

Building value with purpose: ESG, financial performance and progress



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Environment

Message from our founder & CEO



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At Owkin, we believe that advancing science and upholding responsibility must go hand in hand. This report reflects our deep commitment to building AI-driven healthcare innovation that is ethical, sustainable, and inclusive, while also ensuring the long-term success and financial health of our business. We view responsible innovation not only as a moral imperative but as a foundation for lasting impact and value creation.

Thomas Clozel, MD



Purpose of the report

Sustainability is fundamental to Owkin's mission of advancing healthcare through AI. Owkin recognizes that responsible and profitable innovation must balance scientific advancement with environmental stewardship, ethical AI practices, and social equity.



**Environmental
stewardship**



**Ethical AI
practices**



Social equity



**Financial
health**

Owkin's Sustainability Framework revolves around the three E's: Ethics, Equality and Environment. Breaking them down further we have determined the following issues as the most critical for our business: diversity & inclusion, employee well-being, ethical data, access to data and open science, and carbon footprint reduction. In 2024, we will implement its first Carbon Accounting System as well as complete a double materiality assessment. Throughout the year, we will collaborate with consultants to analyze our results and improve on the identified issues as they pertain to our business. The company's commitment to sustainability ensures that its breakthrough medical research creates lasting positive impact while minimizing environmental impact.



2024 key achievements

- Implemented comprehensive GHG emissions tracking and assessment program
- Achieved 40/60 female/male gender ratio across company, with 7% increase in women representation in research & technical teams
- Established employee-led Green Committee to drive environmental initiatives
- Launched successful Earth Month campaign resulting in 564 trees planted
- Conducted company-wide DEI survey and implemented new inclusion initiatives
- Made significant charitable contributions to healthcare and social causes, including donations to cancer research foundations and community health projects
- All leaders trained in the importance of sustainability and unconscious bias

Gender ratio



Male

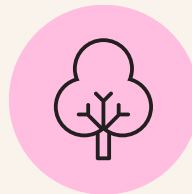
Female

+7%

of women represented in
research & technical teams



Established
Green
Committee



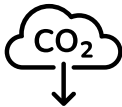
564

trees planted for Earth
Month Campaign

Commitments for the future

- Reduce company carbon footprint to 4ktCO₂e by the end of 2025
- Implement comprehensive supplier evaluation system for environmental impact
- Strengthen DEI initiatives through enhanced leadership commitment, training programs, and transparent evaluation processes
- Improve health insurance benefits and wellness program
- Develop and implement comprehensive CSR strategy aligned with VSME requirements

Goals for 2025



Reduce carbon footprint



**Implement comprehensive
supplier evaluation**



**Improve health
insurance**



Develop CSR strategy

The report demonstrates Owkin's holistic approach to sustainability, balancing environmental responsibility with social equity and ethical business practices while advancing its mission in healthcare innovation.

About Owkin

Owkin is an agentic AI company on a mission to explore complex biology to speed up and scale research for the creation of new treatments and diagnostics for patients. Owkin K, our AI co-pilot combines unparalleled access to multimodal data, cutting-edge AI to understand biology and pioneering agentic AI to achieve Biological Artificial Superintelligence in the future.

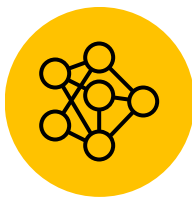
Owkin K is the technology foundation of our ecosystem, it provides cutting-edge co-pilots incorporating high-quality data infrastructure and AI tools to power breakthroughs for researchers, customers and our companies.

Owkin has raised over \$300 million through investments from leading biopharma companies, including Sanofi and BMS, and venture funds like Fidelity, GV and Bpifrance, among others.

What is Owkin's founding story?

Owkin was co-founded by Thomas Clozel, MD, a former assistant professor in clinical hematology, and Gilles Wainrib, PhD, a pioneer in the field of machine learning in biology, in 2016.

Thomas was practicing oncology but had always been passionate about technology and innovation. He completed part of his studies in the US, where he became interested in making better connections between research and medicine. When Thomas discovered the possibilities of artificial intelligence he knew that it could be a transformative tool for doctors and researchers and wanted to dive right in.



About Owkin

What?

Understanding complex biology through agentic AI.

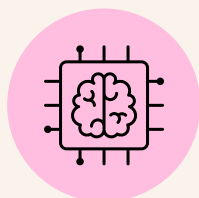


Why?

To speed up and scale research to create new treatments and diagnostics for patients.

How?

By transforming research with agentic reasoning to create Biological Artificial Superintelligence.



Mission

Apply agentic AI's capability to explore biology in ways never before possible

Vision

Develop an Artificial Superintelligence that helps us understand biology in ways humans alone can't, leading to discoveries that transform the world.

Our vision

Chemistry is no longer the biggest challenge in medicine; biology is. Biology remains vastly more complex, dynamic, and poorly understood to the human mind. The key to unlocking it is understanding and reversing biological aging, particularly the rejuvenation of the immune system, which drives most major diseases and influences longevity.

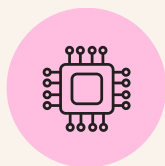
Owkin K is the first universal biology co-pilot powered by a new biology LLM, improved continuously by reinforcement learning and multimodal patient data from top-tier centers worldwide, designed to discover, validate, and deploy rejuvenation-based interventions. It augments biological reasoning and productivity across pharma, CROs, biotechs, VCs, and LLM platforms, aiming to become the industry standard and gain the AI-for-biology monopoly.

K has already enabled the generation of first-in-class rejuvenation therapies and tools to identify patient responders, validating the AI and creating defensible IP. Led by top talent from Google Brain, Novartis, and DeepMind, Owkin combines deep scientific credibility with a scalable SaaS and equity model tied to real-world patient impact. We're not building a tool: we're building the operating system for the future of biology and medicine.

