2025 UNIVERSAL REGISTRATION DOCUMENT

Including the annual financial report

BIOMÉRIEUX

PIONEERING DIAGNOSTICS

CONTENTS

Introduction 2

Overview 2
Editorial 5
Interview 6
Governance 8
GO•28 strategy 10
Business model 14
Highlights 16

1 Presentation of bioMérieux and its activities 19

1.1 History and development 20
1.2 Organization of activities AFR 22
1.3 Strategy AFR 44
1.4 Product safety, quality systems and applicable regulations 45
1.5 Research & development, patents and licenses AFR 47
1.6 Production sites and logistics 52

2 Corporate governance AFR 53

2.1 Principles and framework for implementation of Corporate governance 54
2.2 Administrative, management and supervisory bodies 55
2.3 Compensation of corporate officers 82
2.4 Main related-party transactions 101

3 Sustainability report AFR 109

3.1 Introduction 113
3.2 General disclosures (ESRS 2) 117
3.3 Environmental information 135
3.4 Social information 171
3.5 Information regarding governance 207
3.6 Assurance report on sustainability and taxonomy information 220
3.7 Other sustainability disclosures 225

4 Risk factors, risk management and internal control AFR 227

4.1 Risk assessment 228
4.2 Company risk factors 229
4.3 Administrative, legal and arbitration procedures 243
4.4 Internal control and risk management 243
4.5 Insurance policy 247

5 Notes to fiscal year 2025 249

5.1 Business and financial review AFR 250
5.2 Capital resources AFR 254
5.3 Significant change in financial or trading position 255
5.4 Capital expenditure AFR 255
5.5 Overview and current trends and objectives AFR 256

6 Financial statements AFR 257

6.1 Consolidated financial statements 258
6.2 Parent company financial statements 323

7 Share capital and shareholding 365

7.1 Shareholder dialogue 366
7.2 Rights and privileges attached to shares AFR 366
7.3 History of share capital AFR 367
7.4 Description of shareholders AFR 368
7.5 bioMérieux shares in 2025 373
7.6 Dividend policy AFR 375
7.7 Special report on free performance share grants and stock options AFR 375
7.8 Other securities issued by the Company AFR 377
7.9 Provisions delaying a change of control AFR 377
7.10 Material contracts 377

8 Additional information 379

8.1 General information on the Company 380
8.2 Persons responsible for the Universal Registration Document AFR 381
8.3 Persons responsible for auditing the financial statements and sustainability auditor 381
8.4 Documents available to the public 382
8.5 Provisional investor calendar 2026 382

9 Appendices 383

Concordance tables 384
Other non-financial indicators monitored by the Company 392
Glossaries 393

Elements of the Annual Financial Report are indentified by the symbol AFR on the contents page.

BIOMÉRIEUX

2025

UNIVERSAL REGISTRATION DOCUMENT

Including the annual financial report

—

AUTORITÉ DES MARCHÉS FINANCIERS
AMF

The French language version of the Universal Registration Document was filed on March 16, 2026 with the AMF, as competent authority under Regulation (EU) 2017/1129, without prior approval pursuant to Article 9 of the said regulation. The Universal Registration Document may be used for the purposes of an offer to the public of securities or admission of securities to trading on a regulated market if completed by a securities note and, if applicable, a summary and any amendments to the Universal Registration Document. The whole is approved by the AMF in accordance with Regulation (EU) 2017/1129.

This Universal Registration Document, including the annual financial report, is a translation of the official version of the Universal Registration Document, including the annual financial report, which has been prepared in French, in format ESEF (European Single Electronic Format) and is available on the issuer's (www.biomerieux.com) and AMF websites.

Overview

WE HELP MAKE THE WORLD A HEALTHIER PLACE

bioMérieux develops, manufactures and markets *in vitro* diagnostics solutions

These solutions are intended for hospital and private clinical laboratories primarily for the diagnosis of infectious diseases. The results obtained from patient samples (blood, urine, stools, cerebrospinal fluid, saliva, etc.) provide clinicians with useful and important information for decision making. bioMérieux also applies its expertise to industrial quality control, to enable manufacturers to manage contamination risks for food or pharmaceutical products throughout the production chain.

3 KEY TECHNOLOGIES

Molecular biology

Detection of genetic DNA or RNA sequences characteristic of a microorganism (bacteria, viruses, fungi and parasites).

Pioneer and leader in syndromic molecular diagnostics for infectious diseases.

Microbiology

Culturing of biological samples, identification of microorganisms and measurement of their antimicrobial resistance.

A world leader in clinical microbiology and industrial microbiological control.

Immunoassays

Immunological reaction to identify or quantify the presence of antigens and/or antibodies in a sample.

Specialist in high medical value tests.

2 APPLICATIONS

CLINICAL

84%

of sales

Improving patient health

Our solutions enable healthcare professionals to identify diseases quickly and reliably. These solutions give them the information they need to optimize patient care.

INDUSTRY

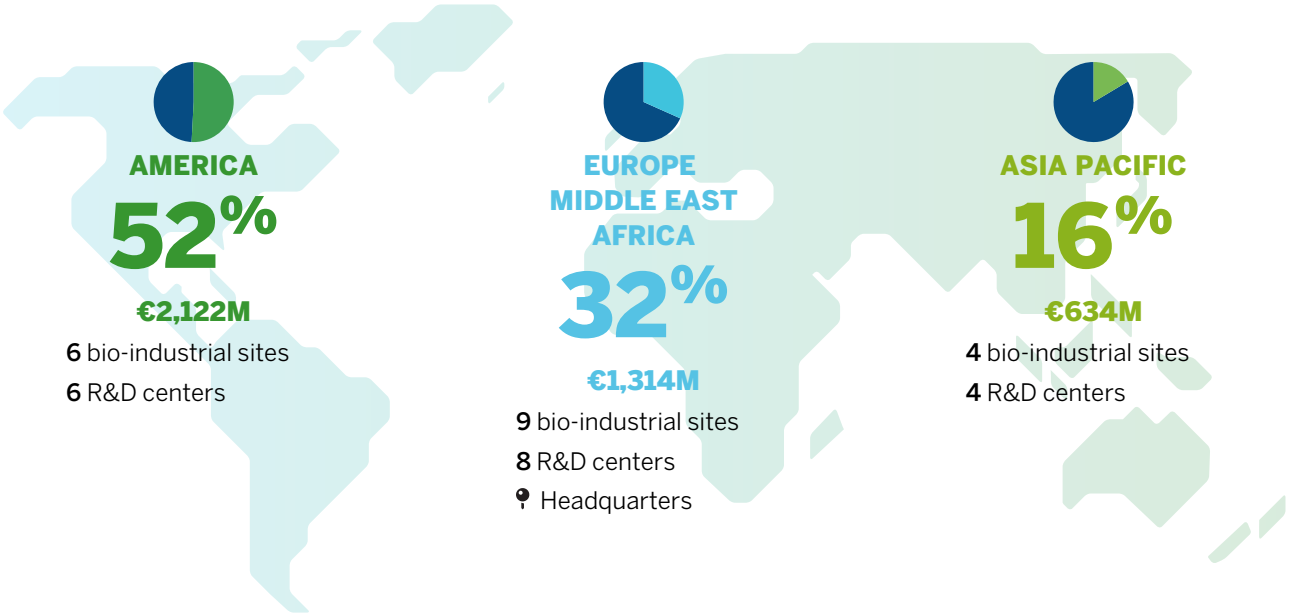
16%

of sales

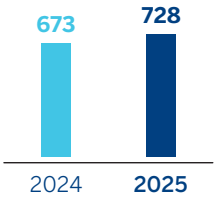
Protecting consumer health

Our expertise meets industrial microbiology needs. We offer innovative, precise technologies that allow manufacturers to guarantee the quality and safety of food and pharmaceutical products.

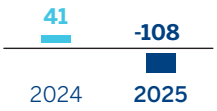
A WORLD LEADER IN *IN VITRO* DIAGNOSTICS



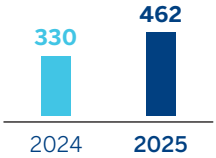
CONTRIBUTIVE OPERATING INCOME BEFORE NON-RECURRING ITEMS
(in millions of euros)



CHANGE IN NET DEBT
(in millions of euros)



FREE CASH FLOW [2]
(in millions of euros)



KEY FIGURES

15,000 [1]
employees

46
countries in which we operate

12.5%
of sales allocated to R&D

94%
of business carried out internationally *(outside of France)*

€4,070M
Sales at December 31, 2025

43% Molecular biology

33% Microbiology

8% Immunoassays

1% Other ranges

16% Industrial applications

(1) *On a full-time equivalent basis, including permanent and fixed-term employees and apprentices (France); excluding interns, international work experience volunteers (VIE) and temporary employees.*

(2) *Cash flow from operations plus cash flow from capital expenditure, excluding net cash from acquisitions and disposal of subsidiaries.*

WE HELP MAKE THE WORLD A HEALTHIER PLACE

Editorial

ALEXANDRE MÉRIEUX
Chairman of the Board of Directors of bioMérieux

In an increasingly complex environment, our responsibility is more than ever to uphold an open, cross-functional, and global vision of health. Tackling infectious threats requires the long-term mobilization and outlook that drive bioMérieux. Our investments in R&D, in manufacturing, and through acquisitions reflect our continued commitment to addressing major global public health challenges, for which medical diagnostics and quality control play an essential role.

In 2025, bioMérieux maintained strong momentum, and I commend our 15,000 team members whose dedication and expertise contributed to our solid results.

The solutions we deploy deliver essential information every day to healthcare professionals, helping them improve patient care. In the field of Industrial Applications, our ambition translates into an uncompromising commitment to the safety and quality of food, pharmaceutical, and cosmetic products.

Our strategy is firmly focused on innovation. We devote around 12% of our revenue to R&D, an effort that exceeds that of many healthcare industries. This ambition to address health challenges through innovation materializes through the development of new solutions in point-of-care testing, sequencing, and data analysis.

Beyond economic performance, bioMérieux continues its commitment to the ongoing reduction of its CO_2 emissions, with new, more ambitious objectives set for 2028.

We have also strengthened our support for solidarity initiatives by allocating 1.3% of the Group's net income to philanthropic actions, reflecting a commitment that lies at the very heart of our identity.

True to our roots and driven by global health challenges, we continue to expand bioMérieux with a worldwide, collaborative approach to help improve care and better protect everyone against health risks.

Tackling infectious threats requires the long-term mobilization and outlook that drive bioMérieux.

Interview

WITH
PIERRE BOULUD

Chief Executive Officer
of bioMérieux

What makes bioMérieux unique in the *in vitro* diagnostics landscape?

bioMérieux has been a pure player for more than sixty years, recognized for its particularly strong expertise in infectious diseases and antimicrobial resistance. From the very beginning, the Company has embraced a forward-looking vision, convinced that innovation is the essential driver of medical progress, in the field of diagnostics. This pioneering spirit is reflected concretely in our R&D investments, which represent around 12% of our annual revenue, a level far above that of our competitors.

This forward-thinking approach naturally aligns with our societal commitments, whether by promoting access to diagnostics for all or by reducing our environmental footprint.

> From the very beginning, the Company has embraced a forward-looking vision.

If you had to describe the year 2025 in three words, what would they be?

If I had to describe the year 2025 in 3 words, they would be: innovation, investment, and commitment.

We are moving forward with a momentum driven above all by **innovation**, supported both by our own R&D activities and by strategic acquisitions that strengthen our expertise.

This momentum is accompanied by significant **investments**, in our France headquarters and across all our sites abroad, to sustainably support our growth.

Finally, our **commitment** is expressed every day through our team members, who are fully dedicated to our public health mission, as well as through the work of the bioMérieux Endowment Fund for Education, with which we organized a remarkable solidarity event this year.

Several acquisitions were made in 2025 in the fields of Point-of-Care testing and Sequencing. What does this mean for the Company?

In 2025, we acquired two innovative companies: SpinChip Diagnostics and Neoprospecta. These acquisitions are fully aligned with our innovation and growth strategy, serving both healthcare professionals and industrial stakeholders. They are particularly emblematic because they operate in two major future fields of diagnostics – Point-of-Care testing and sequencing – each corresponding to one of our core business areas: diagnostics for clinical and industrial applications.

SpinChip Diagnostics, a Norwegian company specializing in Point-of-Care immunoassay testing, reflects our commitment to further investing in decentralized testing solutions. We are currently working on the development of a test dedicated to myocardial infarction.

This enables us to continue shaping our future in this promising diagnostic pathway, following the 2023 launch of our multiplex PCR instrument, BIOFIRE® SPOTFIRE®, whose test menu continues to expand. These are precise and rapid tests, delivering results in 10 to 15 minutes, making them particularly well-suited for emergency departments.

Our second acquisition, Neoprospecta, is a Brazilian company specializing in genomic data solutions for microbial risk management in the food and pharmaceutical industries. Integrating Neoprospecta's technologies will enhance our sequencing and bioinformatics capabilities initially in Brazil and Latin America, and then progressively across other global markets.

Through this acquisition, bioMérieux strengthens its ability to offer innovative tools for contamination prevention and for improving the quality and safety of industrial production. In the field of sequencing, we also brought to market at the end of 2025, in partnership with Oxford Nanopore, a research-use-only solution designed to identify antimicrobial resistance in tuberculosis.

Today, everyone is talking about artificial intelligence. What will AI change for diagnostics?

Artificial intelligence is not a distant future, it is already here, and we are building it responsibly.

It is already integrated into several bioMérieux software solutions to deliver faster, more actionable results for clinicians. It is already helping with decision-making and will enable the development of predictive models to guide treatments by incorporating regional or global hospital data. It will also play a key role in epidemiological surveillance, pandemic anticipation, and the fight against antimicrobial resistance.

AI is also used daily by our teams to streamline our processes and increase our agility in a constantly changing world.

If you had to summarize bioMérieux's vision for the coming years in one sentence, what message would you share with healthcare stakeholders and society?

If I had to summarize our vision for the years ahead in a single sentence, it would be that we are tirelessly innovating to make diagnostics accessible to all, while acting responsibly to protect public health and preserve the planet.

If I had to describe the year 2025 in three words, they would be: innovation, investment, and commitment.

Governance

THE BOARD OF DIRECTORS AT DECEMBER 31, 2025

Alexandre Mérieux
Chairman of the Board of Directors [1]

Philippe Archinard
Non-independent director [1]

Jean-Luc Bélingard
Non-independent director [1]

Harold Boël
Non-independent director [1] [2]

Groupe Industriel Marcel Dassault
represented by Marie-Hélène Habert-Dassault
Non-independent director [1] [3]

Marie-Paule Kieny
Independent director [1] [3]

Fanny Letier
Independent director [1] [2] [3]

Viviane Monges
Independent director [1] [2]

Sylvain Orenga
Director representing employees [1] [3]

The members of the Board of Directors have varied and complementary skills:

- Governance
- International experience
- Executive management of major groups or listed companies
- Strategy, M&A
- Finance, audit
- Health sector
- R&D, innovation
- CSR
- Digitalization

9
Members

4
Women (i.e. 50% [4])

61 years
Average age

3
Independent directors (i.e. 37.5% [4])

100%
Attendance rate on the Board

1
Employee director

9.8 years
Average term of office

(1) Strategy Committee
(2) Audit Committee.
(3) Appointments, Compensation and CSR Committee.
(4) Out of a total of eight directors – percentage calculated excluding the director representing employees.

EXECUTIVE COMMITTEE AT DECEMBER 31, 2025

The Executive Committee is responsible for establishing and implementing the Company's strategy, which is approved by the Board of Directors. This committee's duties also include reviewing operational management, coordinating and overseeing strategic projects, setting priorities and making the necessary resources available to the Company's departments, such as deciding on significant capital expenditure. The Executive Committee meets every month.

Pierre Boulud

Chief Executive Officer

Guillaume Bouhours

Chief Financial Officer, Executive Vice President, Purchasing & Information Systems

Pierre Charbonnier

Executive Vice President, Global Quality, Manufacturing & Supply Chain

Charles K. Cooper

Executive Vice President, Chief Medical Officer

Audrey Dauvet

Executive Vice President, Legal, Corporate Integrity and Public Affairs

Valérie Leyldé

Executive Vice President, Human Resources, Communication and CSR

Yasha Mitrotti

Executive Vice President, Industrial Applications

Céline Roger-Dalbert

Executive Vice President, Research & Development

Jennifer Zinn

Executive Vice President, Clinical Operations

GO·28

BIOMÉRIEUX STRATEGIC PLAN

With the GO•28 plan, bioMérieux has embarked on an ambitious strategy aimed at delivering profitable and sustainable growth to better fulfill its Company Purpose of helping to make the world a healthier place.

GO FOR GROWTH

Prioritize resource **allocation** to boost the **growth** of **our core business** while continuing to focus on **customer satisfaction.**

4 GROWTH DRIVERS

BIOFIRE®
non-respiratory panels:
+10% CAGR [1] 24-28

- Increase awareness to respond to growing healthcare needs
- Leverage the installed base
- Accelerate development of the customer portfolio

SPOTFIRE®:
€450m in 2028

- Ramp-up in the United States
- Globalization outside the US
- Innovation

Sales growth

>7%

CAGR [1] 24-28
at constant exchange rates on current business

Supported by the power **of innovation**

Microbiology:
+6% to +8% CAGR [1] 24-28

- Selling of our full solution
- Enhanced and innovative offering
- Innovation

Industrial applications:
+7% to +9% CAGR [1] 24-28

- Innovation in molecular biology, data and genomics
- Automation and digitalization
- Adjacent markets

(1) *Compound Annual Growth Rate*

SIMPLE

Harmonize our operating model, **streamline** decision-making and processes while **focusing our efforts** on our priorities.

Contributive operating income before non-recurring items is expected to be 20% of sales in 2028
at constant exchange rates

Over 50 initiatives identified to streamline the organization and processes in an effort to improve the cost of sales, commercial operations and support functions

- **Cost of sales:**
  - Insourcing, make or buy
  - Purchases
  - Optimization of indirect functions
  - Automation
- **Commercial operations:**
  - Price optimization
  - Customer service efficiency
  - Commercial model optimization
  - Automation and digitalization
- **Support functions:**
  - Use of shared service centers
  - Outsourcing
  - Automation

Be in the 1st quartile of healthcare industries for employee engagement.

Build highly effective teams to offer a superior business model with:

- **reinforced delegation to boost empowerment;**
- **clear assignment of decision-making roles;**
- **dissemination of 5 core behaviors.**

STRONGER

Offer an inclusive work experience based on our **Core Behaviors** that foster **thriving and engaged** employees.

GO RESPONSIBLE

Be **true to our CSR commitment** and reach our targets in order to have **a positive impact on future generations.**

OUR MAIN CSR COMMITMENTS FOR 2028

HEALTH

ACCESSIBILITY

+60%
of patient results supporting AMS in low and lower-middle income countries vs 2023

APPROPRIATE USE OF ANTIMICROBIALS (AMS)

≥90 %
of referenced antibiotics addressed by our AST solutions [1]

PLANET

NET ZERO CO_2e IN 2050

including the following objectives [2] (approved by SBTi, in absolute value):

SCOPES 1 & 2:
-62% in 2034
with a milestone of -35% in 2028

SCOPE 3:
-35% in 2034

PRODUCT ENVIRONMENTAL PERFORMANCE

-25%
virgin plastic per test sold in 2034 [2] (-5% in 2028)

-25%
energy consumption per instrument in 2034 [2] (-8% in 2028)

TEAM MEMBERS

SAFETY

Improve
the safety, health and well-being
of our employees every year (Total Recordable Incident & Occupational Illness rate - TR2IR + Mental health index)

DIVERSITY, EQUITY & INCLUSION

Guarantee
adequate wages
for all employees and **reduce**
gender pay gaps

BUSINESS CONDUCT

ETHICS

≥75/100
EcoVadis ethics score

PURCHASING

75%
of our purchasing expenses covered by CSR-assessed suppliers

Weighted average score of
69

COMMUNITIES

PHILANTHROPY

≥1.5%
of net income attributable to the parent company of year n-1 **dedicated to philanthropy**

SHARING OF MEDICAL KNOWLEDGE

+25%
of medical education activities & healthcare professionals having received awareness training vs 2023

(1) Based on EUCAST list and CLSI Tier I to Tier IV list.
(2) vs. 2023.

Business model

OUR RESOURCES AND STRENGTHS

International and committed teams
- Around 15,000 employees
- Operations in 46 countries
- Diversity, multiculturalism and inclusion
- Good social dialogue

Solid financial fundamentals
- Stable family shareholder structure
- Mutual trust with financial partners (investors and banks)
- Solid structural cash flow generation

Sustained investment in innovation
- Between 11 and 13% of sales
- 18 R&D centers

Strict requirements for our operations
- 19 bio-industrial sites
- Sustainable and responsible purchasing
- Ambitious capital expenditure policy
- Respect for business ethics

A committed environmental policy
- Careful, responsible consumption of natural resources and raw materials
- Optimizing energy consumption
- Waste recycling and greenhouse gas emission management
- Improving the environmental impact of our products

A human-centered and supportive corporate culture
- Philanthropic commitment
- Ongoing, constructive dialogue with local stakeholders

OUR COMPANY PURPOSE

We help make the world a healthier place

CLINICAL APPLICATIONS
- Fighting antimicrobial resistance
- Fighting sepsis
- Managing the risk of epidemics due to emerging pathogens

INDUSTRIAL APPLICATIONS
- Food safety and quality
- Quality control of pharmaceutical products
- Help ensure patient and consumer safety

OUR FUNDAMENTALS

A family-owned company with a long-term vision

OUR VALUE CREATION

4

GENERATIONS COMMITTED TO SERVING PUBLIC HEALTH

To address our customers' concerns

- CLINICAL LABORATORIES
- HOSPITAL LABORATORIES
- PHYSICIANS
- BLOOD BANKS
- VETS
- INDUSTRIAL CONTROL LABORATORIES (FOOD, PHARMACEUTICAL, COSMETICS)

Promoting team member achievements and well-being

- 22 hours of training per employee
- 7.3% internal promotions, i.e. 1,105 employees promoted
- Employee share ownership plans

Generating results that guarantee independence

(Average annual growth 2020–2025 at constant exchange rates and scope of consolidation)

- Sales: 6.8%
- Contributive operating income before non-recurring items: +9.9%

Improving public health worldwide

- Open innovation (joint research laboratories, public/private partnerships, 16 AMS centers of excellence, dedicated to antimicrobial stewardship in hospitals)
- Product quality and safety
- 74% of R&D expenditure dedicated to the fight against microbial resistance

Interacting with the health ecosystem

- Managing regulatory requirements
- Health economics studies
- Spreading awareness of the importance of the role of diagnostics in the care pathway
- Expertise sharing with healthcare professionals
- Interactions with healthcare professionals regarding respect for business ethics

Preserving the planet

- Validation by the Science Based Targets initiative (SBTi) of bioMérieux's approach and objectives for reducing greenhouse gas emissions
- Eco-design approach for products

Ensuring a positive impact on communities

- At least 1% of net income, Group share dedicated to sponsorship [1]
- Employee and Company involvement in local communities
- Responsible tax policy
- Responsible commitment to our suppliers and responsible procurement policy

2017

Alexandre Mérieux becomes Chairman and Chief Executive Officer of bioMérieux

1963

Alain Mérieux creates bioMérieux

1937

Dr. Charles Mérieux takes over the helm of the family flagship

1897

After studying alongside Louis Pasteur, Marcel Mérieux creates the Institut Mérieux

(1) *As of 2026, this target is increased to 1.5%.*

Highlights

AND PRODUCT LAUNCHES

VITEK® COMPACT PRO, bioMérieux's new identification and AST system for combating antimicrobial resistance, received FDA [1] 510(k) clearance.

