead, we plan to expand our professional development offerings by introducing advanced leadership training and creating more opportunities for cross-functional mentorship. We are also exploring partnerships with external organizations to bring in diverse perspectives and best practices.

III. Professional Promotion

We have implemented transparent and equitable promotion criteria to ensure all employees have equal opportunities for career advancement. These criteria include performance evaluations, leadership potential, and contributions to team success.

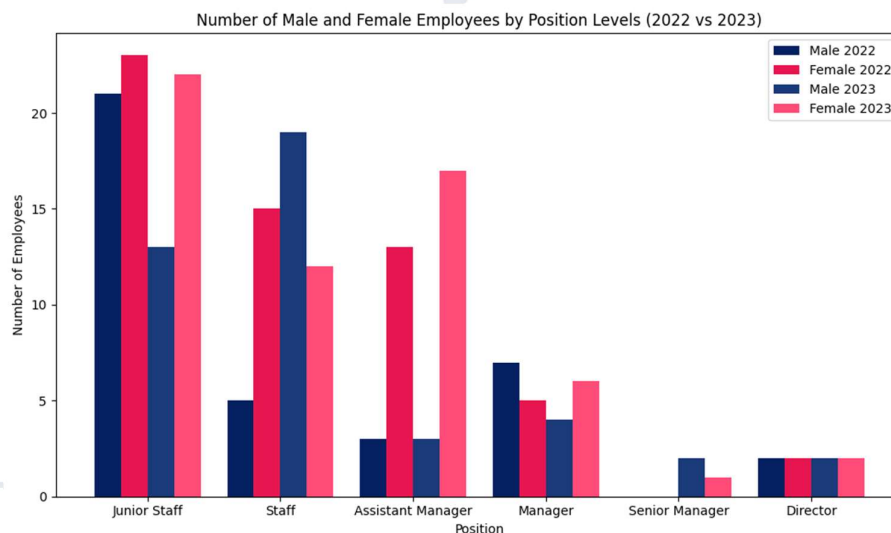


In 2022, there were a total of 11 promotions, with 2 male and 9 female employees being promoted. By 2023, the number of promotions significantly increased to 38, with 17 male and 21 female employees receiving promotions. This data highlights the organization's ongoing efforts to support career advancement and gender equality, showing a notable increase in the number of promotions for both men and women over the two years.

IV. Position Levels

In 2022, the number of male and female employees varied across different position levels. There were 21 male and 23 female junior staff members. On staff level, there were 5 males and 15 females. For assistant managers, there were 3 males and 13 females. The manager level had 7 males and 5 females. There were no senior managers in 2022, but the company had 4 directors, 2 males and 2 females.

In 2023, the distribution changed. The number of junior staff included 13 males and 22 females. Among the staff, there were 19 males and 12 females. The assistant manager level had 3 males and 17 females. At the manager level, there were 4 males and 6 females. There were 2 male and 1 female senior managers. Finally, there were 4 employees on the director level, 2 female and 2 male.



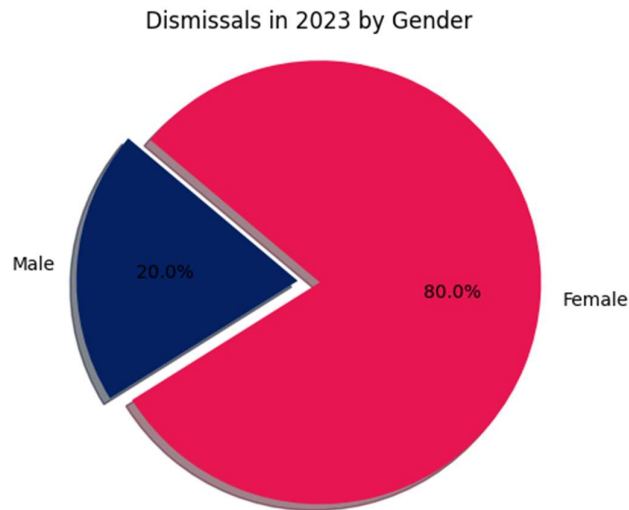
V. Mobility Trends

In 2022, there was a notable instance of employee mobility within MacroGen Europe B.V.. One male employee transitioned from the CES Sales department to the CES Laboratory, reflecting a shift in his role and responsibilities within the organization.

In 2023, another significant movement occurred when one female employee moved from the NGS Laboratory to a Quality Officer position. This change highlights the organization's commitment to providing opportunities for career growth and development across different departments.

These examples of internal mobility demonstrate MacroGen Europe B.V.'s efforts to support employee development and ensure that talent is effectively utilized across various functions within the company.

