

Self-Declaration for Salary Distribution and Gender Balance

Macrogen Europe B.V. is dedicated to fostering a workplace that prioritizes inclusivity and values diversity, while respecting and appreciating the unique contributions of all employees. As part of this commitment, the company has conducted analysis of gender distribution and pay equity within the organization. As of August 21, 2024, the average yearly gross salary for male employees stands at €44,057, while for female employees, it is €42,728. Salaries are determined by factors such as role, responsibility, qualifications, and performance, ensuring that personal characteristics unrelated to job performance do not influence compensation.

Beyond establishing fair baseline salaries, Macrogen Europe B.V. integrates a performance-based component into its compensation packages, ensuring that employees are rewarded in line with their contributions to the company's success. This approach fosters a culture of meritocracy and inclusivity, emphasizing achievement and dedication.

Macrogen Europe B.V. is dedicated to promoting gender balance across recruitment, hiring, and promotions, ensuring that men and women are given equal opportunities and are considered for all positions. With a workforce of 75 employees, consisting of 47% female and 53% male, the company has implemented gender-neutral recruitment practices and equal pay structures aimed at eliminating gender-based pay gaps. These measures reflect Macrogen Europe B.V.'s commitment to fostering a fair and inclusive workplace where compensation and opportunities are based on merit and achievement.

The commitment to advancing gender balance remains a central priority for Macrogen Europe B.V., with continued support for initiatives and programs that promote equality and enhance diversity within the workplace.

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PLACE AND DATE



BONGCHO KIM
CEO, Macrogen Europe B.V.