SpinChip Diagnostics:
point-of-care innovation

bioMérieux strengthened its presence in the Point-of-Care market with the acquisition in January 2025 of the Norwegian start-up SpinChip Diagnostics ASA. This company, which specializes in immunoassays, has developed a diagnostic platform that delivers results in less than 10 minutes from a whole blood sample, with the same sensitivity and performance as laboratory tests. The small instrument is perfectly suited to testing at the patient point of care.

SpinChip develops tests to diagnose conditions commonly found in emergency services, and particularly for cases of myocardial infarction, a major cause of morbidity and death worldwide.

Neoprospecta:
using genomics to improve food safety

In late January 2025, bioMérieux completed the acquisition of Neoprospecta, a Brazilian company recognized for its expertise in genomics and data solutions for microbial risk management in the food and pharmaceutical industries. Neoprospecta develops and markets innovative microbiological analysis based on next-generation DNA sequencing, a single database and bioinformatics to offer companies powerful tools that ensure the safety and quality of their products.

Since the acquisition, the teams of both companies have joined forces to provide a comprehensive range of solutions to manufacturers in the agri-food sector, while making an extensive database (SMARTBIOME™) available to support efforts to prevent and control contamination.

In the veterinary market, bioMérieux has launched several rapid tests that can be performed directly at the point of care: **VETFIRE™**, an innovative diagnostic test to detect infectious respiratory diseases in horses, along with **VIDAS® Equine INSULIN** and **VIDAS® Equine ACTH**, two immunoassays to better detect and manage major chronic equine endocrine disorders.

The **BIOFIRE® SPOTFIRE® Respiratory/ Sore Throat (R/ST) Panel Mini test**, for respiratory and pharyngeal infections, obtained FDA [1] 510(k) clearance and a CLIA [2] waiver for the addition of a new sampling method using an anterior nasal swab.

The new real-time PCR [3] diagnostic solution for the food industry, **GENE-UP® TYPER**, combines a test and a web application for the rapid strain specification of microorganisms. It makes it possible to quickly analyze the root cause of contamination by *Listeria monocytogenes*, thereby accelerating the decision-making process in order to limit and avoid any future recurrence.

Day Zero Diagnostics:
enhanced capabilities against antimicrobial resistance

In June 2025, bioMérieux acquired the assets of Day Zero Diagnostics, a US-based company that specializes in the diagnosis of infectious diseases and uses genome sequencing and machine learning to combat the proliferation of antimicrobial-resistant infections. Day Zero Diagnostics has developed technologies that integrate sample preparation directly from whole blood, sequencing, and advanced identification and antibiotic susceptibility testing (ID/AST). The sequencing-based rapid diagnostic technology, currently under development, can be used to identify the species and the antimicrobial resistance profile of a bacterial pathogen in just a few hours, compared to two to five days for traditional methods.

AmPORE-TB:
a new test for identifying multidrug-resistant tuberculosis

In partnership with Oxford Nanopore Technologies plc, bioMérieux launched AmPORE-TB. This research-use-only (RUO) solution identifies mutations associated with the antimicrobial resistance of the *Mycobacterium tuberculosis* complex, using Oxford Nanopore's sequencing technology.

Faced with the threat to public health posed by multidrug-resistant tuberculosis, the World Health Organization (WHO) stresses the importance of having rapid and reliable antimicrobial susceptibility tests. It recommends targeted DNA sequencing to detect genetic mutations linked to antimicrobial resistance [4] and AmPORE-TB is cited as one of three methods that meet the required performance criteria.

(1) *Food and Drug Administration.*
(2) *Clinical Laboratory Improvement Amendments.*
(3) *Polymerase Chain Reaction.*
(4) *WHO Operational Handbook on Tuberculosis. Module 3: Diagnosis – Rapid Diagnostics for Tuberculosis Detection.*

1

Presentation of bioMérieux and its activities

1.1 History and development 20
1.1.1 bioMérieux and the Institut Mérieux 20
1.1.2 Organization chart within the Institut Mérieux Group 20
1.1.3 Significant developments in the bioMérieux scope as of December 31, 2025 21

1.2 Organization of activities AFR 22
1.2.1 The *in vitro* diagnostics market 22
1.2.2 General presentation of bioMérieux 25
1.2.3 Group products 28
1.2.4 Subsidiaries, branches and minority interests 41

1.3 Strategy AFR 44
1.3.1 Strategy and priorities 44
1.3.2 Competitive advantages 44

1.4 Product safety, quality systems and applicable regulations 45
1.4.1 Product quality and safety 45
1.4.2 Quality management system 45
1.4.3 Regulatory aspects 45
1.4.4 Management and monitoring of customer complaints 47

1.5 Research & development, patents and licenses AFR 47
1.5.1 Research & development (R&D) 47
1.5.2 Intellectual property, licenses, right-of-use and other intangible assets 51

1.6 Production sites and logistics 52
1.6.1 Production 52
1.6.2 Logistics 52

1.1 History and development

1.1.1 bioMérieux and the Institut Mérieux

bioMérieux's commitment to public health and its expertise in biology are rooted in the unique history of the Mérieux family. In 1897, Marcel Mérieux, a student of Louis Pasteur, founded a medical analysis laboratory in Lyon which became the Institut Mérieux, marking the start of an extraordinary adventure in the fields of biology and industry.

In 1937, Marcel Mérieux's son, Doctor Charles Mérieux, took charge of the laboratory. During the 1940s, he introduced a technique developed by the Dutch professor Frenkel – *in vitro* culture – which revolutionized the manufacture of vaccines and led to the production of reagents for *in vitro* diagnostics tests.

The Institut Mérieux became a worldwide leader in the field of human and veterinary vaccines.

Simultaneously with these activities, in 1963 Alain Mérieux, the grandson of Marcel Mérieux, founded the company B-D Mérieux, which became bioMérieux, dedicated to *in vitro* diagnostics.

The Institut Mérieux gave rise to numerous companies which formed part of the Mérieux family scope until 1994, the date of disengagement of the family from vaccinology activities.

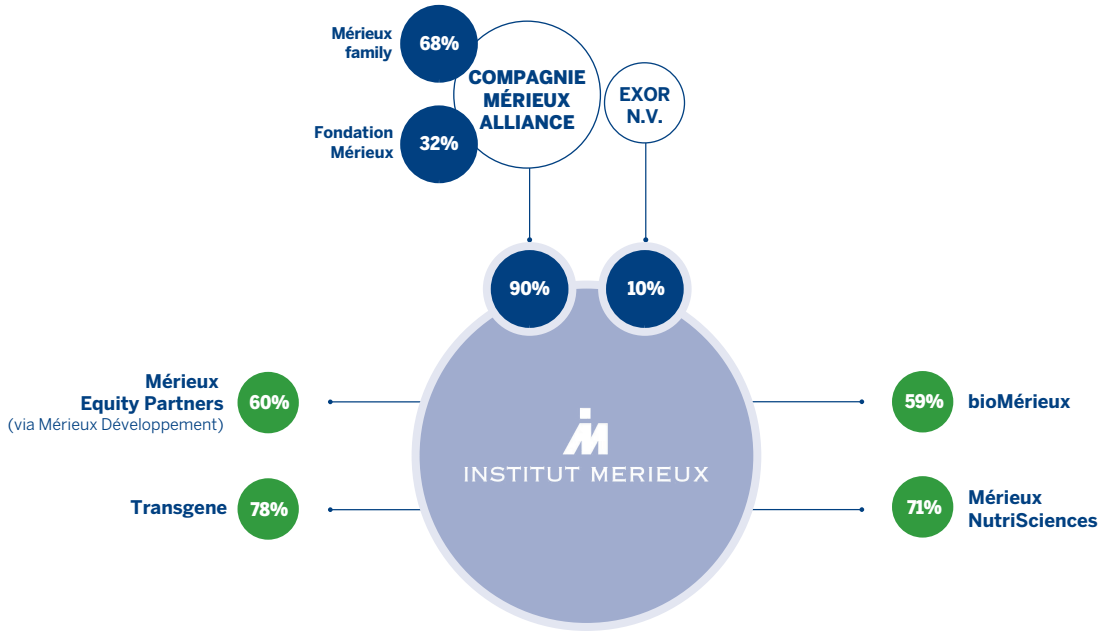
These companies are still major players in the field of public health; in human medicine, Pasteur Mérieux Connaught, which became Aventis Pasteur and then Sanofi Pasteur; and in veterinary medicine, IFFA (*Institut Français de Fièvre Aphteuse*), which became Rhône Mérieux, then Mérial, which is now integrated into the Boehringer Ingelheim group.

1.1.2 Organization chart within the Institut Mérieux Group

Institut Mérieux is mainly held by Compagnie Mérieux Alliance SAS.

Institut Mérieux holds, in particular:

- MNH, holding company of Mérieux NutriSciences. Mérieux NutriSciences is a company specialized in analysis, audit and consulting services to ensure the safety and quality of food, the environment, and consumer goods affecting the health of consumers;
- TSGH, the holding company for Transgene SA. Transgene is a biotechnology company listed on Euronext, specialized in immune therapies based on viral vectors, including therapeutic vaccines and oncolytic viruses, for the treatment of cancers;
- Mérieux Equity Partners (*via* Mérieux Développement), a private equity and innovation capital company in the fields of health and nutrition.



Percentage capital interests are rounded up to the nearest whole unit.

1.1.3 Significant developments in the bioMérieux scope as of December 31, 2025

2025 — **Acquisition of Neoprospecta** (Brazil)
Genomic data solutions for microbial risk management in the food and pharma industries

2025 — **Acquisition of the assets of Day Zero Diagnostics** (U.S.)
Next-generation sequencing

2025 — **Acquisition of SpinChip Diagnostics**
Point-of-Care immunoassay
Oslo (Norway)

2024 — **Acquisition of Lumed Inc.** (Canada)
Reinforcement of the fight against antimicrobial resistance.

2022 — **Acquisition of Specific Diagnostics**
SPECIFIC REVEAL™ Rapid AST
San Jose (California, U.S.)

2021 — **Acquisition of Banyan Biomarkers** (U.S.)
Development of biomarkers to diagnose traumatic brain injuries. A development partnership was entered into in 2017.

2019 — **Acquisition of Invisible Sentinel**
VERIFLOW® range
Philadelphia (Pennsylvania, U.S.)

2018 — **Acquisition of a majority stake in Hybiome**
Immunoassays
Suzhou (China)

2018 — **Acquisition of Astute Medical**
NEPHROCHECK®
San Diego (California, U.S.)

2016 — **Acquisition of Hyglos**
ENDONEXT® range
Benried (Germany)

2015 — **Strategic distribution and R&D partnership with Copan**
in the field of clinical microbiology laboratory automation.

2014 — **Acquisition of BioFire**
BIOFIRE® FILMARRAY® range
Salt Lake City (Utah, U.S.)

2011 — **Acquisition of Argène**
ARGENE® range
Verniolle (France)

2011 — **Acquisition of the AES Group**
BLUELINE®, CHEMUNEX® range and culture media
Combourg (France)

2008 — **Acquisition of AB BIODISK**
ETEST® range
Solna (Sweden)

2007 — **Launch of VIDAS® NT-proBNP**
for cardiac pathologies following the granting of a license by F. Hoffmann-La Roche.

2007 — **Acquisition of BTF**
BIOBALL® range
Sydney (Australia)

2007 — **Launch of VIDAS® B•R•A•H•M•S PCT™**
following the granting of a license by B•R•A•H•M•S (now Thermo Fisher).

2004 — **bioMérieux Initial Public Offering**
on NYSE Euronext Paris with the listing of the vast majority of the stake owned by Wendel Investissement in the Company.

2001 — **Acquisition of Organon Teknika**
BACT/ALERT® range
Durham (North Carolina, U.S.)

1991 — 1998 — **Locations**
United Kingdom 1991 · China 1992 · Russia 1996 · India 1998

1988 — **Wendel Investissement**
(then called CGIP) partners with the Mérieux family in bio-Participations, bioMérieux SA's indirect holding company. Wendel Investissement owns almost 33% of bio-Participations' share capital and Mérieux Alliance (the Mérieux family holding company) close to 67%.

1987 — **Acquisition of Vitek Systems**
VITEK® range
St. Louis (Missouri, U.S.)

1986 — **Acquisition of API Group**
API® range
La Balme-les-Grottes (France)

1975 — 1988 — **Locations**
Belgium 1975 · Germany 1976 · Spain 1980 · Italy 1985 · Japan 1988

1974 — Majority of the share capital of B-D Mérieux owned by Alain Mérieux.
B-D Mérieux becomes bioMérieux SA

1973 — **Location**
Brazil

1968 — **Acquisition by Alain Mérieux** of 49.95% of the shares owned by Institut Mérieux in B-D Mérieux.

1963
Founding of B-D Mérieux in Marcy-l'Étoile, near Lyon

B-D Mérieux is the Company's former name. It is 49.95% owned by Institut Mérieux, 49.96% owned by Becton-Dickinson France and 0.09% owned by other shareholders.

Geographical expansion · *Acquisitions* · *Change in capital* · *Agreements/Partnerships/Licenses*

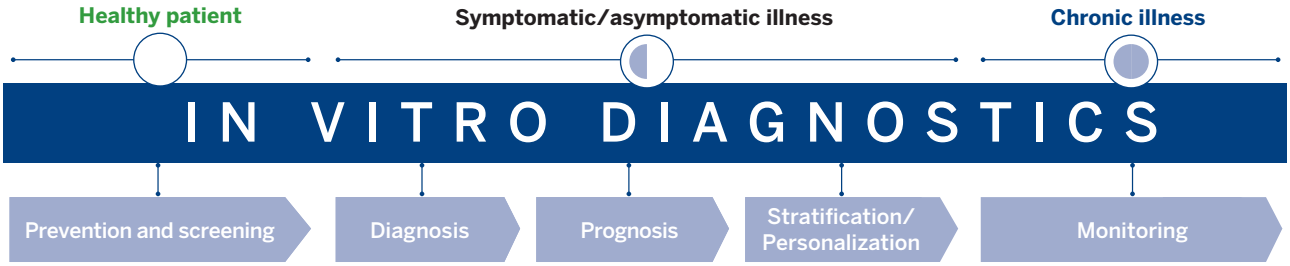
1.2 Organization of activities

1.2.1 The *in vitro* diagnostics market

Given the very limited amount of official statistics on its market, bioMérieux performs its own analyses on the basis of work prepared by financial specialists, specialized independent consultants, other companies in the sector and its internal experts. The sources used to estimate the market (size, growth and split), as well as bioMérieux's competitive position relative to its competitors, are mentioned in the corresponding paragraphs.

1.2.1.1 General description

In clinical applications, *in vitro* diagnostics is an essential link in the healthcare process. It has a role to play at each stage of patient care:



In vitro diagnostic tests are used to determine the origin of an infection, make a correct diagnosis, propose the most appropriate therapy, especially antimicrobial stewardship (AMS), monitor patient care, avoid costly complications and evaluate the evolution of a disease: between 60 and 70% of medical decisions rely on the results of a diagnostic test [(1)]. This reaches 100% for some diseases which can only be detected by analyzing patient samples, such as AIDS or early-stage cancers.

The analyses are performed on samples taken from a patient. They are generally carried out at the request of a physician, in private or public biomedical laboratories belonging to hospitals or commercial entities, blood banks and physician offices. The results are then sent to the physician who can use them to confirm or establish a diagnosis (often in combination with other examinations such as a medical examination or imaging). In some countries, the physicians or patients perform specific tests themselves.

In the industrial field, *in vitro* diagnostics technologies are used to monitor the microbiological quality of food, pharmaceutical, cosmetic and veterinary products. These microbiological tests (sterility of products, absence of pathogenic bacteria, etc.) are conducted throughout the production chain, from raw materials to the finished product, and are also used in the manufacturing environment (air, water and surfaces).

The *in vitro* diagnostics market is part of the health sector but is a distinct market from the pharmaceutical market. Although it is becoming increasingly stringent, its regulatory environment is still more flexible than that applicable to pharmaceutical products, and its customer base is more stable, principally due to the initial costs (capital and training expenditure, and the cost of connecting platforms to laboratories' information systems) incurred by diagnostics customers. The evolution of sales for companies in this market is also more regular due to:

- the significant proportion of reagent sales, because of the "closed" nature of most systems, which function only with reagents developed and marketed by the manufacturers of these systems (captive market);
- the obligation to offer customers a wide selection of reagents per instrument, which leads to a distribution of the *in vitro* diagnostics companies' activities across a large number of products, in contrast to pharmaceutical groups that are often dependent on blockbusters;
- relatively steady growth in demand in the diagnostics market, excluding the exceptional COVID-19 period, differing substantially from the behavior of the drug market, which can vary widely, due, in particular, to changes in the regulatory environment and competition from generic drugs.

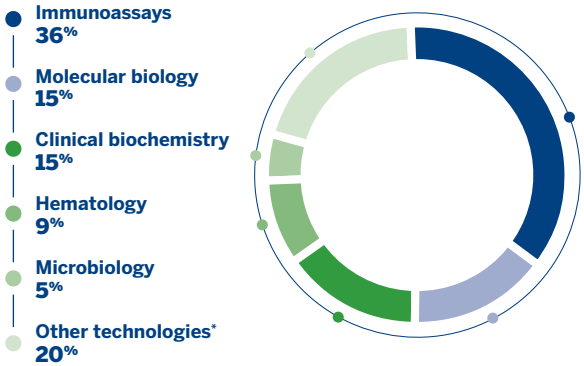
(1) *Rohr UP, Binder C, Dieterle T, Giusti F, Messina CG, Toerien E, et al. The Value of In Vitro Diagnostic Testing in Medical Practice: A Status Report. PLoS One. 2016.*

1.2.1.2 Technologies: an essential market driver

In vitro diagnostics covers all techniques, systems and products used on samples of biological fluids or human tissue within biomedical laboratories. It is based on several types of technology:

- biochemistry, measurement of the basic components of the body, particularly concerning tests for monitoring diabetes;
- immunoassays, principle of an antigen-antibody reaction which is used in the detection of infectious agents (such as bacteria, viruses and parasites) and pathological markers;
- microbiology, the culture of biological samples in a medium allowing any bacteria present to multiply. The bacteria detected can then be identified using various methods, such as mass spectrometry, and their antimicrobial susceptibility is tested;
- molecular biology: detection of genetic sequences of DNA or RNA that are characteristic of a bacterium, virus, protein or cell. In the field of infectious diseases, the process consists of extracting nucleic acids (extraction), multiplying them (amplification), marking the copies resulting from this amplification and detecting a signal, in order to determine the presence and quantity of infectious agents in the original sample, or in some cases, the presence of potential antimicrobial resistance genes; Next-generation sequencing (NGS), or high throughput sequencing, refers to a molecular methodology that allows rapid sequencing of thousands to millions of DNA or RNA molecules simultaneously, by determining the unique and specific order of nucleic acid bases;
- hematology: study of the components of the blood (e.g. platelets, red and white cells, etc.).

ESTIMATE OF THE DISTRIBUTION OF THE GLOBAL CLINICAL *IN VITRO* DIAGNOSTICS MARKET IN 2024, BY TECHNOLOGY



* *This section includes next-generation sequencing, flow cytometry, rapid testing, blood gas analysis and urine testing.*

Source: final IQVIA MedTech estimates based on company publications in the sector for 2024.

1.2.1.3 A global market

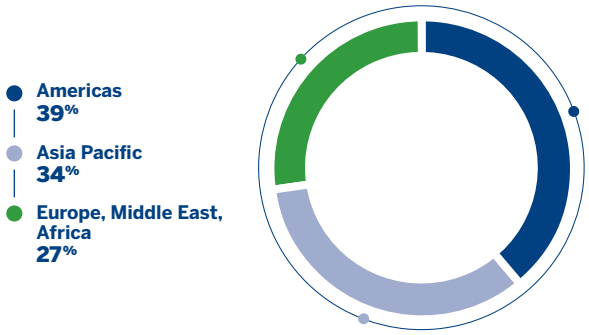
In 2024, the global market for *in vitro* diagnostics was estimated at €72 billion for clinical applications and approximately €3 billion for industrial applications.

At constant currencies, the 2024 market registered a 1% decrease after an exceptional growth due to the effects of the COVID-19 pandemic.

Approximately 60% of the market for clinical applications is concentrated in developed countries (mainly North America, Western Europe and Japan). The breakdown of bioMérieux's sales by geographic area and by application is presented in § 5.1.1.

Since the end of the 1990s, the clinical *in vitro* diagnostics market has been growing steadily (excluding the impact of the COVID-19 pandemic) due to the increased recognition of its medical value, as explained in the previous section.

ESTIMATE OF THE GEOGRAPHICAL DISTRIBUTION OF THE GLOBAL CLINICAL *IN VITRO* DIAGNOSTICS MARKET IN 2024



Source: final IQVIA MedTech estimates based on company publications in the sector for 2024.

1.2.1.4 Market trends and growth prospects

The trends presented below are for illustrative purposes and may vary significantly for the reasons indicated in Chapter 4 – Risk Factors.