Owkin brings together advanced AI technologies, deep biological expertise, and a strong academic and industry network:



Working with KOLs and research centers to curate, enrich, and generate deep, multimodal data that is AI-ready



Agentic AI and reinforcement learning that connects the dots across cellular, molecular, and tissue scales, to capture the casual links of complex biology



Agentic AI tools for:
AI drug discovery
AI drug development
AI diagnostics

Owkin in numbers



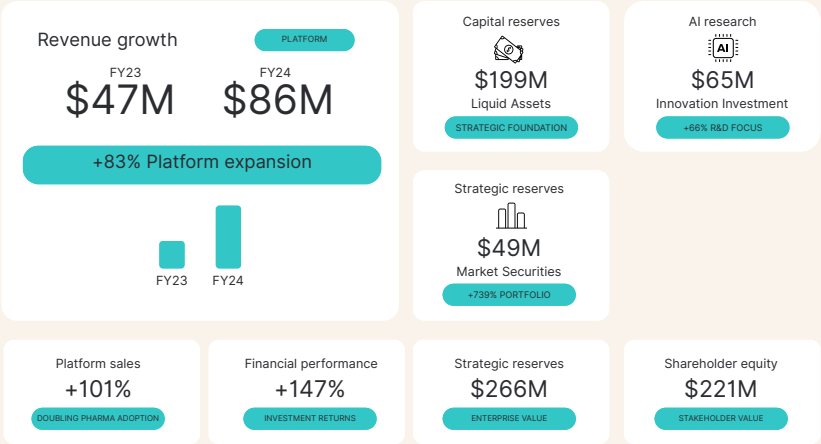
Owkin’s financial health

The financial statements for Owkin demonstrate significantly improved financial health in 2024 compared to 2023.

Some highlights:

- The organization achieved a substantial revenue increase of 83% to \$85.9 million, while simultaneously reducing its net loss from \$31.3 million to \$5.6 million, representing an 82% improvement in profitability.
- The company maintains a strong liquidity position with \$198.9 million in cash and cash equivalents plus marketable securities, providing adequate resources to support operations despite negative operating cash flows of \$88.1 million.
- While the balance sheet shows total assets declining to \$265.8 million from \$327.6 million, the debt-to-equity ratio remains conservative at approximately 20%, indicating a solid capital structure with minimal financial leverage risk.

FY24 performance highlights



Our approach to ESG and 2024 progress towards our goals

Our long-term ESG commitments are centered around three key areas: ethics, equality, and environment. We are proud of the progress we have made in these areas and are committed to further advancing our capabilities in the years to come.

Ethical AI

“

“We are dedicated to upholding the highest standards of AI and business ethics, ensuring that all AI-driven practices are transparent, responsible, and respectful of individual rights, while safeguarding patient privacy and promoting ethical decision-making across our operations”

Each year, we will host AI workshops to enhance our understanding of artificial intelligence and its ethical implications. We also hold training sessions throughout the year with Dr. Jessica Morley, a Postdoctoral Researcher at Yale University's Digital Ethics Center. These initiatives will keep us at the forefront of ethical AI practices and technological advancements.

We uphold the highest standards of patient privacy by aligning our practices with the latest patient privacy and ISO standards. Our Head of Data Access & Data privacy ensures compliance through thorough audits and reporting. By leveraging advanced privacy-enhancing technologies and maintaining transparency, we are able to provide patients with detailed reports on how their data is used in our research. These measures protect sensitive information and demonstrate our commitment to ethical data practices in healthcare.

Our approach to ESG and 2024 progress towards our goals

Environment



“Our commitment to sustainability is reflected in our comprehensive environmental initiatives aimed at reducing our carbon footprint and fostering a culture of environmental responsibility”

Owkin has introduced a carbon accounting tool and gathers data for its' GHG assessment as part of our ESG initiatives. Each year we will update our strategic reduction plan and offer training for senior leaders to strengthen our efforts in minimizing environmental impact.




Equity (us and research)



At Owkin, we are committed to promoting fairness, diversity and inclusion. We believe that it is critical to give equal visibility to people of all races, backgrounds, genders and sexual orientations, by creating a safe, transparent, and open environment. We also promote open science practices that enhance transparency, collaboration, and social equity within the scientific community.”

In 2024, we partnered with an external firm to conduct an anonymous survey, focus group and one-on-one conversation gaining valuable insights into our DEI landscape. We are now implementing initiatives to promote inclusivity for remote workers, raise awareness of neurodiversity, and provide comprehensive DEI training. Our focus includes creating a psychologically safe environment, encouraging allyship, and addressing fairness in promotions and career advancement. Prioritizing communication and transparency, we are working with Owkinautes to achieve our DEI goals for 2025, ensuring all employees feel valued and supported.

Summary of ESG

Pillar	2024 highlights	2025 commitments	2024 key metrics
 <p>Environment</p>	<ul style="list-style-type: none"> • Green Committee Launch • Implemented GHG tracking • Earth Month campaign • Energy-saving initiatives in Paris office 	<ul style="list-style-type: none"> • Implement supplier evaluation for environmental impact • Submit reports to Ecovadis, CDP, SBTi 	<ul style="list-style-type: none"> • GHG emissions: 2.3ktCO₂e • Trees planted: 564
 <p>Equity (us & research)</p>	<ul style="list-style-type: none"> • Achieved 40/60 female/male gender ratio • +7% women in research/tech • Conducted DEI survey • Expanded ERGs • Launch of Mosaic Window & GBM Moonshot (open science) 	<ul style="list-style-type: none"> • Strengthen DEI initiatives & training • Enhance transparency in promotions • Continue ERG events & support • Improve benefit access • Launch K Navigator 	<ul style="list-style-type: none"> • Gender ratio: 40% women • Engagement score: 3.72/5 • Promotion rate (women/men): 19%/15%
 <p>Ethics</p>	<ul style="list-style-type: none"> • AI ethics workshops • Strengthened data privacy (GDPR, ISO 27001) • Regular audits & risk assessments 	<ul style="list-style-type: none"> • Expand ethical AI training • Strengthen supplier code of conduct • Maintain compliance with evolving data privacy laws 	<ul style="list-style-type: none"> • Staff trained in ethics: 95% • Data privacy incidents: 0

Our approach to open science

Open science to improve equity in health research

At Owkin, we believe that open science practices not only foster transparency and collaboration within the scientific community but also promote sustainability and social equity. By openly sharing research findings, data, and methodologies, we contribute to the advancement of knowledge and innovation, ultimately leading to more solutions to global challenges. Supporting open science aligns with our values of collaboration and care, reinforcing our dedication to responsible business practices and positive societal impact.



Open science projects

In our dedication to openness and collaboration, we actively share our findings and methodologies through open science, promoting transparency and advancing research on GBM treatments. To address the challenge of limited access to high-quality datasets, we have launched the MOSAIC-Window Initiative, allowing researchers to apply for access to a pseudonymized dataset via the European Genome-phenome Archive (EGA). This initiative fosters ethical research practices, supports evidence-based research, and opens new opportunities for collaboration and innovation in medical research.