VI. Dismissals, Early Retirements, Retirements



*No 2022 record

In 2023, there were a total of five dismissals within the organization. Of these, one was a male employee and four were female employees. At MacroGen Europe B.V., we handle dismissals, early retirements, and retirements with utmost care and respect for our employees' rights and well-being.

Dismissals: We ensure that any dismissals are conducted fairly and in accordance with Dutch labor laws. Employees are provided with clear reasons for dismissal and are given the opportunity to respond.

Early Retirements: For employees considering early retirement, we provide comprehensive information on the financial implications and benefits. We work closely with them to ensure a smooth transition, offering financial planning assistance and access to retirement benefits.

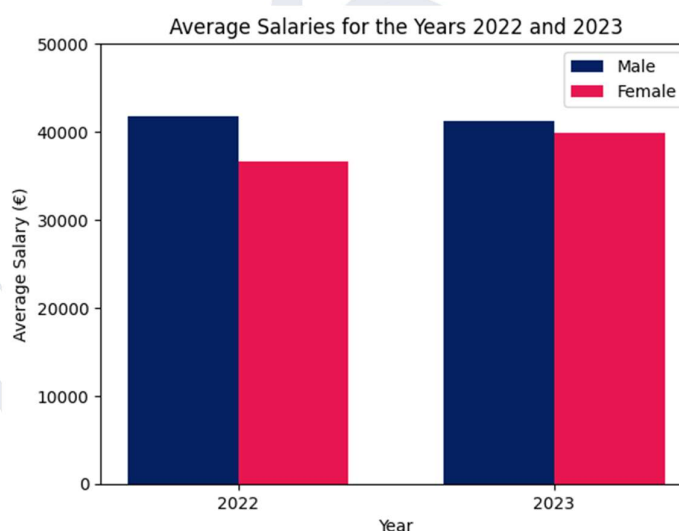
Retirements: When employees reach retirement age, we celebrate their contributions and ensure they receive all entitled benefits. We assist with the necessary paperwork and provide guidance on accessing pension funds and other retirement benefits.

Our goal is to support our employees through these transitions, ensuring they feel respected throughout the process.

VII. Employee Financial Insurance

At MacroGen Europe B.V., we are committed to ensuring the financial well-being and security of our employees. We actively collaborate with the UWV (Dutch Employee Insurance Agency) to ensure that our employees are well-informed about their rights and the support available to them. We also strive to maintain transparent communication and provide necessary assistance to our employees in navigating any financial uncertainties. Our goal is to foster a supportive and secure work environment, where our employees feel valued and protected.

VIII. Actual Remuneration Paid



In 2022, the average salary for male employees was €41,810, while for female employees, it was €36,686. This shows a significant gender pay gap, with male employees earning approximately €5,124 more on average. In 2023, the average salary for male employees slightly decreased to €41,191, whereas the average salary for females increased to €39,834. The gender pay gap narrowed, with male employee earning about €1,357 more on average.

The narrowing of the gender pay gap from 2022 to 2023 is a positive trend, indicating progress towards pay equity. The increase in average salaries for female employees from 2022 to 2023 suggests improvements in either the roles occupied by female employees, their negotiation power, or organizational policies promoting gender pay equity.

Conclusion

The Personnel and Gender Report for 2022-2023 highlights MacroGen Europe B.V.'s commitment to fostering a fair and inclusive workplace. Over the past two years, significant strides have been made in promoting gender equality, as evidenced by narrowing the gender pay gap and the increase in professional development opportunities for all employees. The data shows a positive trend towards gender parity, with notable improvements in recruitment, promotions, and remuneration.

MacroGen Europe B.V. has implemented transparent and equitable promotion criteria, ensuring that all employees have equal opportunities for career advancement. The organization's dedication to professional development is reflected in the range of training programs and workshops designed to enhance employees' skills and leadership potential. Additionally, the company's efforts to support employee mobility and career growth across different departments demonstrate a commitment to utilizing talent effectively.

By complying with Dutch labor law and the careful handling of dismissals, early retirements, and retirements underscore MacroGen Europe B.V.'s focus on employee well-being and financial security. By collaborating with the UWV and maintaining transparent communication, the company ensures that employees are well-informed about their rights and the support available to them.

Looking ahead, MacroGen Europe B.V. remains dedicated to furthering gender equality and creating a supportive work environment where all employees can thrive. Continued efforts to address any remaining disparities and to promote a culture of inclusivity will be essential in achieving these goals. The organization is committed to ongoing improvement and to fostering a workplace where every employee, regardless of gender, has the opportunity to succeed.

Amsterdam, 20 December, 2024

PLACE AND DATE



BONGCHO KIM
CEO, MacroGen Europe B.V.