Several **structural factors** explain **growth** in the *in vitro* diagnostics market:

- in developed countries, **demographic and lifestyle changes** favor a rapid but also preventative and predictive diagnosis:
  - increased life expectancy leads to aging of the population. For example, in 2004, 22% of the French population was age 60 or older and this proportion should reach 30% by 2040 (source: *Institut National de la Statistique et des Etudes Economiques* – French Institute for Statistics and Demographic Studies). This will lead to an increase in chronic diseases and age-related disorders, such as cardiovascular diseases, neurodegenerative diseases, respiratory infections and certain cancers,
  - lifestyles (inactivity, stress, etc.) and new eating habits contribute to the development of diseases such as diabetes and food allergies;
- in developing countries, there is great demand for **improved healthcare** and public health systems due to:
  - rapid population growth and urbanization, recent pollution problems, and changing lifestyle and eating habits, which foster the emergence of infectious and chronic diseases,

  - rising living standards, the introduction of ambitious health reforms and new or renovated infrastructure, which are also stimulating an increase in demand, particularly for widely accessible medicines;
- **the emergence or reemergence of pathogens** imposes the need to develop new diagnostic tests:
  - microorganisms that are resistant to antibiotics and antivirals are emerging and impose better management of the therapeutic arsenal. Several national or international initiatives have been put in place (United States, China, France, United Nations) to highlight the importance of increased monitoring of the emergence of resistant bacteria, or the necessity for rapid diagnostics in order to better control the prescription of antibiotics,
  - pathogens are appearing, emerging, reemerging and spreading worldwide. The COVID-19 pandemic gives an illustration of this,
  - the proliferation of healthcare-associated infections has led to the need to detect the carriers of multi-resistant bacteria before they infect themselves or other patients. Furthermore, the high cost of treatment of these infections (estimated in Europe at €7 billion per year, according to MedTech Europe [(1)]) favors screening tests for the carriers of these bacteria so as to implement the appropriate hygiene measures;
- **reducing health expenditure** is an economic obligation:
  - the continuing economic difficulties experienced by developed countries are leading governments to optimize and even reduce their healthcare spending. Diagnosis usually only accounts for approximately 2 to 3% of this spending [(2)] (excluding the COVID-19 pandemic) but is used in most treatment decisions and provides better patient care; thanks to its effectiveness at every stage of an illness, it can make a significant contribution to healthcare spending optimization,
  - reimbursement for medical care is increasingly carried out by pathology and not by examination. In this context, hospitals bear the cost of patient treatment and monitoring, which gives them an incentive to conduct diagnostic tests in order to select the most appropriate treatment and avoid hospitalization wherever possible;
- ***in vitro* diagnostics plays a key medical role** in the healthcare process through innovative solutions:
  - progress in medical know-how leading to the discovery of new innovative biomarkers which may result in the development of *in vitro* diagnostics tests improving patient care,
  - molecular biology has added a new dimension to *in vitro* diagnostics. This was confirmed during the COVID-19 health crisis, with the massive use of PCR (polymerase chain reaction) testing. More often than not, it is not a substitute for traditional techniques, but supplements the diagnostics offering by providing superior performance compared to traditional techniques (sensitivity and/or speed),
  - molecular biology has also enabled a new approach to infectious diseases: the syndromic approach. Numerous infectious diseases have a similar clinical profile but may be caused by different pathogens: viruses, bacteria, fungi or parasites. The syndromic approach is based on the simultaneous analysis of multiple pathogens which may cause this illness. The syndromic approach improves patient care,
  - technological progress has enabled the development of next-generation sequencing (NGS), which allows high-throughput genetic analyses,
  - bioinformatics, big data and, more generally, IT and digital applications also make it possible for laboratories to have access to more accurate information in order to make more informed clinical decisions and offer better care to their patients;
- the **structure of laboratories** is evolving:
  - new technologies are contributing to the development of new diagnostic systems, improving the medical value of each diagnosis along with laboratory workflows and efficiency,
  - a mounting shortage of qualified personnel, greater consolidation among laboratories, and the need to standardize analyses and improve operational efficiency, particularly in clinical microbiology, have led to the automation of laboratories and increased needs for services such as training, maintenance, accreditation assistance, laboratory productivity optimization, and so on,
  - the development of molecular biology is leading to new, faster and more accurate diagnoses (see § 1.2.1.2), and expertise in this area has resulted in the development of easier to use integrated platforms,
  - advances in communication technologies are impacting *in vitro* diagnostics, especially with the need to connect instruments to the laboratory information system;
- the **decentralization of tests outside the laboratory** is becoming more widespread:
  - demand is increasing in hospitals, particularly in the emergency and intensive care departments, for diagnostics solutions that make it possible to choose patient treatment more quickly, resulting in point-of-care (POC) tests and decentralized analyses outside hospital laboratories,
  - developments in technology are also opening up new fields to *in vitro* diagnostics instruments outside the laboratory. Thus, certain tests could be decentralized and carried out in physician offices or pharmacies;
- demand in **industrial applications** is driven by structural factors:
  - regulatory quality control obligations in food, pharmaceutical and cosmetics applications are increasing,
  - food, pharmaceutical and cosmetics companies seek to protect their brands and reputation through automated testing. These companies also aim to bring their products to market quickly while offering safe products.
  - the development of new "on demand" personalized medicine or short series treatments is sustaining demand in the biopharmaceutical industry due to the need for more regular and faster testing,
  - veterinary laboratories are increasingly having to deal with antimicrobial resistance in animals and have to increasingly run infertility and emerging animal diseases diagnostic tests in livestock. Moreover, new regulations are restricting the use of antibiotics on farms,

(1) https://www.medtecheurope.org/resource-library/hai-brochure/
(2) https://pubmed.ncbi.nlm.nih.gov/38654071/

- emerging countries want to protect their consumers and export their own food production. As a result, they are strengthening their food safety testing requirements,
- end consumers are demanding increasingly higher standards when it comes to the quality of the food, pharmaceuticals and cosmetics that they buy.

Conversely, **some economic factors may impact growth in the market:**

- chronic deficits, the over-indebtedness of healthcare systems, and economic and monetary crises are leading to **austerity measures** (lower reimbursements, reduced capital expenditure, streamlining of the management of reagent inventories, etc.);
- the introduction of new tests and their reimbursement requires an evaluation of their cost/benefit ratio. These **evaluation processes** are still complex and rather informal, and represent an opportunity to better demonstrate the value of *in vitro* diagnostics tests;
- the emerging countries are traditionally markets where equipment sales represent a larger share, for which revenues are more irregular, and are characterized by a growing consumption of reagents; furthermore, these countries are becoming increasingly **price-sensitive**. These countries can also experience significant currency fluctuations;
- for several years, the **consolidation of clinical laboratories,** both in hospitals and in commercial laboratories, has been materializing. This movement has been developing at different rates depending on the country. This consolidation strengthens the negotiating power of customers and brings new interlocutors into the process of purchasing an *in vitro* diagnostics system, such as hospital managers and specialized buyers, which could negatively impact the level of prices charged by market stakeholders;
- **regulatory requirements** are increasing (see § 4.2.3.2).

1.2.1.5 The main stakeholders

Increasing R&D costs related to innovation, consolidation of the customer base, the need for broader product lines, as well as critical mass considerations are leading stakeholders in the *in vitro* diagnostics market to continue their collaboration and partnerships. In addition, this sector has attracted new stakeholders, such as Shenzhen Mindray, Snibe and Autobio.

The *in vitro* diagnostics market is highly concentrated. In 2024, bioMérieux estimated that the 10 largest stakeholders in the market for *in vitro* diagnostics represented around 70% of the worldwide market (including diabetes tests). These are the large pharmaceutical Groups (Abbott, Roche) or diversified conglomerates (Becton Dickinson, Danaher, Siemens Healthineers and Thermo Fisher), or specialized companies (bioMérieux, Diasorin, Hologic, QuidelOrtho, Qiagen, Sysmex and Revvity).

Based on its 2025 sales, bioMérieux ranks itself in 5th place in the *in vitro* diagnostics market. This ranking reflects the specialized nature of the business carried out by bioMérieux, which is not present in the field of diabetes testing or clinical chemistry.

1.2.1.6 The public health challenges of antimicrobial resistance

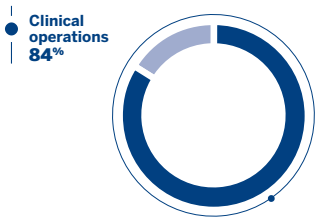
The public health challenges of antimicrobial resistance and the implementation of antimicrobial stewardship (AMS) policies are discussed in § 3.4.4 section S4-1 – Contribution to Public Health.

1.2.2 General presentation of bioMérieux

1.2.2.1 Areas of expertise

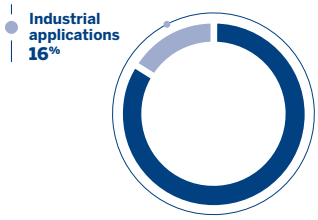
bioMérieux designs, develops, produces and markets systems that are used in two fields:

Clinical applications



From a biological sample (blood, saliva, urine, etc.), these systems make it possible to diagnose mainly infectious diseases. As a specialized stakeholder, bioMérieux ranks fifth worldwide in *in vitro* diagnostics, but is the world leader in clinical microbiology and syndromic molecular diagnostics of infectious diseases. The Group's historic and priority activity focuses on the diagnosis of infectious diseases: bacterial infections (such as staphylococcus), parasitic infections (such as toxoplasmosis) and viral infections (such as influenza).

Industrial applications



These systems enable microbiological control of production environments and finished products, mainly in the food, pharmaceutical and cosmetic industries. bioMérieux is one of the global leaders in this sector.

Each of these two areas has its own management, the managers of which sit on the Executive Committee (see § 2.2.1).

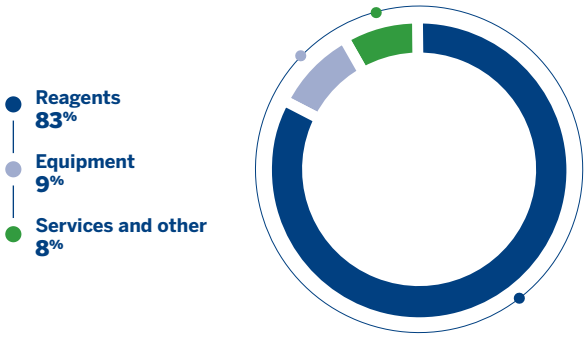
Given the current market, bioMérieux believes that it is important to master three complementary techniques in order to successfully compete in the targeted areas:

- **microbiology**, which is based on culturing biological samples, identifying microorganisms and measuring their antimicrobial resistance;
- **immunoassays**, based on the principle of immunological reaction, to identify or quantify the presence of antigens and/or antibodies in a sample;
- **molecular biology,** which is based on the detection of genetic sequences of DNA or RNA characteristic of a pathogen to identify bacteria, viruses, fungi and parasites.

The Group's diagnostics line is made up of equipment, reagents, services and software:

- equipment (also referred to as instruments, platforms or automated analyzers) are used to conduct automated tests in series or individually. These are primarily closed systems, i.e. only specifically developed reagents can be used on this equipment. Instruments are either sold or provided to customers for use on their premises under an agreement to purchase a minimum volume of reagents and consumables under terms designed to cover the depreciation and financing of the instrument. In certain markets, instruments may also be leased to customers. Instruments that are sold or provided to customers are accompanied by services which include the installation and servicing of the instrument, as well as user training. Instruments are integrating software and expert systems for managing analyses and interpreting results;
- reagents and consumables are used to carry out biological tests, in order to perform screening, diagnostic assistance, prognosis and treatment monitoring;
- related services such as the installation and maintenance of instruments, user training or the audit of laboratory workflows.

BREAKDOWN OF 2025 SALES



bioMérieux's business therefore involves integrating highly diversified technologies covering biology, instrumentation and engineering, as well as IT and data processing. This integration can often be complex, as it entails verifying the essential compatibility of the various components, monitoring overall coherence, adhering to the different standards applicable in each field, and respecting quality and cost objectives as well as deadlines for the provision of solutions.

1.2.2.2 Geographical presence and commercial network

bioMérieux markets its products in over 160 countries through a network of international subsidiaries and distributors.

In its subsidiaries, sales and marketing forces are specialized by clinical or industrial applications. In certain markets, clinical applications sales forces can be dedicated to certain product ranges. Likewise, the industrial applications sales forces are becoming increasingly specialized to meet customers' specific needs in the pharmaceutical and agri-food sectors. bioMérieux has a strong presence across all continents through independent distributors that supplement the network of subsidiaries. These distributors are primarily chosen based on their ability to maintain a strong brand awareness with regard to bioMérieux's products and to comply with legal restrictions in terms of traceability and after-sales services (technical personnel, training, availability of spare parts). They are generally major players in the health field in their countries and are often exclusive in the diagnostics field, subject to the applicable laws.

In certain especially large emerging countries, such as China or India, bioMérieux SA's subsidiaries may lead a network of local distributors. This organization, consistent with local distribution practices, allows bioMérieux to sell its product ranges in a large part of these territories.

1.2.2.3 Group Customers

Clinical market

The organization of the *in vitro* diagnostics sector varies considerably from country to country, depending on the structure of the healthcare system itself. This structure is a combination of variable balances between public and private actors. bioMérieux primarily sells its products to hospital and commercial clinical laboratories. To a lesser extent, the Group's customers include distributors, blood banks and the Point-of-Care market (including hospital emergency rooms, physicians and more). The Group does not sell products directly to patients.

bioMérieux's molecular biology solutions cover extraction, amplification and detection. New and innovative technologies now offer a syndromic approach, making it possible to detect several pathogens simultaneously. BIOFIRE® FILMARRAY® and BIOFIRE® SPOTFIRE® are the main ranges covering this area.

bioMérieux's clinical microbiology offering includes systems of any capacity and is based on the concept of microbiology lab automation. It is, therefore, perfectly in line with the shift toward the consolidation of laboratories described previously (see § 1.2.1.4). Moreover, bioMérieux is continuously developing its commercial offering by integrating its services and offering high added value comprehensive solutions (medical and/or economic). In the immunoassay field, the VIDAS® platform is suitable for decentralized laboratories and high medical value tests.

Industrial market

The Group's customers are either quality control laboratories of large industrial food, pharmaceutical and cosmetics groups, or independent laboratories to which such industrial quality control is outsourced. In addition, with the development of the fight against healthcare-associated infections, bioMérieux targets hospitals as industrial customers for the installation of disinfection and monitoring systems.

1.2.2.4 Competition

Clinical market

In the infectious disease segment, bioMérieux is one of the few players to have access to all the technologies used (microbiology, immunoassay and molecular biology). Its competitors differ according to the technology in question. bioMérieux believes that its expertise in these complementary technologies gives it a significant competitive advantage:

- in clinical microbiology, as estimated internally and by IQVIA MedTech, an independent consultant specialized in *in vitro* diagnostics, bioMérieux's market share was around 40% in 2024, putting it in the leading position worldwide. This market is estimated at about €3 billion and grew by 5% in 2024. It has historic growth of around 5 to 6% a year, excluding the period of the COVID-19 pandemic, at constant exchange rates. Other significant stakeholders in this market include Becton Dickinson, Danaher and Thermo Fisher. The line between technologies is becoming increasingly porous; start-ups offering identification technologies and/or rapid antimicrobial susceptibility testing (AST) based on molecular biology approaches are emerging, and stakeholders in the field of molecular biology are offering an increasing number of tests for the rapid identification of bacteria;
- in immunoassay, large diversified pharmaceutical groups (Roche, Abbott, Siemens Healthineers and Danaher) are dominant. Among specialized stakeholders, the main competitors include Bio-Rad and DiaSorin. According to its internal estimates, bioMérieux holds a market share of around 1%. It is strengthening its position as a specialized stakeholder thanks to VIDAS® KUBE™, the most recent generation of its VIDAS® automated system, thanks to its range of high medical value tests and thanks to its establishment in emerging countries;
- in molecular biology, the market leader is Roche. The major stakeholders are Abbott, Becton Dickinson, Danaher (Cepheid), Hologic, Qiagen, Revvity, Seegene and Siemens Healthineers. This market can be divided into three segments according to the number of pathogens that can be detected by the platforms with a single test: singleplex (a single pathogen), lowplex (≤ five pathogens) and multiplex. bioMérieux mainly offers a syndromic multiplex product with the BIOFIRE® system, which brings a new standard in diagnosis of infectious diseases. Interest in multiplex testing has increased in the past few years both for healthcare professionals and for stakeholders in the diagnostics market. At the end of 2024, bioMérieux estimated its market share in this segment at approximately 70% with the BIOFIRE® range. bioMérieux also extended its syndromic testing technology to local facilities, closer to the patient, with the innovative BIOFIRE® SPOTFIRE® system. This solution, accredited by the FDA (Food and Drug Administration), makes it possible to care for patients suspected of having respiratory infections by delivering their results during an office visit and in approximately 15 minutes. bioMérieux is also a player in the extraction field with EMAG®, the new generation of its automated NUCLISENS® easyMAG® system.

Industrial market

In the industrial microbiology market, which remains relatively fragmented, bioMérieux considers itself one of the world leaders. Based on its internal studies, it evaluates its market share to be around 20%.

The other significant stakeholders are Merck Millipore, Charles River, EW Group, Thermo Fisher, Neogen/3M and Becton Dickinson and a number of smaller companies in niche segments.

1.2.3 Group products

bioMérieux develops complete offers and specific product lines in order to respond to public health challenges.

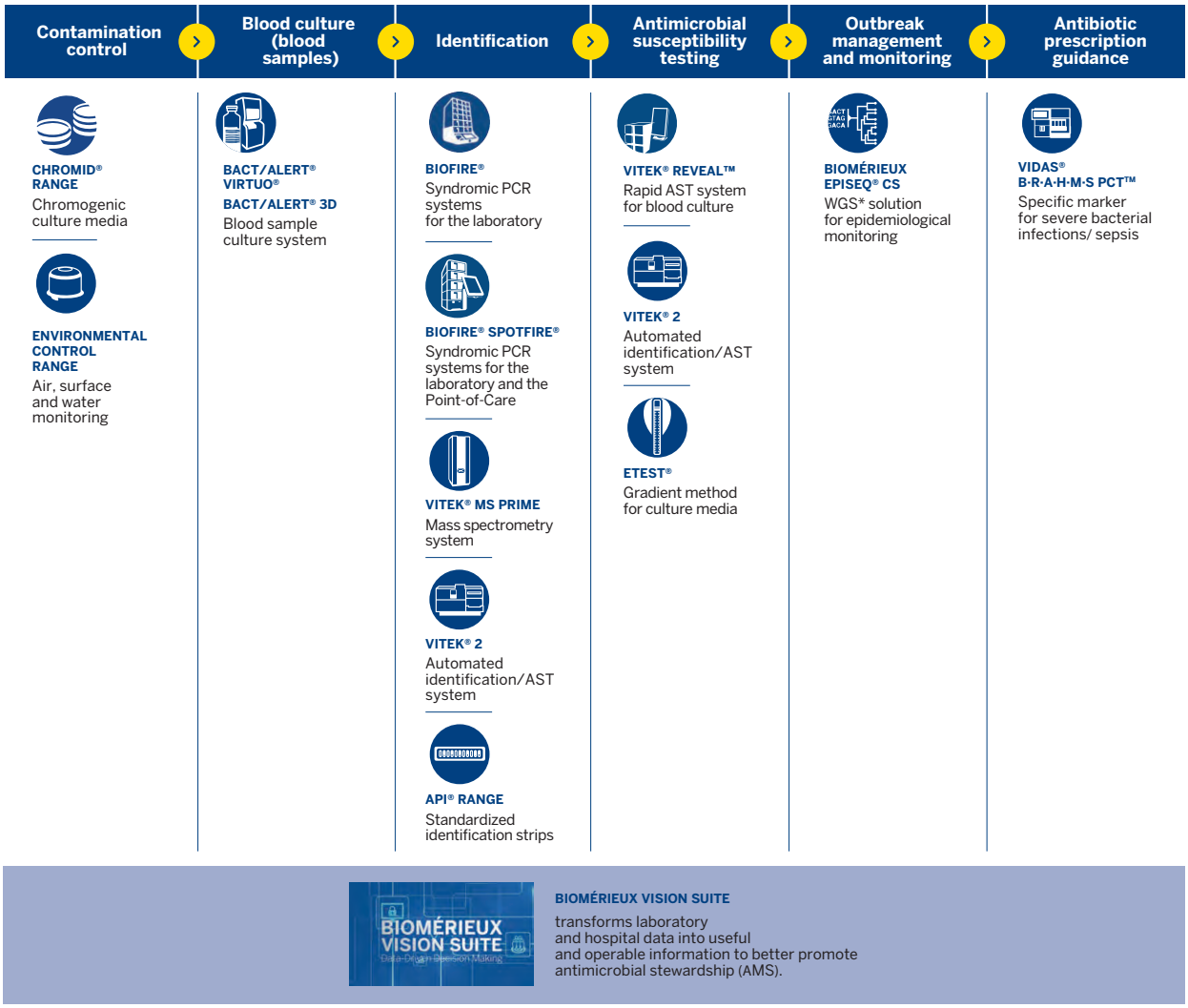
bioMérieux has implemented a global marketing strategy. Its various systems are marketed under identical trademarks worldwide. The product portfolio is also tailored to specific regional and local needs and its rationalization is continuously assessed.

1.2.3.1 Responding to public health challenges: comprehensive solutions

Specific solutions for combating antimicrobial resistance

bioMérieux is a key stakeholder in the fight against antimicrobial resistance (see § 3.4.4 section S4-1 – Contribution to Public Health). bioMérieux's products cover the full range of public health stakeholder needs.

BIOMÉRIEUX SOLUTIONS FOR COMBATING ANTIMICROBIAL RESISTANCE

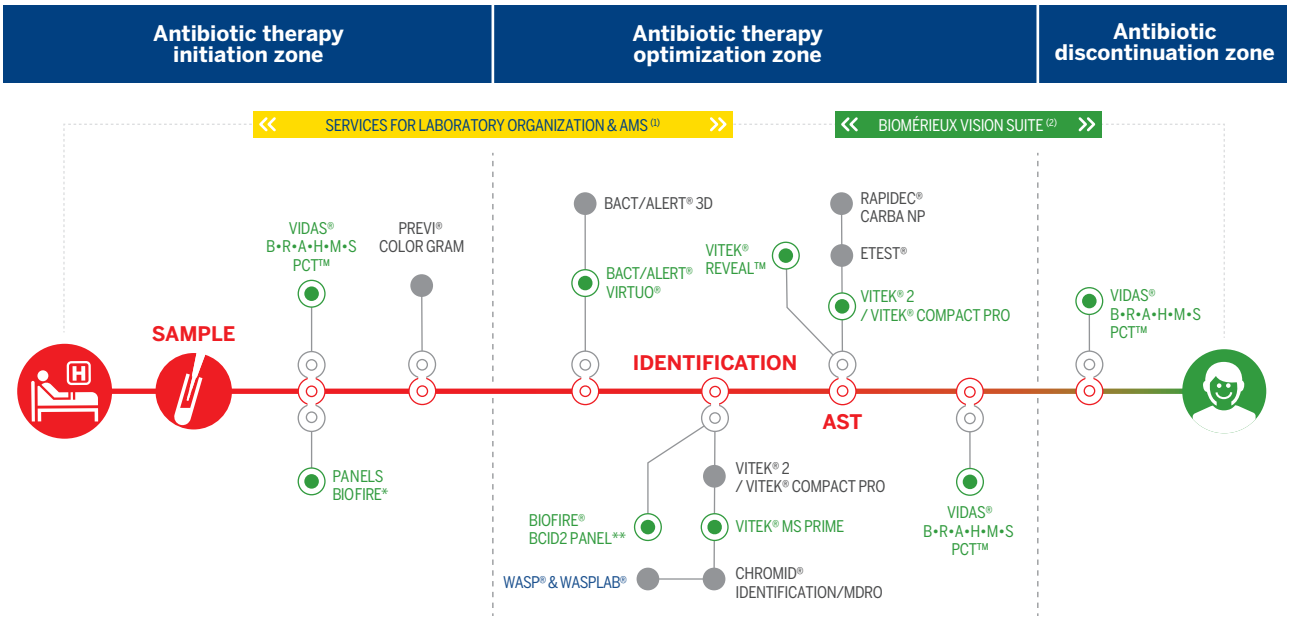


* *Whole Genome Sequencing: sequencing the entire genome.*

Specific solutions for combating sepsis

bioMérieux has a long-standing commitment to sepsis control and has a comprehensive "sepsis solution" offering.