Glioblastoma research project

Glioblastoma (GBM) is a major challenge in medicine due to its complexity and poorly understood nature. Despite efforts, progress has been limited, with over 400 clinical trials failing since 2005.

At Owkin, we recognize the urgency of addressing GBM. Through the utilization of new datasets and AI approaches, we stand on the cusp of significant breakthroughs.

In line with our commitment to openness and collaboration, we believe in sharing our findings and methodologies in open science, fostering transparency and accelerating progress towards effective treatments for GBM.

[Read more](#)



What are the goals of our GBM moonshot project?

Goal 1

Develop a better understanding of long survivors

- To identify those most likely to benefit from treatment / most at risk
- To discover new biology of long survivors

AI capabilities & datasets



Develop histology-based survival predictive models, using Owkin's multiple-instance learning algorithm



Use interpretable AI models to identify associated histological biomarker(s)



Large dataset (> 500 patients) from APHP that includes long survivors, with clinical, H&E, and molecular data

Goal 2

Identify novel therapeutic targets in glioblastoma

- Target identification using novel data modalities (e.g. spatial omics)
- Associate the targets to novel, spatially-defined glioblastoma subtypes

AI capabilities & datasets



Co-optimization and prioritization of targets and subgroups using end-to-end machine learning methods



In-house team of biologists and pharmacologists, and wet lab capabilities to validate ML findings



Multimodal and spatial dataset (100+ patients, 6 modalities) from Owkin's MOSAIC project

Open science projects

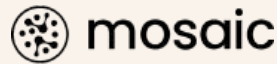
MOSAIC-Window

The challenge

Academic Institutions and pharmaceutical companies have limited access to multimodal, high-quality, comprehensive datasets in the healthcare and research sector.

Impact:

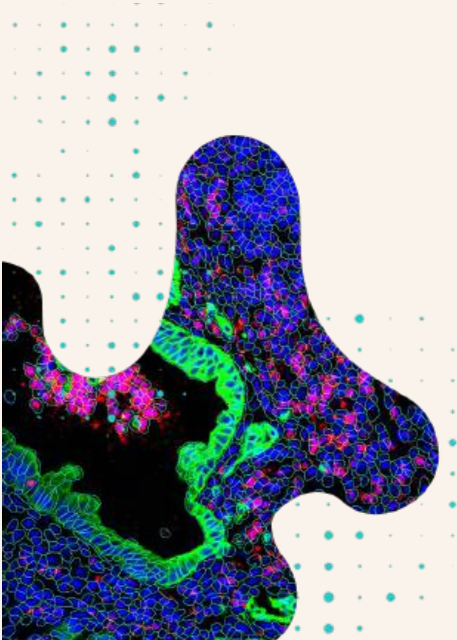
- Hindered advancements in medical research and the development of innovative treatments
- Challenges in obtaining data to drive groundbreaking research
- Missed opportunities for early detection of trends
- Inefficiencies in research methodologies
- Slower progress in understanding and treating diseases



Addressing the challenge

Owkin has created an initiative called "MOSAIC-Window", a pseudonymized sample of our MOSAIC dataset (the world's largest spatial multiomics dataset in oncology).

Researchers in academia and industry can apply for access through the European Genome-phenome Archive (EGA), a public entity providing free services for archiving and sharing genetic, phenotypic, and clinical data generated for healthcare research.



What are the goals of MOSAIC-Window?



Enhanced collaboration:

Improving data accessibility, through pioneering modalities like spatial omics, can foster stronger collaboration between academic institutions, pharmaceutical companies, and independent researchers.

This open-access model breaks down silos, allowing diverse teams to work together on innovative solutions and accelerate the pace of discovery.



Support for evidence-based research:

Access to high-quality, multimodal, pseudonymized data from advanced technologies will support rigorous, evidence-based research.

Researchers can use this data to validate findings, explore new hypotheses, and develop targeted therapies, ultimately leading to better patient outcomes.



Promotion of ethical research practices:

The initiative includes a robust Data Access Agreement that ensures compliance with ethical standards, covering creative common licenses, patient re-identification prohibitions, and mandatory result notifications, ensuring that all research conducted is ethical and transparent.



Creation of new research opportunities:

By allowing researchers to access MOSAIC-Window data, we can generate new leads for business development and data hunting.

This proactive approach will open up new avenues for partnerships and collaborations, further enhancing our research capabilities.

Community engagement

Donations made in 2024

200 euros

Medicines Sans Frontieres

2500 euros

Association Aida

3000 euros

Association Une Nuit pour 2500 voix

500 euros

Childhood Cancer International

200 euros

Enorev

1000 euros

French American Foundation

5000 euros

Fondation Mines Paris

200 euros

Institut Imagine

5000 euros

Tom France

2550 gbp

WONDER Foundation

15000 usd

UCSF Homeless Health Project

Diversity, equity, inclusion, and belonging

Our people and culture

Owkin's people team works around a subject matter expert (SME) system, focusing on topics chosen by employees to build an inclusive and safe work environment.

Diversity SMEs promote fairness and respect, ensuring everyone feels welcomed and valued. They are also responsible for developing awareness and training programs across the business.

2024 DEI actions in 2024

Owkin took meaningful steps to advance Diversity, Equity, and Inclusion (DEI) across the organization.

Partnered with Communicate Inclusively, a consultancy firm dedicated to empowering organizations to achieve transformative DEI success.

Together we:



Diversity, equity, inclusion, and belonging

2025 DEI plan

Building on this foundation, our 2025 plan reflects an even stronger commitment to DEI.