BIOMÉRIEUX SOLUTIONS FOR COMBATING SEPSIS



- ◉ *Main hub stations*
- * *Gastrointestinal, Joint Infections, Meningitis/Encephalitis, Pneumonia & Respiratory Infections.*
- ** *Including MDRO (MultiDrug-Resistance Organisms)*

(1) *AMS: Anti Microbial Stewardship*
(2) *BIOFIRE® FIREWORKS™ MAESTRIA™ CLARION™ LUMED™*

1.2.3.2 Description of the main ranges

BIOFIRE®			
Expertise	**Molecular biology**	**Technology**	**RT-PCR** [(a)]
Customers	Clinical, Industry	**Product types**	Reagents, Instruments, Software, Services

BIOFIRE® FILMARRAY® TORCH AND REAGENTS

BIOFIRE® SPOTFIRE® AND REAGENTS

Objective	To simultaneously identify, using a single test, or panel, the pathogens (bacteria, viruses, parasites, fungi, yeast) that most frequently cause an infectious syndrome through the detection of specific genetic DNA or RNA sequences.	
Characteristics	**Easy to use:** The sample can be prepared for analysis in under two minutes, and it does not require any particular molecular biology skills. No intervention from the laboratory technician once the analysis is launched until the result is received (sample-to-answer). **Fast:** analysis time of approximately one hour depending on the panels. **Complete:** a line of seven panels to identify more than 170 targets.	**Easy to use:** The sample can be prepared for analysis in under two minutes, and it does not require any particular molecular biology skills. **Very fast:** analysis time of approximately 15 minutes with all respiratory panels.
Portfolio *Note: Product availability varies by country to meet certain regional and local regulatory requirements.*	**Clinical reagents:** • BIOFIRE® Respiratory 2.1 *plus* Panel, for upper respiratory tract infections (23 pathogens including SARS-CoV-2); • BIOFIRE® FILMARRAY® Pneumonia *plus* Panel, for lower respiratory tract infections (34 targets, including 27 pathogens and 7 resistance genes); • BIOFIRE® Blood Culture Identification 2 Panel, for bloodstream infections (43 targets, including 33 pathogens and 10 resistance genes); • BIOFIRE® FILMARRAY® Gastrointestinal Panel, for gastrointestinal infections (22 pathogens); • BIOFIRE® FILMARRAY® Gastrointestinal Panel Mid for gastrointestinal infections (11 pathogens), available only in the United States; • BIOFIRE® FILMARRAY® Meningitis/Encephalitis Panel, for central nervous system infections (14 pathogens); • BIOFIRE® Joint Infection Panel, for joint infections (39 targets, including 31 pathogens and eight antimicrobial resistance genes); • BIOFIRE® FILMARRAY® Tropical Fever Panel, for tropical infections (6 targets for 4 pathogens); • WATCHFIRE™ Respiratory (R) Panel, capable of targeting 22 different pathogens and delivering, in real time, trends in the presence of viruses and bacteria in wastewater samples. **Industrial applications for reagents:** • BIOFIRE® MYCOPLASMA, an innovative test for detecting mycoplasmas in biopharmaceutical products (available on the BIOFIRE® FILMARRAY® 2.0 instrument). **Instrument:** • BIOFIRE® FILMARRAY® TORCH System: modular and scalable. The configuration is scalable from 1 to 12 modules, providing a maximum capacity of 351 samples/day [(b)].	***In vitro* diagnostics reagents:** • For respiratory infections: – BIOFIRE® SPOTFIRE® Respiratory/Sore Throat (R/ST) Panel, – BIOFIRE® SPOTFIRE® Respiratory/Sore Throat (R/ST) Panel Mini. **Instrument:** • BIOFIRE® SPOTFIRE® System: designed to be as simple as possible to use with its intuitive and secure software and small footprint. It is scalable, with one to four stackable modules that allow testing of up to 104 samples/day [(c)].

(a) Reverse-Transcriptase polymerase chain reaction.
(b) 24 hours.
(c) 8 hours.

VITEK® 2

Expertise	**Microbiology (Identification & antimicrobial susceptibility testing (AST))**	**Technology**	**Colorimetry and turbidimetry**
Customers	Clinical, Industry	**Product types**	Reagents, Instruments, Software, Services

REAGENTS

VITEK® COMPACT PRO

VITEK® 2 COMPACT

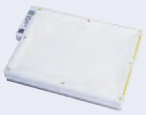
VITEK® 2

VITEK® 2 XL

Objective	To automatically identify bacterial species. To test their resistance to various antimicrobials to obtain a specific antimicrobial susceptibility testing (AST) to adjust patient treatment.
Characteristics	**Automated:** Its design ensures an optimized laboratory workflow; fewer repetitive tasks, improved security, maximum standardization and shorter turnaround times for the production and generation of reports. **Ready-to-use reagents:** Once the consumable is loaded, the inoculation, incubation and reading of each card is managed by the system without any intervention by the laboratory technician. **Expert software for interpreting results:** bioMérieux has integrated into its VITEK® 2 system the Advanced Expert System (AES™), which automatically validates each antimicrobial susceptibility testing (AST) result. In an optimized time frame, it gives a precise phenotype profile of the mechanism(s) of microbial resistance for each isolate tested.
Portfolio	**Reagents:** VITEK® 2 enables the identification of more than 530 bacteria or molds and tests their resistance to over 180 antibiotics. **Instruments:** • VITEK® 2 COMPACT PRO has a capacity of 15, 30 or 60 cards; • VITEK® 2 Compact has a capacity of 15, 30 or 60 cards; • VITEK® 2 has a capacity of 60 cards; • VITEK® 2 XL has a capacity of 120 cards. The VITEK® 2 system can be used for identification and antimicrobial susceptibility testing (AST). For faster identification (in a few minutes), VITEK® MS or VITEK® MS PRIME can be used in combination with VITEK® 2. This configuration is fully and transparently integrated by MAESTRIA™, next-generation middleware (see page 36 "BIOMÉRIEUX VISION SUITE") for automated and optimized transfer of identification and antimicrobial resistance results to the laboratory information system.
Other information	VITEK® 2 is the market leader in automated identification and antimicrobial susceptibility testing (AST). The VITEK® range is also used by customers in the food, pharmaceuticals and cosmetics markets that need to identify possible contaminant agents present in products or in the production environment. In the veterinary field, VITEK® solutions make it possible to identify and perform antimicrobial susceptibility testing (AST) on bacteria responsible for diseases in animals.

VITEK® REVEAL™

Expertise	**Microbiology (Rapid AST)**	**Technology**	**Volatile Molecule Detection**
Customers	Clinical	**Product types**	Reagents, Instruments, Software, Services



REAGENTS

VITEK® REVEAL™ SEALER

VITEK® REVEAL™

Objective	Fast AST from positive blood cultures. The technique relies on very sensitive detection of bacterial growth using nanopore biosensors which detect the emission of volatile organic particles released during bacterial growth.
Characteristics	**Fast:** results in 5.5 to 6 hours on average from a blood culture positive for Gram-negative bacteria. **Effective:** wide coverage of antibiotics for Gram-negative bacteremia. Allows faster targeted and optimized antimicrobial therapy with results in real time for minimum inhibitory concentration (MIC) [(a)] and the Sensitive, Intermediate and Resistant (S/I/R) category [(b)]. **Integrated** into bioMérieux's sepsis solution (BACT/ALERT® VIRTUO®, VITEK® MS PRIME, BIOFIRE® BCID2 and VITEK® 2). The MAESTRIA™ middleware is a key integrated asset of bioMérieux's sepsis solution that ensures traceability and the automated and optimized transfer of antimicrobial resistance results to the laboratory's information system.
Portfolio	**Reagents:** • VITEK® REVEAL™ antibiotic Panel: panel making it possible to establish the antimicrobial susceptibility for multiple bacterium/antimicrobial combinations; • VITEK® REVEAL™ sensor Panel: microfilm comprising nanopore biosensors making it possible to detect organic volatile compounds released during bacterial growth that occurs in the antibiotic panel. **Instruments:** • VITEK® REVEAL™ SEALER: this instrument makes it possible to seal the Sensor onto the antibiotic panel. • VITEK® REVEAL™: this instrument makes it possible to incubate and read the panels. Integrated software interprets the analysis result and generates analysis reports. One module has the capacity to process four samples simultaneously. To carry out a fast identification, VITEK® MS, VITEK® MS PRIME or BIOFIRE® BCID2 can be combined. This configuration is fully and transparently integrated by MAESTRIA™.

(a) Minimum antibiotic concentration necessary for neutralizing the bacterium.
(b) Sensitive: the usual dose necessary to treat the infection can be administered in humans | Intermediate: the antibiotic efficacy is unpredictable. The result obtained is not predictive of therapeutic success | Resistant: the usual dose will not result in therapeutic success in humans.

VITEK® MS/VITEK® MS PRIME

Expertise	**Microbiology (Identification)**	**Technology**	**MALDI-TOF** [a]
Customers	Clinical, Industry	**Product types**	Reagents, Instruments, Software, Services

VITEK® MS-DS

VITEK® MS

VITEK® MS PRIME

Objective	To automatically identify bacterial species. To test their resistance to various antimicrobials to obtain a specific antimicrobial susceptibility testing (AST) to adjust patient treatment.
Characteristics	**New generation of mass spectrometry:** VITEK® MS PRIME integrates new, innovative functions such as slide loading and prioritization. These functions lead to enhanced optimization of the laboratory workflow. **Simple and secure workflow:** Rationalized sample preparation and practical kits with reliable, effective inactivation and extraction protocols. The VITEK® MS PRIME system is a new, more compact, system that can be used on the benchtop to improve laboratory productivity. **Rapid, robust and precise** identification at the species level, the genus or the group in a few minutes. **Integration with antimicrobial susceptibility** testing (AST): Seamlessly integrates the identification results with the results from VITEK® 2 thanks to an optimized configuration and turnaround time.
Portfolio	Around 16,000 different strains in the database, covering nearly 1,600 species, taking into account the diversity within a specific species for greater precision. In addition, specific kits necessary for sample preparation are available for Mycobacterium/Nocardia and for molds. VITEK® PICKME™ optimizes and homogenizes the deposition of samples on the VITEK® MS and VITEK® MS PRIME matrices.
Other information	This bacterial identification technique is particularly suited to laboratories processing large sample volumes. They can obtain quick results at an attractive cost. However, MALDI-TOF mass spectrometry cannot perform antimicrobial susceptibility testing (AST).

(a) Matrix Assisted Laser Desorption Ionization-Time Of Flight.

BACT/ALERT®

Expertise	**Microbiology (Blood culture)**	**Technology**	**Colorimetry**
Customers	Clinical, Industry	**Product types**	Reagents, Instruments, Software, Services

BACT/ALERT® FAN® PLUS REAGENTS

BACT/ALERT® VIRTUO® (HERE WITH AN ADDITIONAL MODULE)

BACT/ALERT® 3D

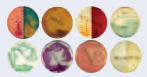
Objective	To culture and detect microorganisms (bacteria, fungi/yeast, mycobacteria) in the blood and other normally sterile bodily fluids, as well as in pharmaceutical and cell therapy product samples. This step is the key entry point for care of patients suspected to have sepsis.
Characteristics	**Fully automatic loading and unloading:** Reduction of manual tasks and economic optimization. The entirely closed system provides better temperature control. **Detection of blood level:** Measures the volume of blood added to each bottle when loading so as to immediately alert the laboratory if new samples need to be taken, and checks the quality of blood collection practices with traceability at patient sample level. **Advanced detection algorithms:** Detect positive samples more quickly, enabling an accelerated optimization of patient treatment.
Portfolio	**Reagents:** Unbreakable multilayer polycarbonate bottles • BACT/ALERT® FAN® PLUS bottles containing polymer beads for the effective neutralization of antibiotics that may be circulating in patients' blood and facilitating the growth of bacteria; • BACT/ALERT® standard bottles without antibiotic neutralization; • BACT/ALERT® MP bottles for the detection of pulmonary tuberculosis; • BACT/ALERT® iAST/iNST bottles for industrial applications for microbial growth in aerobic and anaerobic media; • BACT/ALERT® IFA PLUS/IFN PLUS bottles for industrial applications for effective neutralization of antimicrobials in complex matrices; • BACT/ALERT® ILYM for yeast and mold. **Instruments:** • BACT/ALERT® 3D (120 Combo and 240), first-generation instrument, flexible, easy-to-use and modular, with a usable capacity of 120 to 1,440 bottles; • BACT/ALERT® VIRTUO®, next-generation instrument with a 428-bottle capacity, able to connect up to three additional modules for a total capacity of around 1,784 bottles and a single user interface.
Other information	For industrial applications, the range of BACT/ALERT® systems is used to control the sterility of pharmaceutical products, and innovative treatments such as cell and gene therapies, for the microbiological control of beverages and for the quality control of blood products, and more specifically platelets, for which BACT/ALERT® is the most used detection method throughout the world.

CULTURE MEDIA AND ASSOCIATED INSTRUMENTS

Expertise **Microbiology (Culture)**

Customers Clinical, Industry

Product types Reagents, Instruments, Software, Services



CULTURE MEDIA (PETRI DISHES)

PREVI® COLOR GRAM

WASP®

WASPLAB® PHENOMATRIX®

3P® STATION

Objective	To culture bacteria and isolate colonies. To identify bacteria and resistance mechanisms using the CHROMID® range. To culture and detect microorganisms present in the environment. To maximize operational efficiency and reliability of data integrity/traceability.
Portfolio	**Culture media:** Broad range (more than 100 references available in the form of Petri dishes, tubes and bottles), in particular conventional or chromogenic ready-to-use (RTU) media. CHROMID® range of chromogenic media: simultaneous isolation and identification of target microorganisms (e.g. *Clostridioides difficile*, *E.coli*, *Salmonella*, etc.), including resistant bacteria responsible for healthcare-associated infections (e.g. MRSA, CARBA, OXA-48, Colistin R, etc.). Bi-plate range: (smart) combination of two culture media in a single plate making it possible to obtain two pieces of information in one reading (CHROMID® CARBA SMART, CHROMID® SMART MRSA/S. aureus), as well as equipment for laboratory environmental control. Specific media in the field of industrial applications, for the control of microorganisms in food, pharmaceutical and cosmetic products, and environmental monitoring suited to the pharmaceutical sector. **PREVI® COLOR GRAM:** automated system for staining samples on slides according to the gram staining technique (categorization of bacteria into two groups according to their membrane and wall characteristics). **RAL TB STAINER:** automated system for staining samples on slides using bath technology for detecting bacilli responsible for tuberculosis. **3P® ENTERPRISE**: end-to-end digitalization and automation of environmental monitoring through high-performance culture media featuring a unique identifier, the Locksure® closing system, and a transparent design (3P® SMART PLATES), combined with a dedicated software (3P® CONNECT), the 3P® STATION for plate incubation and reading, along with a comprehensive range of services. **Instruments** (distribution and partnership contract with the Italian company Copan): • **WASP®**, automated system for inoculating clinical samples onto culture media (tubes, Petri dishes); it can operate alone or be connected to WASPLab®; • **WASPLab®**, automated line consisting of conveyors and intelligent incubators, connected to one or more WASP®, providing high-resolution images of the culture media and improving the speed, interpretation, reliability and accessibility of the results.
Other information	Artificial intelligence software (PhenoMATRIX®) is integrated into WASPLab®. It enables the analysis and automatic sorting of agar plates inoculated by WASP® and incubated in WASPLab® using the combination of patient data and the analysis of images using highly efficient algorithms. With the new version of PhenoMATRIX® PLUS, negative and positive plates are released automatically without human intervention. An additional module to WASPLab®, Colibri™ enables the automation of colony picking, the preparation of targets for identification by mass spectrometry, and preparation of the suspension for performing antimicrobial susceptibility testing (AST) with VITEK® 2.

BIOMÉRIEUX VISION SUITE

Expertise **Microbiology/Molecular biology**

Customers Clinical, Industry

Type of product Software

BIOFIRE® FIREWORKS™	MAESTRIA™	CLARION™	LUMED™
Objective	A software suite allowing consolidation of hospital and laboratory data. This software provides relevant and actionable information to support diagnosis and clinical decision making.		
Characteristics	**The product line is built around three pillars:** • Middleware addresses laboratory management and optimization needs; • Analytics provides health data management tools; • Decision support makes it possible to optimize antimicrobial stewardship [(a)] and infection control programs.		
Portfolio	**BIOFIRE® FIREWORKS™:** Cloud option that offers instant visibility into, and management of, BIOFIRE® systems, making it possible to monitor instrument performance, optimize their use and receive real-time alerts on pathogen detections. It helps laboratories and healthcare establishments streamline workflows, reduce downtime and facilitate data-driven clinical and operational decisions. **MAESTRIA™:** Middleware product in the form of a web application, connected to the LIS [(b)] and accessible from any work station in the laboratory. This new generation of business software for the microbiology laboratory makes it possible to consolidate the results of the instruments used, such as VITEK® 2, VITEK® MS, VITEK® MS PRIME, VITEK® REVEAL™, WASP®, BIOFIRE®, BACT/ALERT® VIRTUO®, BACT/ALERT® 3D as well as competing systems. MAESTRIA™ also makes it possible to enter the results of manual tests such as ETEST® as well as the gram staining result. MAESTRIA™ can both control and improve analyses using dashboards, as well as monitor infections and resistance using statistical and epidemiological tools. **CLARION™:** Cloud solution that optimizes the management of microbiology laboratories' diagnostic data by integrating it and analyzing it in real time. It provides intuitive dashboards to transform this data into actionable decisions, thus improving laboratory performance. This innovation supports clinical decision-making and fosters better patient outcomes. **LUMED™:** Clinical decision support system (CDSS) designed to optimize antimicrobial prescription choices using the APSS module and to monitor healthcare-associated infections (HAI) in real time with the ZINC solution. APSS helps improve antibiotic prescriptions, while ZINC helps monitor and prevent hospital infections. LUMED™ thus helps to identify nonoptimal prescriptions and to monitor healthcare-related infections, consequently improving healthcare and economic results.		

(a) Appropriate use of antimicrobials (also called Antimicrobial Stewardship (AMS)).
(b) Laboratory Information System = Administrative software package running the main processes of a clinical laboratory.

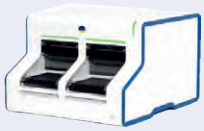
VIDAS®

Expertise	**Immunoassays**	**Technology**	**Enzyme Linked Fluorescent Assay**
Customers	Clinical, Industry	**Product types**	Reagents, Instruments, Software, Services

REAGENTS

VIDAS® 3

VIDAS®



VIDAS® KUBE™

Objective	To detect and quantify molecules of biological interest (hormones, tumor markers, antigens or antibodies) for the diagnosis or monitoring of human diseases, animal health, and for testing food products. Detection is carried out by reading a fluorescent signal emitted when an antibody-antigen complex is formed.
Characteristics	Recognized robustness and reliability (TMEP [(a)] VIDAS® KUBE™ approximately 400 days and VIDAS 3® more than 500 days). VIDAS® can perform up to 72 tests/hour with a configuration of 6 VIDAS® KUBE™.
Portfolio	Extensive menu of parameters that fulfills the requirements of each type of customer: • **clinical applications:** more than 80 tests distributed over the following product lines: Emergencies & Intensive Care (cardiology, sepsis, mild traumatic brain injury, acute kidney injury), Infectious Diseases (HIV, hepatitis, serological monitoring of pregnant women) and Immunochemistry (thyroid function, fertility, bone and mineral metabolism and tumor markers); • **industrial applications:** tests for detecting pathogens commonly implicated in food contamination, notably *Escherichia coli* O157 (including H7), *Salmonella*, *Listeria* and *Campylobacter*.
Other information	VIDAS® is used: • as a complementary platform for innovative, high medical value tests in consolidated central laboratories; • as a primary platform for routine testing in unconsolidated laboratories. In the last few years, bioMérieux launched the following tests: • VIDAS® NEPHROCHECK®, for early detection of the risk of moderate or severe acute kidney injury; • VIDAS® TB IGRA, for the fully automated diagnosis of latent tuberculosis from a blood sample; • VIDAS® DENGUE Panel, for complete diagnosis of dengue, composed of three serological tests (NS1: viral marker/IgM/IgG); • VIDAS® CHIKUNGUNYA IgG and IgM, to complete the arbovirus detection test panel; • VIDAS® TBI (GFAP, UCH-L1), to better assess patients with mild traumatic brain injury, including concussion cases. In 2023, bioMérieux launched VIDAS® KUBE™, the new VIDAS® instrument combining flexibility and simplicity to respond to constant developments in laboratories. In 2024, bioMérieux launched the VIDAS® VITAMIN B12 TOTAL test, an automated quantitative test to measure vitamin B12 concentration in adults with suspected vitamin B12 deficiency or at risk for low levels of vitamin B12.

(a) Mean time between failures = Arithmetic mean of the time of operation between failures in a system.

1.2.3.3 Main other product ranges marketed

MOLECULAR BIOLOGY

Monoplex PCR tests: ARGENE® range

The ARGENE® range is composed of open tests, tests that can be done by any type of laboratory using PCR tests. Compatible with the majority of nucleic acid extraction and amplification platforms on the market, they provide a result in four hours and make it possible to test samples from a large number of patients at once.

The ARGENE® range provides PCR tests for diagnosing viral respiratory diseases.

In 2023, bioMérieux launched a PCR test to simultaneously detect and differentiate between COVID-19, influenza and bronchiolitis.

Moreover, the ARGENE® range provides a complete menu for monitoring patients after organ and bone marrow transplant. These PCR tests make it possible to monitor viruses involved in infections in transplant patients, especially cytomegalovirus (CMV), Epstein Barr virus (EBV), adenovirus, enterovirus, and herpes virus. bioMérieux also invests in developing future biomarkers: the Torque Teno Virus (TTV) PCR test provides a unique response in monitoring immunity in transplant patients. Finally, the ARGENE® range helps to provide a rapid response to emerging pathologies. For example, in 2023, bioMérieux marketed an ARGENE® test to detect the monkeypox virus.

A product for automation of the molecular biology laboratory and extraction: EMAG® system and its NUCLISENS® extraction reagents range

For DNA and RNA extraction, bioMérieux offers the EMAG® system (48 extractions/90 minutes). This system offers an extraction flexibility making it possible to process samples of very diverse natures.

During the COVID-19 pandemic, these systems have been widely used by laboratories to extract SARS-CoV-2 RNA in order to perform PCR testing in a second step.

The product range is supplemented by ESTREAM®, an automated preparation station for samples to process PCR tests. This solution can optimize the analysis flows and improve standardization in molecular biology laboratories, with the aim of improving the quality of results provided to clinicians.

Detection of microorganisms for the food industry: GENE-UP® range

Intended for stakeholders in the food industry, GENE-UP® enables microbiological testing to be carried out on food, raw materials and the production environment. This innovative solution considerably streamlines laboratory workflows and provides fast results, speeding up the decision-making process.

GENE-UP® enables the detection of the most frequently sought pathogens in the food chain, whether they be bacterial (*Salmonella*, *Escherichia coli* O157:H7, *Listeria* spp, *Listeria monocytogenes*, EHEC, *Cronobacter*) or viral (Norovirus GI, Norovirus GII, Hepatitis A and Hepatitis E).

Thanks to the xPRO™ program, GENE-UP® also comprises a range dedicated to microbiological control of beverages (fruit juice, beer and wine) and dietary supplements.

Microbiological monitoring solution based on genetic sequencing to ensure food safety and quality: SMARTBIOME™

This solution makes it possible to accurately identify microorganisms present across the production line. Through an intuitive digital platform, companies can access detailed reports and real-time alerts. This innovative approach helps food industries prevent contamination and enhance microbiological traceability.

MICROBIOLOGY

Manual measurement of the minimum inhibitory concentration (MIC) of an antibiotic: ETEST® range

ETEST® is a technique for diffusion in an agar medium enabling the minimum inhibitory concentration (MIC) of an antibiotic to be measured. ETEST® is useful to guide antibiotic therapy by measuring the sensitivity of microbes to antibiotics and detecting resistance mechanisms. This technique is perfectly adapted to rarer bacteria, or those with difficult growth, and supplements the VITEK® offer. It enables the sensitivity testing of a newly marketed antibiotic before it is included in the VITEK® cards, and the adding of a test for a particular antibiotic for which more detailed information is necessary.

In 2025, ETEST® Sulbactam/Durlobactam was launched across all markets. ETEST® Aztreonam/Avibactam was launched in the United States. ETEST® Imipenem/Relebactam P. aeruginosa (IRPA) was launched across all markets.

The agar media necessary for measuring the minimum inhibitory concentration (MIC) of an antibiotic were developed and/or validated so as to facilitate the use of ETEST®.

Identification of bacteria and manual antimicrobial susceptibility testing (AST): API® and RAPIDEC® CARBA NP ranges

API® analytical profile indices are recognized as global leaders in the manual identification of bacteria. The API® product line is also used by industrial customers.

bioMérieux also offers a simple solution to quickly and economically detect or confirm the production of carbapenemases by Gram-negative bacilli using RAPIDEC® CARBA NP.

Solution for quantitative microbiological quality control: BIOBALL® range

Pharmaceutical laboratories and food companies must test and ensure the quality and safety of their products. BIOBALL®, which contains a precise number of microorganisms, can be added directly to samples of media or matrices, and thus control the fertility of these media.

Rapid microbiology instruments using cytometry

bioMérieux cytometry analyzers are based on a technology combining a fluorescent viability marker and detection by laser beam. They are an alternative to the traditional culture of microorganisms in a Petri dish and can provide results extremely quickly and reliably for food, cosmetic, and pharmaceutical groups.

This line can be used for the accelerated release of batches before marketing finished products, as well as for managing production plants. It includes the SCANRDI® and D-COUNT® instruments:

- SCANRDI® scanning cytometry equipment (also known as solid-phase cytometry) is used by the pharmaceutical industry for testing sterile medicines (e.g. injectables) or non-sterile medicines (e.g. eye lotions), as well as pharmaceutical-quality water;
- D-COUNT® is a flow cytometer that helps to very quickly detect or enumerate the presence of microorganisms that may develop in UHT products (dairy and plant-based milks, desserts, juices, etc.) or in fermented products (yogurts). It helps save time and money by enabling a faster release of finished products and by detecting contamination very early in the manufacturing process.

MICROBIOLOGY

Detection of endotoxins: ENDONEXT™ range

ENDONEXT™ endotoxin detection tests mark a new era in ethical pharmaceutical quality control. Based on recombinant Factor C (rFC) protein from horseshoe crab, a threatened species in Asia that is protected in the United States, this technology eliminates the need to collect blood from this crustacean, while ensuring 100% endotoxin specificity and consistent performance from batch to batch.

This test allows for the testing of endotoxins in pharmaceutical-quality water, medicines for injection and other pharmaceutical products.

Fluorescence counting of bacteria: TEMPO® range

TEMPO® is an automated platform for enumerating quality metrics in order to assess the quality of food and cosmetic products.

TEMPO® deploys a technique to count bacteria, yeasts and molds so as to monitor the production process, the environment and the finished product. In managing the hygiene criteria throughout the manufacturing process, TEMPO® enables quality managers to comply with the HACCP directives. Twenty cards are available to cover the essential needs of the industry: Total Flora, Enterobacteria, *Escherichia coli*, *Staphylococcus* (coag+), Lactic bacteria, Yeasts and Molds, *Campylobacter*, Coliforms (ISO), Coliforms (BAM), *Bacillus cereus*, Challenge Test bacteria, and Challenge Test molds.

IMMUNOASSAYS

CLIA Technology: HOKAPI™

Through its Chinese subsidiary, Hybiome, bioMérieux markets automated medium- and high-rate immunoassay platforms in China that use latest-generation CLIA technology (chemiluminescence immunoassay system) and offer a menu with around one hundred parameters.

1.2.3.4 Services and solutions

In line with its strategy, bioMérieux continues to develop services in addition to its products in a solutions-based approach so as to help clinical and industrial laboratories address their current and future challenges.

Services for laboratory organization

bioMérieux offers a Lab Consultancy service, based on Lean Six Sigma, which enables microbiology laboratories to obtain an objective assessment of their current performance and focus on current and future improvements, both in terms of organization and processes.

Services for food and pharmaceutical product manufacturers

bioMérieux provides a comprehensive range of services and supports its customers at every stage: feasibility studies, maintenance plans and assistance with instruments, remote services, supply chain services and validation protocols.

Training and education

bioMérieux offers a comprehensive range of training modules for technicians and biologists with the aim of developing their skills with regard to the routine and expert use of its products, various scientific subjects, and professional development.

Quality and compliance (accreditation assistance)

In order to support laboratories in the quality and accreditation process, bioMérieux offers method evaluation solutions to validate its products for routine use, in view of obtaining laboratory accreditation.

1.2.4 Subsidiaries, branches and minority interests

1.2.4.1 Legal organization chart of the bioMérieux Group as at December 31, 2025

The diagram below represents the organization chart of the main companies held by the Issuer (in percentage of capital and voting rights). The vast majority of the subsidiaries mentioned below have a distribution activity (see § 1.2.2.2); some of them also have an R&D activity (see § 1.5.1) and/or a production activity (see § 1.6.1).

Also, the list of bioMérieux SA's subsidiaries can be found in Note 4.4.3 of § 6.2.2.

Percentage interests are rounded up to the nearest whole unit.

Main R&D and production sites

The Group has 21 sites, with production at 19 sites and R&D at 18 sites. Its flagship ranges, BIOFIRE® and SPOTFIRE®, are manufactured in Salt Lake City, Utah (United States), while VITEK® reagents are produced in St. Louis, Missouri (United States), BACT/ALERT® reagents in Durham, North Carolina (United States), VITEK® and BACT/ALERT® instruments in St. Louis, Missouri (United States) and VIDAS® reagents in Marcy l'Étoile (France).

1.2.4.2 Miscellaneous information concerning subsidiaries and minority interests

Acquisitions and disposals of investments during the 2025 fiscal year

In January 2025, bioMérieux acquired the remaining 80% of the capital of SpinChip Diagnostics ASA, a private Norwegian diagnostics company that is developing an innovative immunoassay platform for the point-of-care market.

In January 2025, bioMérieux acquired Neoprospecta, a Brazilian company that designs and markets innovative, easy-to-use solutions in the field of data and genomics for augmenting quality assurance programs and improving microbiological risk prevention in the food and pharmaceutical industries.

In July 2025, bioMérieux acquired additional shares in Suzhou Hybiome Biomedical Engineering Co. Ltd (Hybiome) for approximately €1.5 million. Following this transaction, bioMérieux's stake in Hybiome increased from 87.4% as of June 30, 2025 to 92.6% on July 31, 2025.

Branches and representative offices

bioMérieux SA does not have any branches or representative offices following the closure of the representative office in Saudi Arabia on May 15, 2025.

Equity investments

Note 4.4.3 in § 6.2.2 and Note 34 in § 6.1.2 show the list of equity investments.

The portfolio of listed assets held by bioMérieux is presented in Note 7.2 of § 6.1.2 and is not significant.

1.3 Strategy

1.3.1 Strategy and priorities

bioMérieux believes that clinical and industrial *in vitro* diagnostics will benefit from solid medium-term underlying growth engines. The COVID-19 pandemic upended the *in vitro* diagnostics industry:

- it highlighted the essential role of diagnostics in infectious disease control and prevention. Better use of diagnostics can help healthcare systems avoid incurring additional costs associated with unsuitable medical care;
- it also attracted unprecedented levels of funding that enabled the development of new technologies or the maturation of technologies that were still immature;
- SARS-CoV-2 has become endemic and is now among the pathogens that are monitored during the "normal" respiratory season.

In addition, the *in vitro* diagnostics industry has emerged from the acute period of the pandemic and today provides better medium-term visibility of underlying trends:

- rising demand for Point-of-Care (POC) solutions, which are more accessible to patients;
- the consolidation of private and hospital laboratories with the aim of further centralizing tests to achieve greater cost efficiency;
- a growing role for molecular diagnostics for infectious diseases;
- cost pressures on hospitals and laboratories;
- increasing use of data automation.

bioMérieux's strategy, as presented during Capital Market Day on April 9, 2024, is based on four components:

- GO FOR GROWTH: the goal is to record average annual sales growth of 7% at constant rates by 2028. This growth strategy is based on four pillars: the BIOFIRE® non-respiratory panels, SPOTFIRE®, the microbiology ranges and the ranges dedicated to industrial customers;
- GO SIMPLE: the ambition is to achieve 20% contributive operating income before non-recurring items at constant rates by 2028. To do this, bioMérieux aims to streamline its structure and processes in order to control increases in its production costs and operating expenses related to business operations and support functions;
- GO STRONGER: the success of this strategic plan depends on solid, committed teams and on an improved organizational and operational model that will help unlock the teams' full potential;
- GO RESPONSIBLE: this strategy can be rolled out only in accordance with the fundamental principles of corporate social responsibility that underpin the roadmap unveiled in 2022.

1.3.2 Competitive advantages

bioMérieux has significant advantages that have enabled it to carry out its strategy and record strong performances: sales growth, solid profitability, and successful positioning in technologies of the future:

- majority family shareholder with long-term scientific, industrial and commercial vision;
- a high level of expertise in the diagnosis of infectious diseases, based on over 60 years of experience in microbiology, which is also relevant for new areas such as industrial applications and cardiovascular diseases;
- a broad and balanced geographic footprint for its activity, supported by a global distribution network that provides it with extensive marketing opportunities for its products, and a longstanding presence in emerging countries, enabling it to seize market growth opportunities;
- the generation of almost 90% of its sales in three areas where, based on its estimates, it is among the market leaders: clinical microbiology, industrial applications and syndromic molecular diagnostics for infectious diseases:
  - a world-leading position in clinical microbiology, an extremely broad product range that can fulfill the needs of any size microbiology laboratory, and unique expertise in bacteria and microbial resistance mechanisms;
  - a world-leading position in industrial microbiological testing, where bioMérieux has one of the widest product ranges, and strong market positions,
  - a leading player in the field of syndromic molecular diagnostics for infectious diseases, thanks to the BIOFIRE® FILMARRAY® and BIOFIRE® SPOTFIRE® systems, which cover respiratory infections, sepsis, gastrointestinal infections, meningitis and encephalitis, tropical diseases and joint infections;
- an end-to-end controlled installed base made up primarily of closed systems, i.e. designed to only use reagents developed specifically for these instruments and sold by bioMérieux. bioMérieux also provides excellent service to ensure that these systems operate properly with teams of maintenance engineers and application engineers operating in the field or remotely;
- a drive for innovation to enhance the medical value of diagnostics and laboratory efficiency, buoyed by significant R&D capital expenditure. Expressed as a percentage of sales, this capital expenditure is greater than that of any other players in the sector. This drive leads to the regular release of new, innovative products and, combined with an efficient system to track new technologies, facilitates the identification and selection of the most promising advances, particularly in the diagnosis of infectious diseases;
- a genuine ability to properly manage strategic partnerships and targeted acquisitions especially thanks to a favorable financial position on the date of this document. bioMérieux also has particular expertise in integrating acquired companies and forming commercial and operational synergies.

1.4 Product safety, quality systems and applicable regulations

1.4.1 Product quality and safety

Every day, bioMérieux strives to guarantee the quality and safety of its products and thus protect the health of patients and consumers. bioMérieux meets the highest industry regulations and standards and ensures that its partners in the production chain, both upstream and downstream, meet the same standards. This attentiveness is all the more important in a regulatory environment that is changing rapidly at both local and international levels, resulting in an increase in the number of regulations and greater complexity in meeting all of these requirements.

Driven by the constant increase in the geographical expansion of its installed base of instruments, the bioMérieux is becoming more vigilant with respect to the robustness of its quality management system, as well as its ability to detect and correct any problems associated with the quality of its products, or carry out preventative or, if necessary, corrective maintenance on its instruments.

bioMérieux may be liable in the event of a diagnostic error resulting from a quality defect in one of its tests or a performance defect in one of its instruments. As stated in § 4.2.1.2, bioMérieux has introduced a Global Quality Department, whose mission is to implement a management system aimed at guaranteeing compliance with current quality standards and regulatory requirements. A Quality Assurance Department at each site and subsidiary is involved in all phases of product development and at each stage of production and distribution. Its remit also includes monitoring products after they are brought to market and tracking customer complaints and product recalls.

1.4.2 Quality management system

The quality management system is documented in a global quality manual. This document describes bioMérieux's businesses, from product design to delivery, installation and after-sales service.

As a supplement to the aforementioned global quality manual, specific local provisions may be enforced in order to better meet customers' needs and regulatory requirements.

The effective implementation of this system is the responsibility of the Quality Department. It is organized around the product value chain and responds to the challenges of each function. It aims to deliver high-quality, safe and effective products for customers and patients. It coordinates the continuous innovation of business processes by empowering employees, measuring risks and collaborating with functions, internal and external stakeholders while anticipating client and regulatory needs

1.4.3 Regulatory aspects

bioMérieux pays particular attention to complying with quality regulations and standards.

Specific regulations apply to each product category:

- medical devices for *in vitro* diagnostics, used for medical analyses in humans (in private and hospital clinical pathology laboratories), are subject to national or international regulations specific to them. These regulations address the efficacy, performance and safety of systems;
- solutions intended for industrial customers (pharmaceutical, cosmetic and food industries) for microbiological testing must comply with standards depending on the nature of the tests and specific user requirements (pharmacopeia, AFNOR standards, ISO standards, etc.). The regulations applicable to this type of product are those for industrial and/or mass consumption products and primarily concern product safety.

Subsidiaries and production sites are regularly inspected and audited with different and complementary objectives by:

- regulatory authorities (FDA, ANSM, etc.) that authorize the marketing of medical devices for *in vitro* diagnostics, notified bodies that act on behalf of these regulatory authorities pursuant to applicable regulations, accredited certifying bodies that verify compliance with ISO 9001 and ISO 13485 standards and with regulations that form part of the Medical Device Single Audit Program (MDSAP) or applicable national regulations;
- some customers, especially in the industrial field, that ensure that bioMérieux's products and procedures comply with current regulatory standards as well as their own standards and requirements;
- qualified internal auditors who perform their duties based on an annual program.

The majority of subsidiaries are ISO 9001 certified.

bioMérieux's main *in vitro* diagnostics system manufacturing sites are certified as compliant with ISO 9001 and ISO 13485 standards and the Medical Device Single Audit Program (MDSAP), bringing together the benchmarks of the following countries: United States, Canada, Japan, Brazil and Australia, considered as the quality benchmarks for this type of activity. This certification is obtained within a regulatory framework by applying to an accredited certifying body and under a voluntary scheme.

The main inspections by regulatory authorities at bioMérieux's sites are shown in § 3.4.4 section S4-1.

1.4.3.1 Clinical *in vitro* diagnostics

Products dedicated to *in vitro* diagnostics are governed by national or international regulations to enable them to be registered and ensure they are monitored after marketing. They are nevertheless subject to regulatory procedures that are less restrictive than those of other health sectors, such as the pharmaceutical industry. *In vitro* diagnostic tests analyze a biological sample (blood, urine, stools, etc.) drawn or collected from the patient to detect the presence of pathogens (bacteria, viruses, etc.) or to determine the content of substances secreted by the human body. This analysis is done *in vitro* (outside the patient) in biology laboratories.

Moreover, some countries have their own regulations to govern the marketing and monitoring of medical devices and *in vitro* diagnostics, or rely on those of other countries. Others, increasingly rarely, do not have specific regulations. The deadline for compliance with the new regulations may be immediate or gradual, depending on the authorities.

European regulations (CE marking), US regulations (FDA registration) and Chinese regulations (NMPA registration) are a model for many other countries. These regulations classify devices based on end-applications and level of risk, and are becoming increasingly complex.

Within bioMérieux, as part of the internal marketing process, the Regulatory Affairs Department develops technical documentation which shows that the new product meets applicable regulatory requirements. This documentation is then subject to approval by a regulatory affairs manager before a multidisciplinary marketing committee approves the product launch.

Applicable regulatory principles

European Union	The regulatory environment results from directive 98/79/EC of October 27, 1998 and the new European IVDR regulation of April 5, 2017 (2017/746/EU). After the end of the transitional provisions, this regulation will be the only standard applicable to all medical devices for *in vitro* diagnostics. Directive 98/79/EC, transposed into French law, harmonized the *in vitro* diagnostics market. It standardized marketing procedures. This directive has been replaced by the IVDR regulation since May 26, 2022 (application date). The European IVDR regulation (2017/746/EU) ("the Regulation") strengthens supervision of the marketing of *in vitro* diagnostics systems. It is applicable without national transposition. The main changes relative to Directive 98/79/EC are: • the classification of products into four classes based on the risk related to the patient and/or public health (class A, B, C and D); • the demonstration by manufacturers of proof of the analytical and clinical performance of their products and the scientific validity; • the strengthening of controls by notified bodies before and after marketing; • the appointment of a qualified individual who ensures compliance with regulations. They are in charge of vigilance, the declaration of compliance with the regulations, batch release, and the declaration on the performance evaluation of the products most at risk. To take advantage of the IVDR transition period, bioMérieux obtained the renewal of all CE marking certificates under the directive for the products concerned. According to the IVDR, the manufacturer chooses the appropriate evaluation procedure depending on the risk classes and options proposed. The involvement of a certified body is now required for CE marking of class B, C or D devices. Under the regulation, many certificates of compliance have been obtained since 2022 (class B, C and D). They cover more than 80% of the products sold by bioMérieux. All low-risk devices (class A) now have CE marking according to the Regulation. bioMérieux has made arrangements to continue to sell its products on the UK and Swiss markets.
United States	The FDA (Food and Drug Administration) becomes involved in the examination of the documentation submitted to it in proportion to the risk for the patient or public health. Some products in the microbiology product line are exempt from registration and are under the manufacturer's responsibility. Medium-risk products and those for which an equivalent product or products exist(s) on the American market must be 510(k) registered, which consists of demonstrating equivalence (in terms of safety and efficacy) with a product already on the American market. For the most innovative products (with no equivalent on the American market) or higher risk ones, the FDA requires Premarket Approval (PMA) that entails complete scientific and regulatory review of product safety and efficacy. A so-called *de novo* process has been created by the FDA for products at low or moderate risk for which no equivalent product exists on the market. It leads to the creation of a classification for the device and the identification of the submission process for substantially equivalent future products.

China	Products require a registration procedure with the NMPA (National Medical Products Administration), which includes the following: • performing preliminary tests by NMPA-accredited laboratories in order to check the performances indicated in the inserts for reagents, as well as additional tests for instruments in order to demonstrate compliance with the applicable standards in China; • the performance of quality control tests on three batches of reagents by the National Institute for the Control of Pharmaceutical and Biological Products or by another laboratory qualified by the NMPA; • a performance study carried out in China; • an administrative and technical review of the file including areas relating to production, analytical and clinical product performance, quality control tests, and a report on the performance study carried out in China.

Vigilance

Applicable laws and regulations impose an additional monitoring system (post-marketing surveillance – PMS), which requires manufacturers and users to notify the relevant regulatory body of any incidents or risk of incident that could have harmful effects on human health. The PMS system also provides for a series of corrective measures, enabling the manufacturer to intervene voluntarily by correcting or recalling the products concerned.

1.4.3.2 Microbiological control in industrial applications

In the field of industrial applications, regulations applicable to manufacturers of microbiological control products are still limited to their safety aspects. However, bioMérieux designs products that enable customers to comply with the requirements applicable to their sector of activity (accreditations for food industry companies, compliance with pharmacopeias). The inspection rules that apply to the activity of bioMérieux's customers lead them to perform a large number of audits of their quality systems in order to check compliance with their requirements.

1.4.4 Management and monitoring of customer complaints

bioMérieux has a procedure for managing, monitoring and resolving customer complaints. It provides bioMérieux with the necessary information for continuous improvement of its products.

Complaints are processed on three levels:

- level 1: the majority of complaints are processed locally, never far from the customer, by subsidiaries and distributors in order to respond to their demands as quickly as possible;
- level 2: complaints can be transferred to the Global Customer Service (GCS) Department. They are then handled by a specialized team;
- level 3: this level requires a series of investigations involving the production sites and/or R&D teams. An analysis of causes that could not be identified by levels 1 and 2 is then conducted in order to set up corrective and preventative actions to avoid similar complaints in the future.

1.5 Research & development, patents and licenses

1.5.1 Research & development (R&D)

Innovation is a pillar of bioMérieux's strategy in the service of public health. R&D is one of the drivers of bioMérieux's future growth, and it serves the Company's long-term vision by translating external trends in health and diagnostics, along with new technologies, into strategies for R&D and its projects. For purposes of efficiency, bioMérieux's 18 R&D centers are located near bioindustrial sites. They employ around 1,800 scientists with varied and complementary profiles including biologists, engineers, software developers, bioinformatics specialists, biostatisticians, clinical and regulatory affairs specialists, project managers, specialists in artificial intelligence, mechanical engineers, and specialists in optics, among others.