Key initiatives:

Enhanced leadership participation, with ExCom taking an active role in DEI programs and role in our Employees Resources Group (ERG), hosting office hours, and implementing an engagement survey action plan



Expanding DEI training, insuring unconscious bias training for new ExCom and SLT members, as well as those who missed it in 2024, and integrating DEI sessions into our Learning Week for all Owkinautes



Strengthening ERG support and recognition, highlighting ERGs as a benefit in job descriptions, and introducing a Focus Month to celebrate diversity and our unique culture



Additional efforts will include fostering belonging for our Remotinautes, ensuring transparency in DEI measurement and evaluation, conducting a benefit review and gender report, and implementing calibrated and transparent evaluation criteria

Why this matters

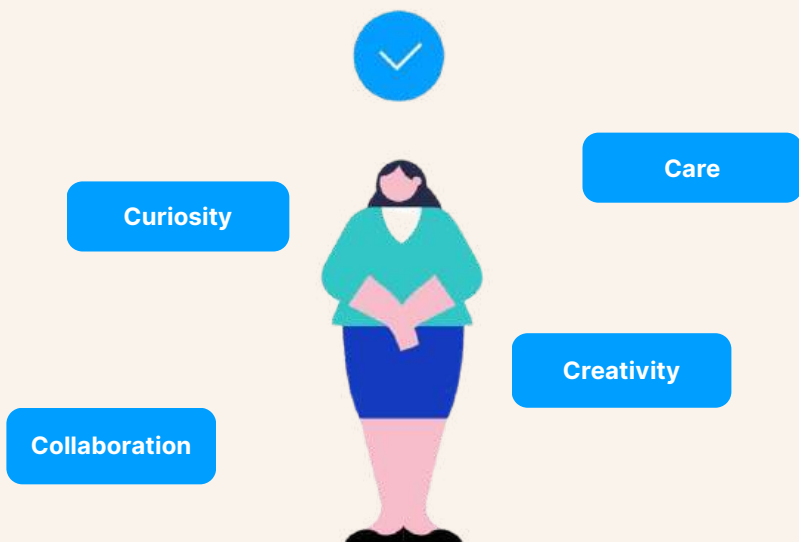
These efforts reaffirm our commitment to creating an inclusive, equitable workplace where everyone feels valued and empowered.

Diversity in recruitment

At Owkin, we are committed to fostering an inclusive and diverse workplace through our onboarding and recruitment practices.

We adhere to equal opportunity principles, ensuring that every candidate is evaluated based on their skills, experience, and potential, regardless of their background.

Our hiring is closely aligned with our core values, seeking individuals who embody:



Our recruitment efforts are international, drawing talent from across the globe to enrich our diverse team.

Recruitment is managed internally, allowing us to maintain a personal touch and ensure alignment with our company's values. We also offer **quarterly interview training workshops for hiring managers, with a strong focus on mitigating unconscious bias**, promoting a fair and equitable recruitment process.

Diversity training

2024 All Senior Leadership Team members at level 2 and above were required to complete unconscious bias training as part of our ongoing commitment to fostering an inclusive workplace.

2025 We are excited to extend this opportunity to all Owkinautes and adding multicultural communication training as part of our Learning week, ensuring that everyone has access to valuable training that promotes fairness and equity in our hiring and workplace practices.



Owkin communities

Owkin fosters a vibrant and inclusive culture through a variety of events and activities that promote team cohesion and employee engagement. Our afterwork events provide regular opportunities for informal socializing and networking, while our all-company and team offsites offer immersive experiences that strengthen team bonds and collaboration.

Our employee-led committees, Culture, Pride, Women in Tech, and Green, play a crucial role in shaping our workplace culture. These committees work closely with the Culture Team to produce a variety of events and initiatives that focus on important social issues and raise awareness among our employees.

Employee-led committees



Culture



Green



Women in
Tech



Pride

Throughout the year, we dedicate specific months to spotlight these issues. During Pride Month, Women's History Month, Mental Health Month, Breast Cancer Awareness Month, and Movember, we host external training sessions and events designed to educate and engage our employees. These activities not only promote understanding and inclusivity but also include fundraising efforts for partner associations, reinforcing our commitment to social responsibility and community support.

By involving employees in the planning and execution of initiatives, we ensure that our workplace culture is vibrant, inclusive, and reflective of our values.

Owkin communities - spotlights



Women in tech

Owkin's Women in Tech Committee plays a pivotal role in advancing gender diversity within our organization. The employee-led committee works closely with senior leadership to develop and implement initiatives aimed at advancing women at Owkin. This collaboration ensures that diversity and inclusion remain at the forefront of our corporate strategy, driving innovation and creating a more equitable workplace.



Women's history month

In 2024, we commemorated Women's History Month with a series of meaningful events:

An educational conference focused on the origins of gender inequality, led by a specialist in gender issues.

A talk featuring an entrepreneur who shared her journey and insights into the FemTech market.

A fundraising auction with proceeds donated to The Wonder Foundation.

These activities fostered dialogue, learning, and community engagement, reinforcing our dedication to diversity and inclusion.

Owkin communities - spotlights

Pride committee

The Pride Group at Owkin is dedicated to fostering an inclusive and supportive environment for LGBTQ+ employees. Through educational workshops and community-building events, it creates a safe space for employees to express themselves authentically. Our Pride Group ensures that diversity and inclusion are embedded in our culture and promotes a workplace where everyone feels valued.



Pride month

The Pride Committee continued to drive impactful initiatives in 2024. They launched an updated LGBTQIA+ booklet and added new parenting books to all offices and the online library. The committee organized online talks on LGBTQIA+ parenting and cultural competence in healthcare, and held a special awareness talk with an academic expert. These efforts further promoted education, inclusion, and community support throughout the organization.

Career development

At Owkin, our core value of Curiosity drives our commitment to fostering growth, learning, and inclusivity.



We recognize that development is not linear and that diverse perspectives strengthen innovation.

Our comprehensive Career Development Framework enables Owkinautes from all backgrounds to advance both horizontally and vertically, ensuring equal access to opportunities for growth.

Career development

Framework and tracks

Our leveling framework is structured around autonomy, impact, responsibility, and technical expertise, spanning 7 levels.



Individual contributor
(IC) track



People manager
track

Owkinautes can choose between the Individual Contributor (IC) track, focusing on technical contributions, or the People Manager track, emphasizing team leadership. Transitions between tracks, internal mobility, and promotions are supported through a structured and fair process.

Growth opportunities

We encourage growth within levels, cross-functional collaboration, and participation in cross-functional projects. Owkinautes can also engage in professional development through our learning policy, preparing them for new challenges and responsibilities.

Career development

Supporting progression

Promotions and internal mobility are guided by rigorous evaluation, ensuring fairness and alignment with company goals. Beyond promotions, Owkinautes can grow through continuous feedback, training, and development opportunities, reinforcing our belief that curiosity fuels innovation and success.

All Owkinautes have access to Owkin Academy, a central resource for training, internal wikis, and guidebooks. We foster learning through Showkins, Hackathons, Lunch & Learns, and an annual company-wide learning week. Employees can also join our peer mentorship program. For managers, our Manager Development Program offers onboarding, support groups, and external leadership training. These initiatives make continuous learning and development a core part of our culture.