An open innovation model

bioMérieux's model is based on six levers:

- internal innovation programs aligned with the Company's strategic priorities;
- core strategic acquisitions for mastering new technologies;
- international collaborations with academic and private research, the medical and scientific community and leading biotech companies;
- joint research laboratories whose teams include industrial and hospital-university researchers, as close as possible to patients;
- an active scientific and technology watch at international level, in collaboration with the Business Development, Medical Affairs and Marketing Departments;
- a program aiming to explore other applications for its diagnostics solutions (besides IVD), such as life science, animal (veterinary) diseases, and wastewater monitoring.

This model, by making it possible to forge close ties with the international medical and scientific community, is an indicator of enhanced creativity. It offers the possibility of adapting innovations to patient needs and comparing them with the actual uses of healthcare professionals. It also provides the ability to understand, identify and develop original approaches to enhance *in vitro* diagnostics capabilities in order to better respond to major health challenges worldwide.

BIOMÉRIEUX IS BOLSTERING ITS POINT-OF-CARE DIAGNOSTICS OFFERING WITH THE ACQUISITION OF SPINCHIP

In January 2025, bioMérieux announced the signing of an agreement to acquire SpinChip Diagnostics, a Norwegian company that is developing an immunoassay platform that delivers results from a drop of blood in less than 10 minutes with performance comparable to laboratory tests. Compact and fast, the instrument is designed for Point-of-Care diagnostics, including for myocardial infarction. This strategic acquisition strengthens bioMérieux's strategy to bring diagnostics closer to the patient.

A MORE ROBUST DATA AND GENOMICS OFFERING WITH THE ACQUISITION OF DAY ZERO DIAGNOSTICS

In June 2025, bioMérieux completed the acquisition of the assets of Day Zero Diagnostics, a US biotech located near Boston. This transaction is in line with the Group's innovation strategy aimed at bolstering its capabilities in next-generation sequencing (NGS) and rapid diagnostics to treat resistant bacterial infections. bioMérieux is capitalizing on this acquisition to round out its R&D portfolio with advanced technology that combines the direct preparation of blood samples, ultra-rapid sequencing and machine learning approaches to speed up clinical test automation by offering faster diagnoses and by better anticipating antimicrobial resistance.

1.5.1.1 Medical value of diagnostics and laboratory efficiency: priorities in clinical applications

In clinical applications, R&D efforts support three pillars:

- strengthening the medical value of diagnostics with tests capable of increasingly accurate and rapid identification and characterization of microorganisms responsible for infections, as well as their potential resistance profile, to reduce inappropriate antibiotic use;
- improving laboratory efficiency and contributing more broadly to optimizing its operational performance;
- harnessing the full potential of artificial intelligence (AI) to help with clinicians' decision-making and in the laboratory.

Most R&D capital expenditure (74%) is dedicated to combating antimicrobial resistance, one of the essential components of the Health pillar of the CSR strategy. A pioneer in this field, bioMérieux develops tests to identify pathogens and analyze their antimicrobial susceptibility in order to help physicians precisely determine the appropriate treatment and thus to reduce prescription rates.

510(K) CLEARANCE OBTAINED FOR VITEK® COMPACT PRO

In March 2025, bioMérieux obtained 510(k) clearance from the FDA for its new VITEK® COMPACT PRO identification and AST system. This system includes the most advanced diagnostics technologies while building on the proven strengths of its predecessor, VITEK® 2 COMPACT. Designed to meet the needs of small- and medium-sized laboratories, it improves laboratories' operational efficiency by reducing the amount of time needed between sample loading and instrument operation thanks to optimized ergonomics and a simplified interface. VITEK® COMPACT PRO facilitates the transition to automation by offering one of the most efficient workflows, some of the shortest routine times for identification and AST, and microbiological quality that ensures reliable and accurate results.

REGISTRATION OF A NEW NASAL SWAB METHOD

In August 2025, bioMérieux obtained 510(k) clearance as well as a Clinical Laboratory Improvement Amendments (CLIA) waiver from the FDA for addition of the anterior nasal swab with its BIOFIRE® SPOTFIRE® Respiratory/Sore Throat (R/ST) Panel Mini test. BIOFIRE® SPOTFIRE® R/ST Mini tests are single multiplex PCR tests that can detect 5 of the pathogens (virus and Streptococcus A bacterium) that most commonly cause respiratory infections or sore throats, doing so in around 15 minutes at the point of care. Recognized for their ease of use, greater comfort for the patient and performance comparable to that of nasopharyngeal swabs, anterior nasal swabs supplement the two existing swab methods for this panel.

In 2025, bioMérieux continued to innovate by offering fast and efficient pathogen identification solutions with the BIOFIRE® syndromic testing range. In February 2025, bioMérieux obtained 510(k) clearance from the FDA for its new BIOFIRE® FILMARRAY® Gastrointestinal (GI) Panel Mid multiplex PCR test. This new test allows the simultaneous detection of 11 pathogens by PCR using stool samples from patients with signs or symptoms of gastrointestinal infection. Compatible with the BIOFIRE® FILMARRAY® 2.0 and TORCH® platforms, this panel features a simplified two-minute preparation and the delivery of results in an hour. In March 2025, the BIOFIRE® FILMARRAY® Tropical Fever Panel multiplex PCR syndromic test obtained CE marking. This innovative PCR test, which allows fast and accurate identification of pathogens in patients with unexplained fever, received 510(k) clearance from the FDA in December 2024. Finally, the BIOFIRE® Blood Culture Identification 2 (BCID2) syndromic test received CE marking in May 2025. This test allows simultaneous qualitative detection and identification of multiple bacteria and yeasts, as well as certain antimicrobial resistance genes, directly from positive blood culture samples.

In April 2025, bioMérieux obtained CE marking for its LUMED™ APSS™ software solution. This decision support solution (CDSS – Clinical Decision Support System) helps with decision-making regarding antibiotic use in hospitals. Intended for hospital pharmacists and infectious disease specialists, this solution was designed to optimize antimicrobial stewardship (AMS) and reduce the overuse of antibiotics, thereby helping to limit the emergence of resistance. Through a structured process

and dedicated support, it facilitates the adoption of best practices in antibiotic therapy and meets the requirements of antimicrobial stewardship (AMS) committees within healthcare establishments.

R&D, a pillar for growth

The R&D Department actively helps inform bioMérieux's strategy and has a direct impact on its business. Many products launched in recent years, such as BIOFIRE® SPOTFIRE®, VITEK® MS PRIME, VIDAS® KUBE™ and VITEK® COMPACT PRO, are the result of internal development made possible by significant capital expenditure in breakthrough innovation. The R&D Department also manages development projects in bioMérieux's areas of expertise, including molecular biology, microbiology, immunoassays, information technology and data analysis, and sequencing. This development is based on a multidisciplinary approach, in close interaction with Medical Affairs, Marketing, Business Development, Customer Service and Production. The R&D Department includes Clinical and Regulatory Affairs, which participates in devising the development and registration strategy for systems and products. It is also involved in the entire product development life cycle to adapt and optimize the validation strategy with national agencies such as the US FDA and the NMPA in China. In addition, the IVDR now requires CE marking. The R&D Department makes every effort to launch solutions within the appropriate timeframes, while respecting the long development cycles specific to the *in vitro* diagnostics business (on average five to seven years to develop a complete system, and two to six years to develop reagents).

This innovation and development strategy also incorporates an eco-design approach into all projects, particularly by reducing plastic production and minimizing the energy consumption of instruments. To achieve ambitious goals, the R&D Department works closely with Customer Service to maintain the performance level of products throughout their life cycle, improving them to take into account changing practices and new regulations, as well as developments in microbiology and microbial ecology.

bioMérieux plans to continue its capital expenditure in R&D dedicated to disruptive innovations and technologies in line with its strategy, while focusing on new developments of high value-added applications for patients and laboratories and by controlling its capital expenditure on the items in its product line.

1.5.1.2 Industrial applications: a specific R&D approach

In the industrial microbiology field, bioMérieux invests around 6–7% of its sales in R&D, a rate well above the sector average. Its ambition is to create value through innovation and to manage a proactive strategy in penetrating new markets, rolling out new products in new segments.

Due to the high specificity and diversity of microbiology industrial applications, R&D teams work closely with the Marketing, Sales and Key Accounts Departments to develop research programs capable of rapid iterations that meet particular needs. One the one hand, they are based on the equipment and systems developed by the clinical R&D department (VIDAS®, BIOFIRE® FILMARRAY®, BACT/ALERT®, VITEK® MS), whose applications are suited to industrial microbiology. On the other hand, specialized teams develop and maintain platforms specific to industrial applications (GENE-UP®, ENDONEXT™, 3P® ENTERPRISE, TEMPO®, etc.). Since these are not subject to the same regulatory constraints as those in clinical applications, their development cycles are faster.

Augmented diagnostics, a disruptive approach for the food industry

While adapting to consumers' new eating habits, the food industry is also undergoing major changes challenging the way food and beverage processors need to approach food and safety quality. Alongside its customers, bioMérieux has worked with international companies in the food and beverage industry to create the Augmented Diagnostics approach. This approach helps customers to increase the precision and actionability of their safety and quality control programs along their entire production value chain. It combines cutting-edge microbial testing technologies (including microbiology and molecular biology) with the latest methodologies in genomics and data science. It addresses the requirements of many segments of the food industry, ensuring a personalized approach and a thorough understanding of their unique needs.

STRENGTHENING THE DATA & GENOMICS LINE THROUGH THE ACQUISITION OF NEOPROSPECTA

To speed up its development, in January 2025, bioMérieux acquired Neoprospecta, a Brazilian biotech company that specializes in the development and marketing of innovative microbiological analyses based on next-generation DNA sequencing and bio-computing analysis. Through this acquisition, bioMérieux is expanding its Data & Genomics offering, particularly its root cause analysis and investigation offer, by helping manufacturers go beyond simple test results and by providing deeper information on spoilers and microorganisms.

Committing to patient safety by providing manufacturers with fast, automated and digitalized quality control solutions

The pharmaceutical sector is enjoying strong momentum. 2025 was marked by a surge in the use of anti-obesity treatments, with heavy investment in manufacturing sites and a significant increase in quality tests related to these products. The strong momentum linked to growth in cell and gene therapies also continued, intensified by the increasing adoption of the BIOFIRE® Mycoplasma solution by the leaders in this sector. From a regulatory standpoint, the adoption of rFC (recombinant Factor C) technology for the detection of endotoxins, notably via the ENDONEXT™ product range, also increased. rFC is now recognized by the European Pharmacopeia, the US Pharmacopeia and the Australian Pharmacopeia.

To meet specific pharmaceutical industry quality control requirements, bioMérieux concentrates its R&D spending on three priority areas of focus: automation, digitalization of quality control operations and reducing the turnaround time for results. As part of this ambitious plan to develop and provide advanced quality control solutions, bioMérieux is partnering with biomanufacturers and those that make innovative therapies to best meet their needs.

RAPID STERILITY TESTING HAS BECOME AN ESSENTIAL REQUIREMENT FOR THE PHARMACEUTICAL INDUSTRY

bioMérieux is committed to supporting this development through significant investments in innovative solutions that meet both the operational and regulatory needs of manufacturers. It continues to invest in rapid and ultra-rapid sterility testing technologies to satisfy the changing requirements of a highly innovative industry and regulatory expectations[1]. 2025 saw a number of major advances:

The SCANRDI® range for sterility control by solid-phase cytometry was marked by the launch of:

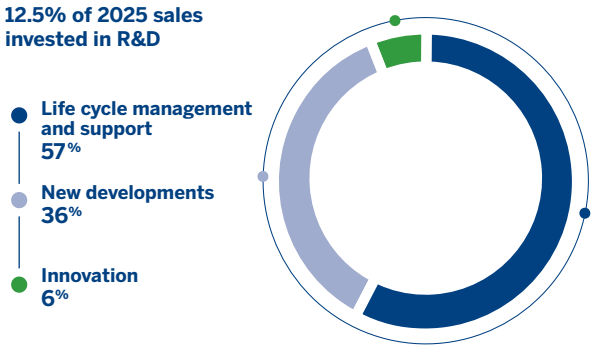
- SCANRDI® CELL BURST: this protocol makes sterility testing available in 4 hours for cell and gene therapies, with proven equivalence with compendial methods;
- SCANRDI® LIVE: this adjustment to the SCANRDI® platform provides greater efficiency in data capture and analysis;
- SCANFILTER™: a next-generation filtration device designed to increase workflow efficiency and minimize the risk of error.

The BACT/ALERT® range, widely recognized for sterility control for cell and gene therapies in less than 7 days, now benefits from the launch of CODEX™, a dedicated data management software solution. This new offering helps strengthen data integrity and compliance while providing more in-depth information for informed decision-making.

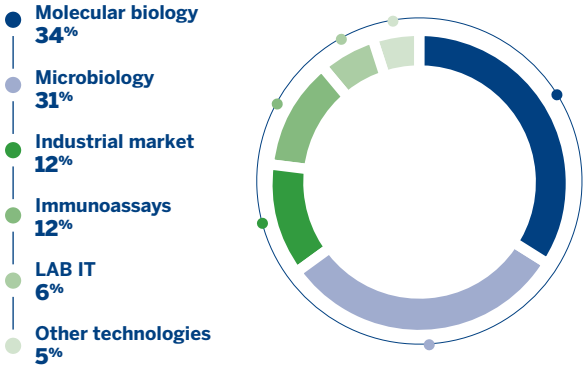
Through these initiatives, bioMérieux aims to help pharmaceutical partners guarantee product safety, optimize processes and forge ahead into the future of digital microbiology.

1.5.1.3 Key figures

DISTRIBUTION OF THE R&D BUDGET



DISTRIBUTION OF R&D BUDGET BY TECHNOLOGY



1.5.1.4 Partnerships and collaborations

Part of bioMérieux's research, in particular for the development of new technologies, is based on partnership arrangements with leading public research institutes, universities, hospital research centers, laboratories, and biotechnology firms.

The agreements signed by bioMérieux provide for the sharing of intellectual property rights as well as the payment of royalties when the products developed are marketed.

(1) *The new USP <72> directive modernizes sterility control by introducing fast, automated methods adapted to the needs of biotherapies.*

For example, in November 2025, Oxford Nanopore Technologies (ONT) and bioMérieux announced the launch of **AmPORE-TB**, an innovative research solution based on ONT nanopore sequencing designed to speed up the identification of mutations linked to antimicrobial resistance of Mycobacterium tuberculosis complex (tuberculosis). Originally developed for research purposes only, this solution illustrates the commitment of both companies to step up the fight against multidrug-resistant tuberculosis by deploying this technology first in high-prevalence areas, particularly low- and middle-income countries.

The most significant existing agreements on clinical applications are:

- In North America: in Quebec, bioMérieux has entered into a strategic partnership with the MILA Institute (Quebec Institute of Artificial Intelligence) to develop artificial intelligence models to improve bioMérieux's diagnostics solutions. In the United States, collaborations with the Washington University and Pittsburgh university hospital centers have yielded initial results focused on antimicrobial sequencing and resistance detection;
- bioMérieux is a key partner in several European collaborative projects involving academic and private stakeholders. For instance, the **DIAMONDS** consortium aims to develop a rapid test to distinguish viral infections from bacterial infections; in the aftermath of the COVID-19 pandemic, the **UNDINE** project addresses the type I interferon response induced by the presence of a virus in the body; and the **BRAINI-2** project aims to determine the performance of biomarkers in the most vulnerable brain injury patient populations;
- bioMérieux is also a key partner in several French public-private collaborative projects, including the **ARPEGE** consortium which, by combining preventative, diagnostic, therapeutic and economic approaches for the first time, aims to provide a multidisciplinary solution to the problem of antimicrobial resistance; the **THERAPHAGE** Hospital-University Research (RHU) project, which aims to develop and validate innovative tools for the selection and formulation of therapeutic phages; and the **AIRISE** (Artificial Intelligence for Respiratory Infections Severity prediction) consortium, which explores the potential of artificial intelligence to combine clinical and biological data to predict the fate of patients with healthcare-associated pneumonia. In France, bioMérieux is also a partner of the **Prometheus IHU (*Institut Hospitalo-Universitaire*)**, dedicated to the fight against serious infections and sepsis, which brings together teams from Paris-Saclay University, CEA, Inserm and AP-HP. bioMérieux has also formed a strategic partnership with the **Institut Pasteur** to pool knowledge and technological innovations in the field of infectious diseases;
- in China: the joint research unit, created with the Shanghai Children's Medical Center in 2019 under a partnership agreement, conducted pioneering work on CAR-T cells (Chimeric Antigen Receptors). This joint research unit is now expanding its activities to assessing the immune status of pediatric intensive care patients.

1.5.2 Intellectual property, licenses, right-of-use and other intangible assets

1.5.2.1 Intellectual property

bioMérieux protects its products and methods primarily by way of patents, copyrights and trademarks. It actively defends its intellectual property rights throughout the world. Furthermore, it is especially vigilant in the protection of its technical and industrial know-how.

Proprietary patents

The intellectual property broadly applies to diagnostics systems since they cover various fields: instrumentation, informatics and biology.

Companies of the *in vitro* diagnostics sector are less exposed than pharmaceutical companies regarding the risks triggered by patent expiration, the later having to face the arrival of generic drugs. Indeed, the manufacturing know-how, installed instrument base and number of menu parameters developed during the protection period make this sector less accessible to potential new players.

Conversely, high medical value tests may be more sensitive to the expiration of their patent protection.

bioMérieux actively protects its research results through patents (around 20 new applications per year) and ensures that third parties do not infringe upon its rights.

As at December 31, 2025, the Group owned 466 patent families, the majority of which are in effect in Europe, the United States, and China (454 patents granted in the United States and 300 in Europe).

Licenses

In the context of its business, bioMérieux can benefit from licenses granted by third parties to develop and market reagents or technologies. When it comes to third-party licenses with sublicensing rights, a portion of the sales from the sublicensing agreements is paid to the patent owner. bioMérieux can also grant licenses for its technologies to third parties.

Trademarks

bioMérieux owns the "bioMérieux" institutional trademark, which is registered in most countries both as a word trademark and as a semi-figurative trademark. Use of the "Mérieux" name is managed by the Institut Mérieux for all the companies under its control. Accordingly, bioMérieux obtained the right to use the bioMérieux name within the scope of its activities from the Institut Mérieux.

bioMérieux also has legal title to the trademarks of the products (instruments, reagents and/or software) and services that it markets.

At December 31, 2025, the portfolio includes 297 trademark families, and these have been registered in most countries.

Domain names

At December 31, 2025, bioMérieux owns 723 registered domain names, including those with the "bioMérieux" name, and over 150 different extensions.

Dependence on patent licensing

bioMérieux benefits from patent licenses, which it needs to sell certain products. Losing these licenses could have an impact on sales. However, bioMérieux believes that it has put the necessary resources in place to control this risk and does not consider it a major risk.

1.6 Production sites and logistics

Historically based in the Lyon region of France, bioMérieux has expanded its geographical presence over the years by acquiring companies and by forming subsidiaries of its own.

bioMérieux's manufacturing, logistics and R&D sites are generally fully owned by the Company.

1.6.1 Production

Manufacturing processes play a critical role in the *in vitro* diagnostics industry due to constraints related to the nature of the products. At the end of 2025, the Group had 19 production sites, organized by product line.

The Group organizes its production on the principle of "one product line, one site" (see § 4.2.2.3). The technical complexity of its products requires very special know-how, specialized teams, and the proximity of R&D teams. Economies of scale can thus be achieved by concentrating production. There are several exceptions to this principle:

- culture media are manufactured close to customers due to their short shelf life, on sites in Lombard, Illinois (United States), Madrid (Spain) and Combourg (France), in addition to the main manufacturing site in Craponne (France);
- blood culture bottles are manufactured at both the main site in Durham, North Carolina (United States), and in Suzhou (Jiangsu, China) to meet the needs of the Chinese market;
- as part of the Group's ongoing efforts to expand its presence in China, the Shanghai (China) site began to produce equipment for the Chinese market.

Furthermore, in the development of operations for Hybiome, the construction of the new site was finalized to eventually replace the current site once all the permits and licenses are received.

BioFire Defense, at a secured and separate site located in Salt Lake City, has its own personnel, programs and equipment in order to meet the expectations of its military customers in the United States.

1.6.2 Logistics

Logistics play an essential role within the Group, particularly with regard to the specialization of its production sites, its global commercial footprint, the large number of its individual products, and the specificity of its products (reagents, instruments and replacement parts).

In order to optimize the conditions regarding supply to customers and inventory management, product distribution is organized around:

- global and regional platforms for the storage of finished products and international shipping to subsidiaries and distributors. These platforms are found in the United States (three sites), in Singapore, and in France, with the recently modernized IDC site located in Saint-Vulbas;
- regional or local platforms, which may be subcontracted to external operators, which process orders and shipments to customers of one or more subsidiaries.

During the various stages of the distribution circuit, logistics:

- manages the cold chain and ensures that the product shelf life matches the needs of the customer;
- ensures the traceability of products by using packaging barcodes;
- monitors inventory levels and the flows of reagents, instruments and replacement parts through a dedicated expert group. This group works within the framework of a Group-level policy in order to guarantee the availability of products while optimizing costs and inventory levels.

2

Corporate governance

2.1 Principles and framework for implementation of Corporate governance AFR 54

2.2 Administrative, management and supervisory bodies AFR 55

2.2.1 General Management and Executive Committee 55
2.2.2 Board of Directors on December 31, 2025 56
2.2.3 Members of the Board of Directors 58
2.2.4 Biographies of directors (at 12/31/2025) 61
2.2.5 Independent directors, conflicts of interest and other declarations 72
2.2.6 Practices and work of the Board of Directors and its committees 74

2.3 Compensation of corporate officers AFR 82

2.3.1 2026 Compensation policy – ex ante voting 82
2.3.2 Elements composing the total compensation and benefits of any kind paid during the 2025 fiscal year or allocated pursuant to this year to corporate officers – ex post voting 88
2.3.3 Other information on the compensation of executive corporate officers 97
2.3.4 Loans and securities granted to corporate officers 100
2.3.5 Amounts provisioned or recognized by the Company or its subsidiaries for the payment of pensions, retirement or other benefits 100

2.4 Main related-party transactions AFR 101

2.4.1 Procedures for evaluating current agreements and regulated agreements 101
2.4.2 Description of main related parties 101
2.4.3 Service agreements between members of the Board of Directors and the Company or one of its subsidiaries 102
2.4.4 Description of transactions 102
2.4.5 Statutory Auditors' special report on regulated agreements 105

2.1 Principles and framework for implementation of orporate governance

The Company complies with legal requirements regarding corporate governance and refers to the AFEP-MEDEF Corporate Governance Code, which was revised in December 2022 [1].