2024 career development metrics

Overall promotion rate: 16%

- The gender distribution of promotions is relatively balanced, with women receiving 46% (24) and men 54% (28) of total promotions.
- Women have a slightly higher promotion rate (19%) compared to men (15%), indicating a positive trend in female career advancement.
- The 3–4 percentage point difference in promotion rates suggests the organization is effectively supporting gender diversity in career progression.



Health and wellness

Health and wellness program participation

At Owkin, we believe a healthy team is a strong team.

That's why we offer a variety of wellness initiatives that support both physical and mental well-being.



Fitness challenges

- Regular challenges to keep employees moving
- Promotes friendly competition and team spirit
- Encourages an active lifestyle, together



Annual health screenings

- Offered company-wide to help employees monitor their health
- A proactive approach to early detection and prevention



Global mental health support with Moka.Care

- Confidential support for personal or work-related challenges
- Designed to support emotional and psychological well-being



Ergonomic best practices

- Ergonomics guidance for both remote and in-office workers
- Regular reminders and communication on posture and setup
- Backed by our DUERP, outlining key risk-prevention strategies



The treadmill challenge

- Treadmills installed in our offices to promote daily movement
- Fun, team-driven challenge to make physical activity part of the day



Ongoing engagement

- We continuously seek feedback to shape and grow our programs.
- Our aim: to increase participation and ensure every initiative meets the needs of our teams.



Well-being, everywhere

- Whether in the office or remote, these programs reflect our commitment to a healthy, safe, and supportive work environment for our global workforce.



Supporting parents

- Parental Leave: Primary caregivers get 16 weeks of fully paid time off, while secondary caregivers get 8 weeks; regardless of gender.

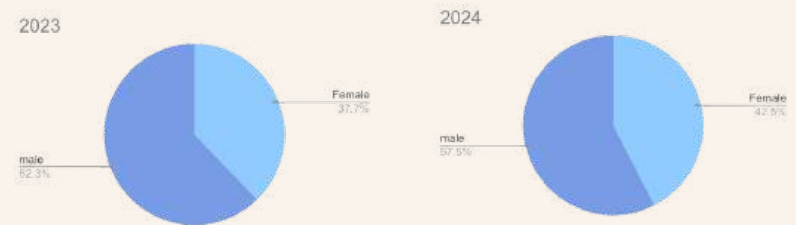
2024 people metrics

General workforce

- 325 permanent Owkinautes
- 87 new joiners
- 58% of hires were women

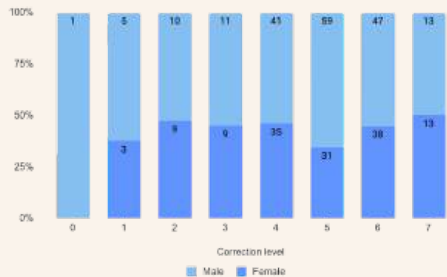
Evolution of gender distribution

The proportion of female employees at Owkin increased from 37.7% in 2023 to 42.5% in 2024, reflecting continued progress toward greater gender balance.



Gender distribution by level (top management 2+)

While male representation remains higher across all management levels, there is a notable presence of women in top management, with sustained efforts to improve gender diversity at senior levels.



Training

- 43 training sessions organized
- 64% of Owkinautes participated in at least 1 training session

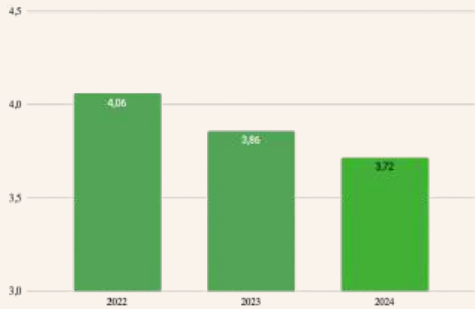
Health & wellness

- 77% of Owkinautes engage in wellness/mental health programs
- 34 employees were on maternity/paternity leave, totalling 2,158 days

Engagement survey

Year-over-year change

In 2024, 65% of Owkinautes rated their engagement highly (4–5 out of 5). While we continue to observe a downward trend in overall engagement, the rate of decrease has slowed compared to previous years, reflecting some stabilization as we grow.



Our workforce grew by 15% over the past year. However, the average engagement score experienced a slight decline of 3.6% year-over-year, which is a smaller decrease compared to 2023.

Strengths in 2024

- Strong mission and team pride.
- Positive work environment with high-quality facilities.
- Improved manager relationships and fair treatment.
- Appreciated well-being initiatives like summer hours and wellness programs.

Opportunities & areas for improvement

- **Leadership transparency & communication:** While employees valued recent improvements in communication, survey results indicate further opportunities to enhance transparency around decision-making, company strategy, and change management.
- **Cross-functional collaboration:** Cross-team projects and collaboration continue to be an area for growth.
- **Career development:** While learning and development opportunities have expanded, employees are looking for more clarity and transparency in career progression and promotion processes.

Action plan for 2025

- Launching "Meet My Team" presentations, streamlining business updates, increasing interactive Q&A sessions, and holding consistent "Town Halls".
- Assigning operations liaisons to each team and enhancing our internal Knowkin platform for timely, transparent updates.
- Increasing cross-team communication, refining and communicating promotion and learning policies, and quarterly learning focuses.

Environmental commitments

At Owkin, our commitment to sustainability is reflected in our comprehensive environmental initiatives aimed at reducing our carbon footprint and fostering a culture of environmental responsibility. We have integrated sustainability goals into our company-wide OKRs. In 2025, we will focusing on optimizing processes and increasing awareness to achieve meaningful reductions in greenhouse gas (GHG) emissions, with longer term goals focusing on a variety of environmental topics.



Commitments

Coming in 2025

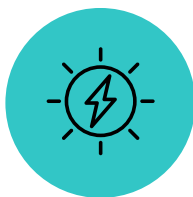
1. We will validate emissions reduction targets with Science Based Targets initiative (SBTi)
2. We are committed to annual Ecovadis ESG assessments and will use the results to benchmark and improve our sustainability practices
3. We are preparing for compliance with the Corporate Sustainability Reporting Directive (CSRD) and the Voluntary Sustainability Management and Evaluation (VSME) frameworks as part of our ongoing commitment to robust ESG reporting

Green committee

All of our sustainability initiatives are overseen and driven by a transversal Green Committee with guidance from ExCom members. Composed of 7 team members from across the business, the team acts as a driving force for all green initiatives and helps liaise between the ExCom and the rest of the company.

2024 initiatives

- Earth Month for all employees
- Implement a carbon accounting tool
- Data Collection for a GHG Assessment and CSRD-related reporting
- Creation of a strategic reduction plan
- Training for senior leaders to better understand Owkin's impact on the environment and how we can change that in the future



GHG assessment at Owkin

Carbon footprint

We have collaborated with an external consultant to conduct a comprehensive review of our carbon footprint. This collaboration aims to develop a company-wide strategy focused on measuring and reducing our emissions in 2025. Through this initiative, we are committed to implementing effective and sustainable practices to meet our environmental goals and contribute positively to global climate efforts.



We have seen large reductions in our CO₂ emissions between the years 2023 and 2024. This is due in part to the efforts of the company to create a culture of sustainability, as well as the efforts put into better measuring each element of our footprint. Whilst we see this reduction as positive it's only the beginning of our journey to cut GHG emissions. In 2025 we are planning to commit to real reduction targets with SBTi.



Sustainable facilities and operations



Recycling in offices

At Owkin, we actively recycle plastic, cans, paper, and glass to minimize our environmental impact. Our program promotes responsible sorting and disposal, fostering a culture of sustainability among employees. By prioritizing recycling, we aim to reduce waste and conserve resources for a healthier planet.

Energy efficiency

Sustainability is central to our operations. Our Paris office is a prime example, featuring energy-saving practices such as renewable energy use, optimized lighting systems, and recycling initiatives. We also select our coworking centers globally based on their commitment to energy efficiency, ensuring they incorporate green initiatives that align with our values. These allow us to minimize our environmental footprint while fostering a sustainable work environment.

- In Paris, our electricity consumption is 20 kWh/m²/year, achieved through measures such as LED lighting, modern HVAC systems, and effective temperature control.



Spotlight on Earth Month

Every April, we dive into environmental initiatives across our offices. This year, we started with tasty vegan meals from sustainable bakeries. Akagreen hosted an engaging session on plants and biodiversity, accessible remotely. In Paris, we launched the 'Paperbag Initiative,' promoting the reuse of local restaurant bags. Remote workers also received tips for energy-saving at home. To top it off, our second global TREELY challenge led to the planting of 564 trees!

Environment, health, and safety

Workplace safety at Owkin

At Owkin, safety isn't just a priority, it's a proactive commitment.

We take continuous steps to prevent accidents and maintain a secure and healthy work environment for all.



How we stay safe

- Routine safety checks to spot and fix hazards early.
- Contracts with trusted suppliers to ensure all equipment and systems are safe and functional.
- Every accident is investigated to uncover root causes and prevent recurrence.



DUERP: Our risk assessment tool

- Document Unique d'Évaluation des Risques Professionnels (Single Occupational Risk Assessment Document)
- Covers all offices and identifies occupational risks.



Our health & safety policy

This policy has strong foundations aligned with:

- Best industry practices
- Legal and regulatory standards
- Ongoing commitment to a safe work culture



Led by our Facilities Manager (FM)

- Oversees the full safety program
- Ensures compliance across all operations
- Keeps health and safety top-of-mind company-wide

Environment, health, and safety

Health & safety training at Owkin

By maintaining rigorous training programs and comprehensive safety measures, Owkin reinforces its commitment to a safe and healthy work environment for all.

Annual fire & first aid training

- Delivered annually at all offices
- Tailored to local needs and roles
- Ensures teams are prepared to act quickly and safely

Global coverage

Training isn't limited to main offices, we include:



Co-working spaces

🇺🇸 Boston & 🇬🇧 London

Remote workers in:

🇩🇪 Germany
🇨🇭 Switzerland
🇪🇸 Spain
🇵🇹 Portugal
🇧🇪 Belgium
🇮🇳 India
🇪🇪 Estonia

Ongoing assessment

- Regularly reviews training needs
- Adapts programs based on new risks and evolving roles
- Keeps everyone informed and prepared

Environment, health, and safety



Annual inspections

We prioritize office safety with regular inspections documented in our preventive maintenance plan and DUERP. Our facilities manager (FM) conducts daily walkthroughs, working closely with Owkin's security team and the building's personnel to ensure a secure, well-maintained environment and compliance with local regulations.

Safety training participation

At Owkin, safety starts with preparation, and that means making sure every team member knows what to do when it matters most.

Global participation

We mandate comprehensive safety training for all employees.

So far, we've trained:

29 Fire Wardens

33 First Aid Responders

These numbers reflect our growing network of safety leaders across all locations.

In 2024 alone, we welcomed:

17 New Fire Wardens

19 New First Aid Trainees

Each one adds to our culture of preparedness and support in every Owkin office.

Annual training for all

To keep participation high, we run regular yearly training sessions, for:

- New full-time hires
- Returning staff who need a refresher

Our goal: 100% participation, every year.

Ongoing commitment

We are continuously improving our training programs to ensure that every Owkin team member feels prepared, protected, and empowered, no matter where they work.

Effective governance

Effective governance is key to Owkin's commitment to Environmental, Social, and Governance (ESG) principles.

Our governance framework ensures robust oversight, transparency, and accountability at all levels of the organization and is composed of three levels:

1. The Board of Directors
2. The Executive Committee (ExCom)
3. Senior Leadership Team (SLT)

Each level is composed of individuals with a wide range of expertise and independent perspectives, reflecting our dedication to ethical leadership and strategic vision.



Governance and responsible business practices

Board of directors

The Board of Directors is composed of diverse experts dedicated to ethical leadership. They provide strategic guidance and oversight to ensure Owkin's activities align with our long-term goals. Board members receive updates through quarterly meetings and monthly newsletters, actively participating in priority setting and progress monitoring.

Executive committee

The Executive Committee (ExCom), consisting of C-level executives from various functions, plays a vital role in strategic planning and operational oversight. They ensure the integration of ESG initiatives with Owkin's goals and maintain adaptability to emerging challenges. The Committee meets weekly to review progress, assess performance, and make data-driven decisions aligned with the long-term vision.

Senior leadership

The Senior Leadership Team (SLT) is responsible for driving the execution of the company's strategy and roadmap. They translate the organization's vision into actionable plans, ensure the effective implementation of key initiatives, and escalate critical issues to the ExCom for decision making.