The provisions of this code and the recommendations of the *Haut comité de gouvernement d'entreprise* (French High Committee on Corporate Governance – HCGE) that the Company has not applied are set out in the following table.

SUMMARY TABLE OF THE RECOMMENDATIONS OF THE AFEP-MEDEF CORPORATE GOVERNANCE CODE THAT HAVE NOT BEEN APPLIED

Shares held by the directors	Article 21 of the AFEP-MEDEF Corporate Governance Code: "*In the absence of legal provisions to the contrary, directors should personally be shareholders and, by virtue of the provisions in the articles of association or the internal rules, hold a minimum number of shares that is significant in relation to the compensation awarded to them. If they do not hold these shares when assuming office, they should use their compensation to acquire them. Directors notify the company of this information, which publishes it in its report on corporate governance.*" In accordance with the provisions of the Board of Directors' internal rules, each director must hold a minimum of 10 Company shares.
Independent directors	Article 10.2 of the AFEP-MEDEF Corporate Governance Code: "*Directors are independent when they have no relationship of any kind whatsoever with the company, its group or its management that may interfere with their freedom of judgment.*" Marie-Paule Kieny was a director of the Mérieux Foundation, an independent foundation with public-interest status, until March 24, 2025. The Foundation receives subsidies from the Company as well as from other contributors. To prevent potential conflicts of interest, during her term of office Marie-Paule Kieny abstained from discussions and votes held by the Board of Directors when they related to the Mérieux Foundation. After discussing the matter and hearing the position of the Appointment, Compensation and CSR Committee, the Board of Directors concluded that neither the relationship between bioMérieux and the Foundation nor the relationship between the Foundation and Marie-Paule Kieny constitutes a personal connection that could "*interfere with her freedom of judgment*" within the meaning of Article 10.2 of the AFEP-MEDEF Corporate Governance Code. The Board of Directors considered the following factors: (i) the end of Marie-Paule Kieny's term of office as director of the Mérieux Foundation as of March 24 , 2025, (ii) the share of bioMérieux's contributions in the Foundation's total budget, (iii) the Foundation's structural independence from bioMérieux, (iv) the fact that Marie-Paule Kieny received no significant compensation for her work at the Foundation in respect of all her activities, and (v) Marie-Paule Kieny's lack of executive or oversight power within the Foundation during her term of office (insofar as she was a Foundation director on a Board made up of 14 other members). Therefore, the Board of Directors confirmed the independence of Marie-Paule Kieny and the absence of conflicts of interest (see § 2.2.5) based on the quantitative and qualitative criteria outlined above.
Suspended employment contract	Article 23.1 of the AFEP-MEDEF Corporate Governance Code: "*When an employee becomes a company officer, it is recommended to terminate his or her employment contract with the company or with a group company, whether through contractual termination or resignation.*" Pierre Boulud's employment contract was suspended as a result of his appointment as Chief Executive Officer. To justify this suspension, the following factors were taken into account: (i) length of service at the Company (2016), (ii) the advantage for the Company (as the suspension makes it possible to set the terms and conditions of return in case of resumption of paid employment at the end of the corporate office, which is a way to attract talented individuals to senior General Management positions by enabling them to retain the rights and benefits earned due to their length of service and prior status), and (iii) the time saved by the accounting and HR Departments by avoiding processing of the dismissal or termination of the contract. This suspended contract is a permanent contract under French law, providing for a three-month notice period. All corporate offices may be revoked *ad nutum* by the Company's shareholders, and also by the Board of Directors.

(1) *https://www.lafep.org/wp-content/uploads/2025/11/Afep_Medef-Code-revision-2022-version-EN_nouveau-logo.pdf*

2.2 Administrative, management and supervisory bodies

2.2.1 General Management and Executive Committee

The way in which the Company's General Management operates is determined so as to best ensure bioMérieux's interests, with the constant concern that the governance method chosen should support the optimization of the Group's economic and financial performance by creating conditions conducive to its long-term growth. As of July 1, 2023, in accordance with the decision by the Board of Directors dated June 13, 2023, the General Management of the Company operates in the form of separate governance with a Chairman of the Board of Directors and a Chief Executive Officer.

Annual assessments showed that this governance structure was satisfactory in the Company's current configuration. At its meeting on February 26, 2026, the Board of Directors, on the recommendation of the Appointment, Compensation and CSR Committee, chose to keep the functions of Chairman and Chief Executive Officer separate, believing that this governance structure appropriately addresses the Group's issues, is suited to its shareholding structure and protects the interests of all its stakeholders.

Chairman of the Board of Directors

Alexandre Mérieux, as Chairman of the Board of Directors, is tasked with setting and approving the Group's strategy to help the Company and its employees grow. His responsibilities thus focus on the essential issues of general strategy. In collaboration with the Chief Executive Officer, he also works to provide guidance in terms of Corporate Social Responsibility and innovation as well to recruit key members of the corporate leadership team.

Alexandre Mérieux's term of office as Chairman of the Board of Directors will expire at the end of the Annual General Meeting held on May 28, 2026 to approve the financial statements for fiscal year 2025. At its meeting on February 26, 2026, the Board of Directors confirmed its intention to retain Alexandre Mérieux as Chairman following the Annual General Meeting on May 28, 2026, when his reappointment as director will be submitted.

Alexandre Mérieux's directorships are detailed in his biography (see § 2.2.4).

Chief Executive Officer

Pierre Boulud has served as Chief Executive Officer since July 1, 2023 following the Board of Directors' decision of June 13, 2023, on the proposal of Alexandre Mérieux, Chairman of the Board, and on the recommendation of the Appointment, Compensation and CSR Committee.

At its meeting on February 26, 2026, the Board of Directors confirmed its intention to retain Pierre Boulud as Chief Executive Officer and to therefore renew his term of office for an additional four years as of May 28, 2026.

As Chief Executive Officer, Pierre Boulud represents the Company in its dealings with third parties. He has the broadest powers to act in all circumstances in the name of the Company in accordance with Article L. 225-56 of the French Commercial Code. Pierre Boulud leads bioMérieux's Executive Committee in implementing all aspects of the business strategy.

Pierre Boulud is not a director of the Company and does not hold any directorships outside the Group.

Executive Committee

The Executive Committee is responsible for developing and implementing bioMérieux's general strategy validated by the Board of Directors. This committee's duties also include reviewing operational management, coordinating and overseeing strategic projects, setting priorities and making the necessary resources available to bioMérieux's departments, such as deciding on significant capital expenditure.

This committee meets every month. It is chaired by Pierre Boulud, Chief Executive Officer, and is composed as of December 31, 2025, of eight other members (or nine members in total), namely:

- Guillaume Bouhours, Chief Financial Officer, Executive Vice President, Purchasing & Information Systems;
- Pierre Charbonnier, Executive Vice President, Global Quality, Manufacturing & Supply Chain;
- Charles K. Cooper, Executive Vice President, Chief Medical Officer;
- Audrey Dauvet, Executive Vice President, Legal, Corporate Integrity and Public Affairs;
- Valérie Leyldé, Executive Vice President, Human Resources, Communication and CSR;
- Yasha Mitrotti, Executive Vice President, Industrial Applications;
- Céline Roger-Dalbert, Executive Vice President, Research & Development;
- Jennifer Zinn, Executive Vice President, Clinical Operations.

2.2.2 Board of Directors on December 31, 2025

BOARD OF DIRECTORS
at December 31, 2025

9 DIRECTORS

3 COMMITTEES

4
WOMEN[1]
*(i.e. 50%)**

3
INDEPENDENT[2]
*(i.e. 37.5%)***

1
REPRESENTING EMPLOYEES[3]

Alexandre Mérieux,
Chairman of the Board of Directors
Philippe Archinard
Jean-Luc Bélingard
Harold Boël
GIMD represented by Marie-Hélène Habert-Dassault [1]
Marie-Paule Kieny[1][2]
Fanny Letier[1][2]
Viviane Monges[1][2]
Sylvain Orenga[3]

NOMINATIONS, COMPENSATION AND CSR COMMITTEE
(4 members)
Fanny Letier (Chair)
GIMD, represented by
Marie-Hélène Habert-Dassault
Marie-Paule Kieny
Sylvain Orenga

AUDIT COMMITTEE
(3 members)
Harold Boël (Chairman)
Fanny Letier
Viviane Monges

STRATEGY COMMITTEE
(9 Board members)
Jean-Luc Bélingard (Chairman)

FOUNDING CHAIRMAN
Alain Mérieux

ADVISORY BOARD MEMBER
Benoît Ribadeau-Dumas

* *Four female directors out of a total of eight directors – percentage calculated excluding director representing employees*
** *Three directors out of a total of eight directors – percentage calculated excluding director representing employees*

SUMMARY TABLE OF MEMBERS OF THE BOARD OF DIRECTORS AT DECEMBER 31, 2025

	Age (at 12/31/2025)	Gender	Nationality	Number of shares	Number of directorships in listed companies[a]	Independence	Initial appointment date	Term expires	Number of years on Board (at 12/31/2025)	Participation in Board Committees
Alexandre Mérieux *Chairman of the Board of Directors*	51 years	M	French	60	2		04/16/2004	2026	21 years	Strategy Committee
Philippe Archinard	66 years	M	French	30	2		06/10/2010	2027	15 years	Strategy Committee
Jean-Luc Bélingard	77 years	M	French	60,150	4		09/15/2006	2026	19 years	Strategy Committee (Chairman)
Harold Boël	61 years	M	Belgian	150	2		05/30/2012	2028	13 years	Strategy Committee Audit Committee (Chairman)
Groupe Industriel Marcel Dassault					4		05/23/2024	2028	2 years	Strategy Committee
represented by Marie-Hélène Habert-Dassault	60 years	F	French	57	2					Appointment, Compensation and CSR Committee
Marie-Paule Kieny	70 years	F	French and Swiss	180	1	✓	08/28/2017	2029	8 years	Strategy Committee Appointment, Compensation and CSR Committee
Fanny Letier	46 years	F	French	30	2	✓	05/30/2017	2029	8 years	Strategy Committee Appointment, Compensation and CSR Committee (Chair) Audit Committee
Viviane Monges	62 years	F	French	100	3	✓	05/23/2024	2028	2 years	Strategy Committee Audit Committee
Sylvain Orenga *Director representing employees*	60 years	M	French	N/A	N/A		05/23/2022	2026	3 years	Strategy Committee Appointment, Compensation and CSR Committee

(a) Including the position held at bioMérieux.

2.2.3 Members of the Board of Directors

The Board of Directors is composed of at least three members and up to the maximum number permitted by law.

The directors

The Annual General Meeting of May 15, 2025 renewed the terms of office as director of Marie-Paule Kieny and Fanny Letier for a period of four years, i.e. until the Annual General Meeting to be held to approve the financial statements for the fiscal year ending December 31, 2028.

Therefore, as of the Annual General Meeting of May 15, 2025, the Board of Directors comprises nine directors, including three independent directors and one director representing employees.

As of December 31, 2025, the percentage of women on the Board of Directors (excluding employee director) was 50%, i.e. four women out of eight members. At the end of the Annual General Meeting on May 28, 2026, subject to approval of the related resolutions, this proportion will remain unchanged. In fact, the Board of Directors will be composed of eight members (excluding the employee director, whose identity is unknown as of the date of this document), including four women and four men, i.e. 50% women (this percentage excludes the employee director).

Biography of the director whose reappointment will be submitted by the Board of Directors to the 2026 Annual General Meeting

Alexandre Mérieux

Alexandre Mérieux, age 51, previously served as Chairman and Chief Executive Officer of the Company. Since July 1, 2023, when these two offices were separated, he has been Chairman of the Board of Directors of bioMérieux.

Alexandre Mérieux holds a degree in biology from Lyon I University and is a graduate of HEC Montreal Business School.

He worked for Silliker Group Corporation (later Mérieux NutriSciences) from 1999 to 2004, during which time he held marketing positions in the United States and Europe before becoming Marketing and Business Unit Director in France.

He joined the bioMérieux Group in 2005 as Executive Vice President, Industrial Microbiology. Then, from 2011 to 2014, Alexandre Mérieux was Corporate Vice President of the Microbiology and Industrial Operations unit. He became Chief Operating Officer in April 2014 and led the Company's Executive Committee. He was appointed Chairman and Chief Executive Officer by the Board of Directors on December 15, 2017. Alexandre Mérieux has been Vice-Chairman of Institut Mérieux since December 2008. In 2009, he took over the chairmanship of Mérieux Développement and has chaired the Board of Directors of Mérieux NutriSciences since 2013.

A description of her directorships and positions is included in § 2.2.4. He has been a director of bioMérieux since 2004. He is a member of the Strategy Committee.

The Board of Directors will recommend that the Annual General Meeting renew the term of office of Alexandre Mérieux for the following reasons:

- he possesses extensive and long-standing operational knowledge of the Group, gained through various roles;
- having been a director for 21 years, he has an excellent knowledge of the Company, its market, and its strategic challenges, which has enabled him to contribute significantly as Chairman of the Board of Directors;
- as Chairman and Chief Executive Officer and subsequently Chairman of the Board of Directors, he has played a central role in defining and implementing the Group's strategy since 2017;
- throughout his current term of office, his attendance rate at Board of Directors meetings has been 100%.

Biography of the director whose appointment will be submitted by the Board of Directors to the 2026 Annual General Meeting

François Lacoste

Non-independent director

François Lacoste, age 65 and a French national, is currently Executive Vice President, Medical and Scientific Affairs at Institut Mérieux.

He previously served as Executive Vice President, Research & Development at bioMérieux and was a member of the Executive Committee.

With extensive experience within the Mérieux ecosystem, François Lacoste has actively contributed to the development and structuring of cross-functional initiatives, working closely with the Group's scientific, medical, industrial, and support teams.

François Lacoste is a graduate of the National Veterinary School of Toulouse, holds a degree in virology from Institut Pasteur in Paris, and a CES (*Certificat d'Etudes Supérieures* – certificate of advanced studies) in Immunology from the National Veterinary School of Alfort. He also completed management training at INSEAD.

Main expertise: governance, international experience, executive management of major groups and/or listed companies, strategy & M&A, healthcare sector, R&D, and innovation.

List of directorships and positions held at 12/31/2025 (all companies): Executive Vice President of Institut Mérieux; member of the Supervisory Board of IHU Sepsis; member of the Board of Directors of *IHU Fondation Méditerranée*, ID Cluster, Lyonbiopole, and VetAgro Sup; and member of the Strategic Expert Group (STEG) of the International Pandemic Preparedness Secretariat.

The director representing employees

Sylvain Orenga was appointed as director representing employees on April 29, 2022, replacing Frédéric Besème with effect from May 23, 2022, for a period of four years. In accordance with Article 11.2 of the Company's articles of association, his term of office will end following the Annual General Meeting to be held on May 28, 2026.

Before that date, bioMérieux's Central Social and Economic Committee will meet to decide whether to reappoint or replace Sylvain Orenga as director representing employees on the Board of Directors.

Sylvain Orenga is a member of the Appointment, Compensation and CSR Committee and the Strategy Committee.

The Founding Chairman

The articles of association enable the Board of Directors to appoint an honorary Founding Chairman, an individual, selected from among the former Chairpersons of the Company.

The Founding Chairman is eligible indefinitely. He is invited to all Board meetings and attends in an advisory role. His right to information and communication is identical to that of the members of the Board of Directors.

He complies with the Board of Directors' internal rules, which include (i) a ban on disclosing inside information or trading in securities to which the information refers, and (ii) the obligation of the person concerned, based on a procedure described in the internal rules, to inform the Board of any situation that reveals or may reveal a conflict of interest, even a potential one, between the interest of the Company and his direct or indirect personal interest.

Alain Mérieux, former Chairman of the Company, was appointed Founding Chairman by the Board of Directors in 2017. The Founding Chairman's functions do not give rise to the payment of any compensation.

During its meeting on December 17, 2024, the Board of Directors decided to renew the term of office of Founding Chairman Alain Mérieux for a four-year period – that is, until the Board of Directors meeting that will take place at the end of the Annual General Meeting to be held in 2029 to approve the financial statements for the fiscal year ending December 31, 2028.

Advisory Board member(s)

Under the terms of Article 12 IV of the articles of association and Article VI of the Board of Directors' internal rules, the Board may be assisted by between one and three Advisory Board members appointed by the Ordinary Annual General Meeting upon recommendation from the Chairman of the Board and subject to prior approval from the Board itself. Advisory Board members are appointed for a period of three years.

Benoît Ribadeau-Dumas was appointed Advisory Board member during the Annual General Meeting of May 23, 2024, for a period of three years, i.e. until the Annual General Meeting to be held in 2027 to approve the financial statements for the fiscal year ending December 31, 2026.

At the recommendation of the Chairman of the Board of Directors, the Board of Directors proposed that the Annual General Meeting appoint Benoît Ribadeau-Dumas Advisory Board member due to his solid experience in international listed companies such as Thales, Viridien (formerly CGG) and Zodiac Aerospace. The Board of Directors was also of the opinion that Benoît Ribadeau-Dumas's experience as a senior civil servant, his financial and governance expertise, and his outside perspective on the Group would contribute significant added value to the practices of the Board of Directors.

In accordance with the decision of February 26, 2026 and on the recommendations of the Chairman of the Board of Directors, the Board of Directors will propose to the Annual General Meeting of May 28, 2026 that it should appoint, at the end of his term of office as director set to expire on May 28, 2026, Jean-Luc Bélingard as Advisory Board member, in light of his expertise in the various aspects of the Company's business, his extensive knowledge of the Company and his experience. Jean-Luc Bélingard, age 77, was Chairman and Chief Executive Officer of bioMérieux from 2011 to December 2017.

Jean-Luc Bélingard is a graduate of HEC Paris and holds an MBA from Cornell University (United States). He was CEO of Roche Diagnostics and a Member of the Executive Committee of Roche Group from 1990 to 1999. He was also a member of the Management Board and Chairman and Chief Executive Officer of bioMérieux-Pierre Fabre between 1999 and 2001. He then became Chairman and Chief Executive Officer of IPSEN from 2001 to 2010, and Chairman and Chief Executive Officer of bioMérieux between 2011 and 2017. A description of his directorships and positions is included in § 2.2.4. He has served as a director of bioMérieux since 2006.

Representatives of the Central Social and Economic Committee (CSEC)

There are four representatives who are convened to each meeting of the Board of Directors.

Changes in the composition of the Board of Directors and its committees during fiscal year 2025

Situation as at December 31, 2025

	Departure	Appointment	Renewal
Board of Directors	N/A	N/A	Fanny Letier Marie-Paule Kieny
Audit Committee	N/A	N/A	Fanny Letier
Appointment, Compensation and CSR Committee	N/A	N/A	Fanny Letier Marie-Paule Kieny
Strategy Committee	N/A	N/A	Fanny Letier Marie-Paule Kieny

Summary of the staggering of directors' terms of office

Director	2026 Meeting	2027 Meeting	2028 Meeting	2029 Meeting
Alexandre Mérieux	●			
Philippe Archinard		●		
Jean-Luc Bélingard	●			
Harold Boël			●	
Marie-Paule Kieny				●
Fanny Letier				●
Viviane Monges			●	
Groupe Industriel Marcel Dassault Represented by Marie-Hélène Habert-Dassault			●	
Sylvain Orenga (director representing employees)	●*			

* *Director representing employees, appointed by the bioMérieux Central Social and Economic Committee.*

2.2.4 Biographies of directors (at 12/31/2025)

The table below presents all of the directorships and positions held in other companies by each of the Company's corporate officers based on the information they have submitted.

Alexandre Mérieux

Chairman of the Board of Directors
Member of the Strategy Committee

Non-independent director

Born on **01/15/1974** (aged 51)

Nationality: **French**

First appointed on: **04/16/2004**

Term expires: **2026**

Number of shares in the Company: **60**

Alexandre Mérieux holds a degree in biology from Lyon I University and is a graduate of HEC Montreal Business School. He worked for Silliker Group Corporation from 1999 to 2004, during which time he held marketing positions in the United States and Europe before becoming Marketing and Business Unit Director in France.

He joined the bioMérieux Group in 2005 as Executive Vice President, Industrial Microbiology. Then, from 2011 to 2014, Alexandre Mérieux was Corporate Vice President of the Microbiology and Industrial Operations unit. He became Chief Operating Officer in April 2014 and led the Company's Executive Committee. He was appointed Chairman and Chief Executive Officer by the Board of Directors on December 15, 2017. Alexandre Mérieux has been Vice-Chairman of Institut Mérieux since December 2008. In 2009, he took over the chairmanship of Mérieux Développement and has chaired the Board of Directors of Mérieux NutriSciences since 2013.

Alexandre Mérieux previously served as Chairman and Chief Executive Officer of the Company. As of July 1, 2023, when these two offices were separated, he is the Chairman of the Board of Directors of bioMérieux.

MAIN EXPERTISE:

Governance

International experience

Executive management of major groups/listed companies

Strategy and M&A

Health sector

Other directorships and positions held at 12/31/2025 (all companies)

Within the Group [(a)]:

- Chief Operating Officer, Director and Vice-Chairman of Institut Mérieux
- Chairman of Mérieux Développement SAS and Mérieux NutriSciences Corp. *(Chairman)* (United States)
- CEO of Compagnie Mérieux Alliance
- Manager of SCI ACCRA
- Director of Mérieux Foundation
- Chairman of the Board of Directors of Mérieux Equity Partners SAS
- Chairman of the Board of the bioMérieux Endowment Fund

Outside the Group [(a)]

- Director of OP Mobility France (France – listed company)
- Permanent representative of Mérieux Participations 2, director of Financière Senior Cinqus SAS (France) (formerly Financière Senior Mendel SAS France)
- Director of the *Fondation Jacques Chirac*
- Director of the *Fondation Pierre Fabre*

Directorships and positions that have expired in the past five years

Within the Group [(a)]:

- Director of the *Fondation Christophe et Rodolphe Mérieux* (end: 2025)
- Chief Executive Officer of bioMérieux (July 2023)

Outside the Group [(a)]

N/A

(a) Any company controlled by Compagnie Mérieux Alliance SAS within the meaning of Article L. 233-16 of the French Commercial Code.

Philippe Archinard

Member of the Strategy Committee

Non-independent director

Born on **11/21/1959** (aged 66)

Nationality: **French**

First appointed on: **06/10/2010**

Term expires: **2027**

Number of shares in the Company: **30**

MAIN EXPERTISE:

Governance

International experience

Executive management of major groups/listed companies

Strategy and M&A

Finance/audit

Health sector

R&D and innovation

Philippe Archinard is a graduate of the *École nationale supérieure de chimie* in Montpellier (France) and holds a PhD in biochemistry from the University of Lyon. He has also completed the PMD management program from Harvard Business School. He was the Chief Executive Officer of Innogenetics (Belgium) from 2000 to 2004.