Business ethics and compliance

At Owkin, we are committed to conducting our business with the highest standards of integrity, transparency, and ethical behavior.



Code of conduct

Our comprehensive Code of Conduct outlines the ethical standards and expectations for all employees. It covers key areas such as compliance with laws and regulations, conflict of interest, confidentiality, and the proper use of company assets. All employees are required to familiarize themselves with this code and integrate these principles into their daily activities.

Business ethics and compliance

Whistleblower policy

Owkin has implemented a whistleblower policy that encourages employees to report any unethical behavior or violations of our Code of Conduct. We ensure that all reports are handled confidentially and that whistleblowers are protected from retaliation, fostering an environment where employees feel safe to voice their concerns.

By embedding business ethics into every aspect of our operations, Owkin ensures that we build lasting trust with our stakeholders, create a positive work environment, and contribute to a fair and just society.

Spotlight on Ethics projects

Our safety and ethics team focuses on:



Deployment

Mindful deployment of AI into complex healthcare systems.



Emerging threats

Emerging threats to patient privacy and ways to mitigate against it.



Minimizing bias

Decision making during model building - how do we decide what is and isn't included in the model and how do we ensure bias is minimized?



Validation

Validation of AI models that account for heterogeneity and that bring humans back in the loop.



Decision making

Algorithmically enhanced decision making across diagnosis, care, and drug discovery and development.

Business ethics and compliance

AI ethics workshops

Owkinautes were able to participate in four sessions across the different AI stages to codify ethical practices and contribute insights for upcoming articles and blogs.



Essay

Getting it right: a mindful approach to healthcare AI

Jessica Morley, Research Associate at Yale Digital Ethics Centre, discusses how to support positive AI with good practice, while naturally deterring bad actors. Read it [here](#).

Risk management and business continuity

We prioritize comprehensive risk management to ensure the resilience and sustainability of our operations. Our detailed risk register identifies and assesses potential risks, allowing us to implement effective mitigation strategies and monitor our risk landscape.

To safeguard our operations, we have developed a Business Continuity Plan (BCP) that ensures essential functions continue during disruptions, minimizing downtime. Our Incident Response and Crisis Management Plan further provide a structured approach to emergencies. Through these initiatives, Owkin shows its commitment to operational excellence and stakeholder well-being.



Risk management and business continuity

Audits & certifications

We believe in maintaining the highest standards of quality, compliance, and operational excellence. To achieve this, we undergo regular audits and pursue certifications that validate our commitment to high standards.

Our internal audit process is designed to identify areas of improvement and ensure adherence to regulatory requirements and industry best practices.

These audits cover various aspects of our operations, including:

Data security

Privacy

Financial integrity

Operational efficiency

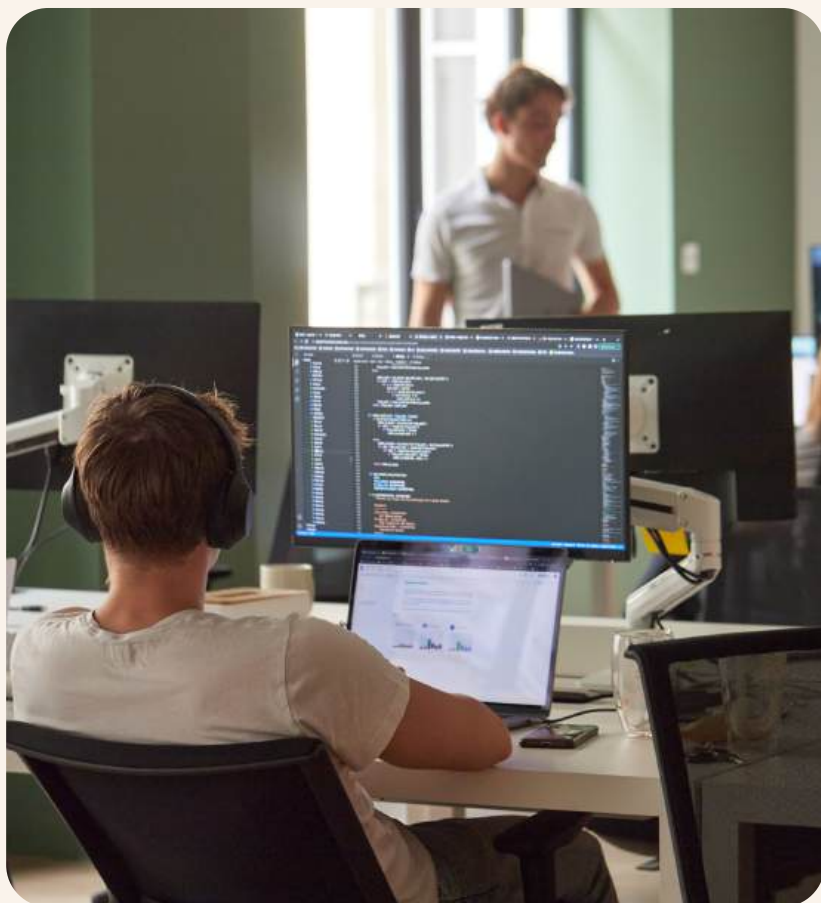
By regularly evaluating our processes and systems, we can proactively identify and address potential issues, implementing corrective actions to enhance our performance.

Spotlight on certifications:



Owkin's commitment to cybersecurity

At Owkin, we understand that the cornerstone of innovation in biotechnology and healthcare relies not only on advanced scientific research but also on the absolute trust and security of the data that powers our breakthroughs. Here, we address some of the most common concerns asked by our partners regarding our cybersecurity.



Owkin's commitment to cybersecurity

1. Cyber security detection capabilities

In digital health, continuous monitoring and threat detection are vital. Owkin utilizes advanced cybersecurity systems to proactively identify and mitigate threats, partnering with top vendors like:



Our security team employs AI-driven analytics and real-time monitoring to spot unusual patterns and vulnerabilities, enabling swift responses to irregular activities and safeguarding data.

We actively network within the industry, sharing best practices and educating others about cybersecurity topics.

2. Adherence and management of ISO 27001 program

Owkin's commitment to security is exemplified by our strict adherence to the ISO 27001 standards. This international standard dictates the requirements for establishing, implementing, maintaining, and continually improving an information security management system (ISMS).

At Owkin, we manage our ISO 27001 program with rigorous internal audits, regular employee training, and a structured risk assessment framework that ensures all aspects of our operations meet or exceed these international standards. We utilize Vanta for our ISMS framework, which is integral to our operations, embedding security at every level of our organizational process.



Owkin's commitment to cybersecurity

3. Data breach response

Despite best efforts, the risk of data breaches cannot be entirely eliminated. Owkin is prepared for such eventualities with a robust incident response plan and playbooks. Our response plan is designed to quickly mitigate the impact of a breach, safeguarding affected systems, and preventing further unauthorized access.

4. How Owkin secures your data

Owkin implements multiple layers of security measures to ensure the confidentiality, integrity, and availability of your data.

These include, but are not limited to:



Encryption



Secure data
storage
solution



Access control
measures



Comprehensive
data
governance
policies

We continually evaluate and update our security practices in response to evolving threats and technological advancements.

Effective governance

AI in healthcare: innovation with integrity

Healthcare is one of the most exciting fields for AI research.

It's also one of the most sensitive and highly regulated. At Owkin, we lead the way with privacy-enhancing technologies, like federated learning, that protect patient privacy and unlock the potential of AI to discover and develop better treatments.

Our commitment to data protection

Privacy isn't just a feature. It's a foundation.

At Owkin, protecting individuals' data is a core responsibility. We are committed to upholding the highest standards of data protection, fully aligned with:

- GDPR (EU 2016/679) and applicable national laws implementing it
- Local data protection laws

We take a proactive approach by implementing:

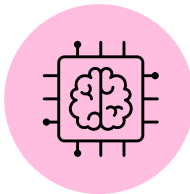
- Technical safeguards
- Organizational policies
- Contractual controls

These are tailored to:

- The state of the art
- Implementation costs
- The risks and rights of the individuals whose data we process

Real-world impact

Our mission extends beyond research. We're applying these technologies across the full lifecycle of healthcare innovation, from drug discovery to diagnostics, ensuring that AI benefits patients without compromising their rights.



Patient health data

Patient-centric AI: responsible data use in healthcare

We collaborate with trusted partners to conduct research using pseudonymized, de-identified or anonymized patient data, carefully selected to align with the specific inclusion and exclusion criteria of each research project.

Where does the data come from?

We process data collected by our partners, including:



Public and private healthcare institutions



Research centers and biobanks



Pharmaceutical and medical device companies



Foundations, laboratories, and patient associations

This data originates from clinical care or prior biomedical research.

Ethics & compliance at the core

Owkin treats all health and personal data, even pseudonymized data, as sensitive information.

We strictly follow the following regulations, laws and guidelines:



GDPR

The General Data Protection Regulation (GDPR)



National laws implementing GDPR, including when applicable the French Data Protection Act



Applicable guidance and standards from the competent data protection authorities, including when applicable from the French Data Protection Authority (CNIL)

Our safeguards ensure every data processing operation respects the rights and freedoms of data subjects.

Patient health data

Empowering patient rights

Patients can exercise their rights at any time, including:



- Access
- Rectification
- Erasure
- Restriction of processing
- Objection, based on personal circumstances

Patients may contact either:

- The original data-collecting partner, or
- Owkin's Data Protection Officer at: dpo@owkin.com

Transparency in action

To reinforce trust, Owkin has launched a [Transparency Portal](#) on its website.

Patients can visit the portal to:

- Understand how their data is used
- Stay informed on research purposes
- See how Owkin acts as a data controller

Patient health data

For any research project performed by Owkin as a Data Controller using your data, Owkin commits to the following:



Non-direct identifying information

Owkin only use patient's personal data that has been pseudonymized or de-identified before they access it. Except for specific cases regulated by the applicable laws and regulations, Owkin never access information that could directly identify the patients (that is handled by the centers/institutions where you were treated) to the code that has been used by Owkin's partner to pseudonymize your data.



Data privacy compliance

Owkin is committed to processing personal data, especially sensitive information like health data, in line with all applicable laws and regulations. Because Owkin is a French-American based company, it follows French data protection laws, which are among the strictest in the European Union when it comes to protecting individuals' rights.



Data location

When technically possible, Owkin ensure the data remains stored in servers located in the same region than the region where its research partners providing access to the data is established.



EU processing

When possible, Owkin process european citizens' data in Europe. If for the needs of its research activities, Owkin has to transfer data outside of Europe, the adequate and appropriate safeguards are implemented by Owkin, as required by the GDPR.



Ethical and scientific validation

Owkin ensures its research projects are aligned with the relevant ethical and scientific standards. When required by the applicable laws and regulations, the scientific protocols are evaluated by local ethical committees.

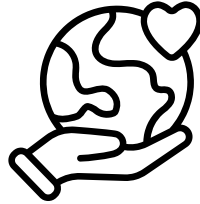


Privacy by design

As part of its research activities, Owkin adheres to the "Privacy by Design" principle from the earliest stages of its technology's development. Owkin adopts a proactive approach to ensure that privacy protection is embedded throughout the entire lifecycle of its technologies, from design to deployment.

GDPR training

Owkin raises awareness of its employees on the data privacy matters on a regular basis, in particular a yearly basis certifying E-Learning on GDPR, as well as through various internal and external specific training which are given regarding Owkin's obligation under data privacy laws and regulations.



Ensure healthy lives and promote well-being for all ages

Our focus on wellness programs, including mental health support and work-life balance initiatives, promotes the well-being of our employees. By offering flexible work policies, parental leave, and health insurance, we ensure a supportive environment where employees can thrive both personally and professionally.

Achieve gender equality and empower all women and girls

Gender Equality is demonstrated through several initiatives at our company. We actively support gender equality through our Women in Tech Committee, which champions initiatives aimed at empowering and advancing women in technology roles. Additionally, we have set a company-wide OKR to achieve a balanced gender ratio, aiming for a 50% male-female workforce representation. These efforts are part of our broader commitment to fostering a diverse and inclusive workplace where everyone has equal opportunities for growth and success.

Climate action

In our commitment to environmental sustainability, we have implemented a company wide OKR to reduce our carbon footprint and have started working with consultants to create a carbon reduction strategy.

2025 ESG objectives

Carbon reduction strategy

VSME data collection

CSR strategy

Improved health insurance benefits

DEI

- Stronger leadership commitment
- Improved DEI training (anti-discrimination, unconscious bias)
- Enhanced ERG support
- Transparent process, measurement and evaluation



We look forward to continuing to work with you to help us on this journey!

Please do not hesitate to reach out to us via our [contact page](#) if you have any questions.