He was appointed Chief Executive Officer of Transgene in 2004 and Chairman and Chief Executive Officer in 2010. Since 2014, Philippe Archinard has been Chairman of BIOASTER (Foundation for scientific cooperation), a technology research institute focusing on infectious diseases and microbiology. He chaired the Lyon competitiveness cluster, Lyon Biopôle, for 11 years. He ceased his operational functions at Transgene while continuing to be a director of that company. He was Chief Operating Officer of Institut Mérieux from 2021 until the end of March 2025, when he ceased all operational functions for Institut Mérieux.

Other directorships and positions held at 12/31/2025 (all companies)

Within the Group [(a)]:

N/A

Outside the Group [(a)]:

- Chairman of BIOASTER (Foundation for scientific cooperation)
- Chairman of the Supervisory Board of Fabentech (France)
- Director of Geneuro (France – listed company)

Directorships and positions that have expired in the past five years

Within the Group [(a)]:

- Chief Executive Officer of TSGH (France – term expired: 2022)
- Director of Institut Mérieux (France – term expired: 2024)
- Chief Operating Officer of Institut Mérieux (France – end: 2025)
- Director of Transgene SA (France – listed company – end: 2025)

Outside the Group [(a)]:

- Director of Phaxiam Therapeutics SA (France – listed company – end: 2025)
- Director of NH Theraguix (France – end: 2025)

(a) Any company controlled by Compagnie Mérieux Alliance SAS within the meaning of Article L. 233-16 of the French Commercial Code.

Jean-Luc Bélingard

Chairman of the Strategy Committee

Non-independent director

Born on **10/28/1948** (aged 77)

Nationality: **French**

First appointed on: **09/15/2006**

Term expires: **2026**

Number of shares in the Company: **60,150**

MAIN EXPERTISE:

Governance

International experience

Executive management of major groups/listed companies

Strategy and M&A

Health sector

Jean-Luc Bélingard is a graduate of HEC Paris and holds an MBA from Cornell University (United States). He was CEO of Roche Diagnostics and a Member of the Executive Committee of Roche Group from 1990 to 1999. He was also a member of the Management Board and Chairman and Chief Executive Officer of bioMérieux-Pierre Fabre between 1999 and 2001. He then became Chairman and Chief Executive Officer of IPSEN from 2001 to 2010, and Chairman and Chief Executive Officer of bioMérieux between 2011 and 2017.

Other directorships and positions held at 12/31/2025 (all companies)

Within the Group [(a)]:

- Director of Transgene SA (France – listed company)

Outside the Group [(a)]:

- Director of LabCorp of America (United States – listed company)
- Director of Lupin (India – listed company)

Directorships and positions that have expired in the past five years

Within the Group [(a)]:

- Director of Institut Mérieux (France – term expired: 2024)
- Vice-Chairman of Institut Mérieux (France – end: 2024)

Outside the Group [(a)]:

- Director of Pierre Fabre SA (France – term expired: 2022)

(a) Any company controlled by Compagnie Mérieux Alliance SAS within the meaning of Article L. 233-16 of the French Commercial Code.

Born on **08/27/1964** (aged 61)

Nationality: **Belgian**

First appointed on: **05/30/2012**

Term expires: **2028**

Number of shares in the Company: **150**

MAIN EXPERTISE:

Governance

International experience

Executive management of major groups/listed companies

Strategy and M&A

Finance/audit

CSR

Harold Boël

Member of the Strategy Committee
Chairman of the Audit Committee

Non-independent director

Harold Boël holds a Bachelor of Science degree in chemistry from Brown University (United States) and a diploma in Materials Science from the *École polytechnique fédérale de Lausanne*. He has held various managerial positions in the steel industry within the Corus group. He has been the Chief Executive Officer of Sofina (Belgium – listed company) since 2008.

Other directorships and positions held at 12/31/2025 (all companies)

Within the Group [(a)]:

- Director of MNH SAS (France)

Outside the Group [(a)]:

- Deputy director of Sofina SA (Belgium – listed company)
- Deputy director of Société de Participations Industrielles (Belgium)
- Chairman of Domanoy (Belgium)

Directorships and positions that have expired in the past five years

Within the Group [(a)]:

- Director of Mérieux Nutriscience Corp. (United States – term expired: 2024)

Outside the Group [(a)]:

- Director of Cognita (United Kingdom – term expired: 2024)

(a) Any company controlled by Compagnie Mérieux Alliance SAS within the meaning of Article L. 233-16 of the French Commercial Code.

First appointed on: **05/23/2024**

Term expires: **2028**

Société par actions simplifiée (French simplified joint stock company) with share capital of €512,851,968

Headquarters: 9, rond-point des Champs-Élysées Marcel Dassault – 75008 Paris – France

Groupe Industriel Marcel Dassault
(represented by Marie-Hélène Habert-Dassault)

Non-independent director

Groupe Industriel Marcel Dassault is a holding company based in France that is a leader in many cutting-edge industries including aeronautics, advanced technology, digital technology and communication. This director, a legal entity, is represented on the Board of Directors by Marie-Hélène Habert-Dassault.

Other directorships and positions held at 12/31/2025 (all companies)

Within the Group [(a)]:

- Director of MNH SAS

Outside the Group [(a)]:

- Chairman and director of Dassault Médias SAS
- Chairman of Dassault Invest 2 SAS
- Chairman of Dassault Invest 3 SAS
- Chairman of Dassault Real Estate SAS
- Chairman of Financière Dassault SAS
- Chairman of Rond Point Investissements SAS
- Chief Executive Officer of Dassault Wine Estate SAS
- Director of Artcurial SAS
- Director of Dassault Systèmes (France – listed company)
- Member of the Supervisory Board of Immobilière Dassault (France – listed company)
- Chairman of the Board of Directors and deputy director of Sitam Belgique SA (Belgium)
- Chairman of the Board of Directors of Sitam Luxembourg SA (Luxembourg)
- Member of the Supervisory Board of Rothschild & Co SCA (France – listed company)

Directorships and positions that have expired in the past five years

N/A

(a) Any company controlled by Compagnie Mérieux Alliance SAS within the meaning of Article L. 233-16 of the French Commercial Code.

Born on **04/04/1965** (aged 60)

Nationality: **French**

Number of shares in the Company: **57**

MAIN EXPERTISE:

Governance

Strategy and M&A

Finance/audit

Health sector

CSR

Marie-Hélène Habert-Dassault

permanent representative of Groupe Industriel Marcel Dassault

Member of the Strategy Committee
Member of the Appointment, Compensation and CSR Committee

Marie-Hélène Habert-Dassault holds a post-graduate diploma in Business Law and Taxation, a degree in Business Law from the University Paris 2 Panthéon-Assas (1988), and a Master's degree in Strategy and Marketing from Sciences Po (1989). She began her career at DDB Advertising in London as a media planning consultant. She joined the Dassault Group in 1991 as Deputy Communications Director. Since 1998, she has been Director of Communications and Corporate Sponsorship of the Dassault Group.

Other directorships and positions held at 12/31/2025 (all companies)

Within the Group [(a)]:

N/A

Outside the Group [(a)]:

- Member of the Supervisory Board of GIMD
- Director of Dassault Aviation SA [(b)] (France – listed company) since 2014, Dassault Systèmes SA [(b)] (France – listed company) since 2014, and Artcurial SA [(b)]
- Director and Chair of the Serge Dassault Foundation
- Member of the Supervisory Board of Rond-Point Immobilier (SA)
- Manager of H Investissements SARL and HDH Immobilière
- Director of SIPAREX
- Director of *Fondation Fondamental*
- Director of *Fondation Gustave Roussy*
- Manager of SCI Duquesne
- Chair and member of the Strategy Committee of HDF (SAS)

Directorships and positions that have expired in the past five years

Within the Group [(a)]:

N/A

Outside the Group [(a)]:

- Vice-Chair and member of the Strategy Committee of HDF (SAS) (France – term expired: 2021)
- Manager of HDH (France – term expired: 2021)
- Chair of the Supervisory Board of GIMD (France – term expired: 2023)
- Chair of the Supervisory Board of Rond-Point Immobilier (SA) (France – term expired: 2023)
- Vice-Chair on the Supervisory Board of Immobilière Dassault SA [(b)] (France – listed company – term expired: 2024)

(a) Any company controlled by Compagnie Mérieux Alliance SAS within the meaning of Article L. 233-16 of the French Commercial Code.
(b) Companies controlled by GIMD within the meaning of Article L. 233-16 of the French Commercial Code.

Born on **04/24/1955** (aged 70)

Nationalities: **French and Swiss**

First appointed on: **08/28/2017**

Term expires: **2029**

Number of shares in the Company: **180**

MAIN EXPERTISE:

Governance

International experience

Strategy and M&A

Health sector (global health, low-income countries, research and development)

R&D and innovation

CSR

Marie-Paule Kieny

Member of the Strategy Committee
Member of the Appointment, Compensation and CSR Committee

Independent director [(a)]

Marie-Paule Kieny obtained her doctorate in microbiology at the University of Montpellier (France). She has published more than 350 articles and reviews, mainly in the fields of infectious diseases, immunology, vaccinology and healthcare systems.

Until June 2017, she occupied the position of Assistant Director General responsible for health systems and innovation at the World Health Organization (WHO). She notably coordinated the WHO's R&D work during the Ebola epidemic in West Africa from 2014 to 2016. She also designed the WHO's master plan for R&D (global preparedness plan against emerging diseases epidemics). Before joining the WHO, Marie Paule Kieny occupied first-rate research positions in the public and private sectors in France. Until May 1, 2022, she was Research Director at INSERM (Paris, France), in charge of the priority research program on antimicrobial resistance initiated by France in 2019 under the Future Investments program.

Between March and July 2020, she was a member of the Analysis, Research and Expertise Committee (CARE), created by French President Emmanuel Macron, to advise the government on COVID-19 treatments, vaccines and tests. Between June 2020 and October 2022, she was Chair of the French Scientific Committee for the COVID-19 vaccine.

She is Chair of the Board of Directors of the Drugs for Neglected Diseases initiative Foundation (DNDi, Geneva, Switzerland) and the Medicines Patent Pool Foundation (MPPF, Geneva, Switzerland). She sits on the scientific advisory boards of several organizations that are active in the healthcare field.

She received the title of Officer of the *Ordre National du Mérite* in France in 2021 and the title of *Chevalier* in the *Ordre National of the Légion d'Honneur* in France in 2016. She received an honorary doctorate from the Autonomous University of Barcelona (Spain) in 2019 and was awarded the INSERM International Prize in 2017, the *Prix Génération 2000-Impact Médecin* in 1994, and the *Prix Innovation Rhône-Poulenc* in 1991.

Other directorships and positions held at 12/31/2025 (all companies)

Within the Group [(b)]**:**

N/A

Outside the Group [(b)]**:**

- Chair of the Board of Directors of the Medicines Patent Pool Foundation (MPPF, Geneva, Switzerland)
- Chair of the Board of Directors of the Drugs for Neglected Diseases Initiative Foundation (DNDi, Geneva, Switzerland)

Directorships and positions that have expired in the past five years

Within the Group [(b)]**:**

- Director of the Mérieux Foundation (France – end: March 2025)

Outside the Group [(b)]**:**

N/A

(a) Independent director according to the assessment made by the Board of Directors (see § 2.2.5).
(b) Any company controlled by Compagnie Mérieux Alliance SAS within the meaning of Article L. 233-16 of the French Commercial Code.

Born on **03/15/1979** (aged 46)

Nationality: **French**

First appointed on: **05/30/2017**

Term expires: **2029**

Number of shares in the Company: **30**

MAIN EXPERTISE:

Governance

International experience

Executive management of major groups/listed companies

Strategy and M&A

Finance/audit

R&D and innovation

CSR

Digitalization

Fanny Letier

Member of the Strategy Committee
Chair of the Appointment, Compensation and CSR Committee
Member of the Audit Committee

Independent director [(a)]

Fanny Letier is a graduate of Sciences politiques Paris, the ENA, and the *Institut français des administrateurs* (IFA). She was a senior civil servant in the French Treasury Department (Ministry of Finance) from 2004 to 2012, Secretary General of the Inter-Ministry Committee on Industrial Restructuring (CIRI) from 2009 to 2012, Deputy Director of the Office of the Minister of Industrial Recovery from 2012 to 2013, and Executive Investment Director of SME funds for Bpifrance from 2013 to 2018.

She co-founded the asset management company, GENEO Capital Entrepreneur, and the investment company, GENEO Capital, in 2019, and is a director of *Aéroports de Paris*.

Other directorships and positions held at 12/31/2025 (all companies)

Within the Group [(b)]:

N/A

Outside the Group [(b)]:

- Director of *Aéroports de Paris* (France – listed company)
- Director of the AnBer Foundation (France)

Directorships and positions that have expired in the past five years

Within the Group [(b)]:

N/A

Outside the Group [(b)]:

- Director of the *Institut français des administrateurs* (IFA – French Institute of Directors) (France – term expired: 2021)

(a) Independent director according to the assessment made by the Board of Directors (see § 2.2.5).
(b) Any company controlled by Compagnie Mérieux Alliance SAS within the meaning of Article L. 233-16 of the French Commercial Code.

Born on **10/15/1963** (aged 62)

Nationality: **French**

First appointed on: **05/23/2024**

Term expires: **2028**

Number of shares in the Company: **100**

MAIN EXPERTISE:

Governance

International experience

Executive management of major groups/listed companies

Strategy and M&A

Finance/audit

Health sector

R&D and innovation

CSR

Digitalization

Viviane Monges

Member of the Strategy Committee
Member of the Audit Committee

Independent director [(a)]

Viviane Monges has an MBA from the *École supérieure de commerce de Paris* and has more than 30 years of experience as a Financial Director, mainly in the pharmaceutical industry, as well as holding several administrative positions. She has held a number of regional and international positions at Wyeth/Pfizer, Novartis OTC and Galderma, in Europe and the United States. Throughout her career, she has concentrated on business growth, operational efficiency, external acquisitions and licenses. Since 2017, she has focused on board work in Switzerland and other countries in the healthcare field. She has served as director of UCB and DBV Technologies, and she chaired the Board of Directors of EUROAPI from its inception until the end of 2024. She currently sits on the Boards of Directors of Novo Holdings, Ferring Pharmaceuticals, ADC Therapeutics and Pharvaris.

Other directorships and positions held at 12/31/2025 (all companies)

Within the Group [(b)]**:**

N/A

Outside the Group [(b)]**:**

- Director of Novo Holdings (Denmark)
- Director and Chair of the Audit Committee of ADC Therapeutics (Switzerland – listed company)
- Director and Chair of the Audit Committee and member of the Nomination and Corporate Governance Committee of Pharvaris (Netherlands – listed company)
- Director and Chair of the Audit Committee of Ferring Pharmaceuticals (Switzerland)

Directorships and positions that have expired in the past five years

Within the Group [(b)]**:**

N/A

Outside the Group [(b)]**:**

- Director of Idorsia (Switzerland – listed company – term expired: 2021)
- Director of Voluntis (France – listed company – term expired: 2021)
- Director and Chair of the Audit Committee of DBV Technologies (France – listed company – term expired: 2022)
- Director, member of the Audit Committee of UCB (Belgium – listed company – term expired: 2022)
- Chair of the Board of Directors of Euroapi (France – term expired: 2024)

(a) Independent director according to the assessment made by the Board of Directors (see § 2.2.5).
(b) Any company controlled by Compagnie Mérieux Alliance SAS within the meaning of Article L. 233-16 of the French Commercial Code.

Born on **05/31/1965** (60 years)

Nationality: **French**

First appointed on: **05/23/2022**

Term expires: **2026**

Number of shares in the Company: **N/A**

MAIN EXPERTISE:

International experience

Health sector

R&D and innovation

CSR

Sylvain Orenga

Member of the Strategy Committee
Member of the Appointment, Compensation and CSR Committee

Director representing employees

Sylvain Orenga holds a biochemical engineering degree from the *Institut national des sciences appliquées* of Lyon (1988) and a post-graduate degree in microbial ecology from *Université Claude Bernard* (Lyon, 1990). He joined bioMérieux in 1990, as an R&D researcher. He has held various positions as a personnel representative on institutional and corporate boards of governors. As of 2023, he is Vice President – R&D Microbiology Expert Unit. Since becoming a director representing employees in 2022, in accordance with the law, he has abandoned all personnel representation functions within bioMérieux. To perform his role as a director, he has completed several training courses at the *Institut français des administrateurs* (IFA) since 2022.

Other directorships and positions held at 12/31/2025 (all companies)

N/A

Directorships and positions that have expired in the past five years

N/A

Benoît Ribadeau-Dumas

Advisory Board member

Born on **06/10/1972** (53 years)

Nationality: **French**

First appointed on: **05/23/2024**

Term expires: **2027**

MAIN EXPERTISE:

Governance

International experience

Executive management of major groups/listed companies

Finance/audit

Benoît Ribadeau-Dumas is a graduate of the *Ecole polytechnique* and the *École nationale d'administration* (ENA). After starting his career at the Council of State (Conseil d'État) in 1997, he became Director, Corporate Development at Thales, the French leader in cutting-edge aerospace and defense technologies. He occupied different roles in the organization until 2009, when he was appointed CEO of Thales Underwater Systems. Benoît Ribadeau-Dumas then became Senior Executive Vice President at CGG, a global leader in the geoscience industry. He later joined Zodiac Aerospace as a member of the Executive Management Board and CEO of the Aerosystems Branch. He was appointed Chief of Staff to the French Prime Minister in 2017. He is currently Chief Companies Officer at Exor.

Other directorships and positions held at 12/31/2025 (all companies)

Within the Group [(a)]:

- Director of Institut Mérieux (France)
- Director of Mérieux Nutrisciences Corp. (United States)

Outside the Group [(a)]:

- Director of Philips (Netherlands – listed company)
- Director of Stellantis (Netherlands – listed company)
- Director of Welltec (Denmark)
- Director of TagEnergy (Portugal)
- Director of Galiléo Global Education (France)

Directorships and positions that have expired in the past five years

Within the Group [(a)]:

N/A

Outside the Group [(a)]:

- Director of Cerba Healthcare (France) – March 2025

(a) Any company controlled by Compagnie Mérieux Alliance SAS within the meaning of Article L. 233-16 of the French Commercial Code.

Professional address of directors

The members of the Board of Directors can be contacted at the Company's headquarters in Marcy l'Étoile, France (69280).

Limit on directorships

The applicable rules at the Company regarding holding multiple offices are the current statutory rules.

Corporate officers' interests in the company and the Group

In accordance with Delegated Regulation (EU) 2019/980 of March 14, 2019, it is noted that Alexandre Mérieux's family is one of the main shareholders of Compagnie Mérieux Alliance which, on December 31, 2025, held 89.88% of the share capital of the Institut Mérieux holding company, the Company's majority shareholder and holder of 58.90% of the Company's share capital and 71.88% of its voting rights on December 31, 2025 (see § 7.3.2 and § 7.4.1).

2.2.5 Independent directors, conflicts of interest and other declarations

Evaluation of the independence of directors at February 26, 2026

	Criterion 1	Criterion 2	Criterion 3	Criterion 4	Criterion 5	Criterion 6	Criterion 7	Criterion 8	Independent
Alexandre Mérieux			√	√	√				
Philippe Archinard		√	√	√	√		√	√	
Jean-Luc Bélingard		√	√	√	√		√	√	
Harold Boël		√	√	√	√		√	√	
Groupe Industriel Marcel Dassault represented by Marie-Hélène Habert-Dassault	√	√	√	√	√		√	√	
Marie-Paule Kieny		√	√	√	√	√	√	√	√
Fanny Letier	√	√	√	√	√	√	√	√	√
Viviane Monges	√	√	√	√	√	√	√	√	√
Sylvain Orenga		√	√	√	√	√		√	

Table prepared based on the information provided by the relevant party.

Criterion 1: Employee corporate officer during the five preceding years

Not being or having been during the preceding five years:

- *an employee or executive corporate officer of the Company;*
- *an employee, executive corporate officer, or director of a company that the Company consolidates;*
- *an employee or executive corporate officer or director of the parent company of the Company or of a company consolidated by this parent company.*

Criterion 2: Cross-directorships

Not being an executive corporate officer of a company in which the Company directly or indirectly holds a director seat or within which an employee designated as such or an executive corporate officer of the Company (current or having been one within the last five years) holds the position of director.

Criterion 3: Material business relationships

Not being a customer, supplier, Corporate banker, investment banker: (i) in a significant capacity for the Company or its Group, or (ii) for whom the Company or its Group represents a material share of business.

The assessment of the materiality or immateriality of the relationship between the Company or its group is discussed by the Board of Directors and the quantitative and qualitative criteria underlying this assessment (continuity, economic dependence, exclusivity, etc.) are explained in the annual report.

Criterion 4: Family ties

Not having any close family ties with a corporate officer.

Criterion 5: Statutory Auditor

Not having been a Statutory Auditor of the Company during the five preceding years.

Criterion 6: Being a director for more than 12 years

Not having been a director of the Company for over 12 years. The loss of status as an independent director occurs on the anniversary date of the 12 years.

Criterion 7: Status of non-executive corporate officer

Non-executive corporate officers cannot be considered as being independent if they receive variable compensation in cash, or securities, or any type of compensation linked to the Company's or the Group's performance.

Criterion 8: Status of major shareholder

Directors representing major shareholders of the Company or the parent company may be considered independent as long as these shareholders do not participate in the control of the Company. However, beyond a threshold of 10% of the share capital or the voting rights, the Board, based on a report from the Appointment Committee, systematically evaluates the independence of the director, based on the composition of the Company's share capital and the existence of a potential conflict of interest.

The Board of Directors, during its meeting of February 26, 2026, was able to review the analysis of the Appointment, Compensation and CSR Committee regarding the independence of directors, according to the criteria of the AFEP-MEDEF Corporate Governance Code. After discussion, the Board of Directors confirmed the independence of the following three directors: Viviane Monges, Marie-Paule Kieny and Fanny Letier, i.e. a percentage of independent directors of 37.5% calculated excluding the director representing employees.

During the discussions regarding Marie-Paule Kieny's independence (cf. § 2.1 and § below), it was noted that (i) Marie-Paule Kieny's term of office as director of the Mérieux Foundation, an independent foundation recognized as being of public interest, ended on March 24, 2025, (ii) the Foundation receives grants, including from the Company, as well as from other contributors, and (iii) during her term of office, Marie-Paule Kieny abstained from discussions and votes held by the Board of Directors regarding all matters related to the Mérieux Foundation in order to prevent any potential conflicts of interest.

After hearing the position of the Appointment, Compensation and CSR Committee, the Board of Directors concluded that neither the relationship between the Company and the Foundation nor the relationship between the Foundation and Marie-Paule Kieny constitutes a personal connection that could "interfere with her freedom of judgment" within the meaning of Article 10.2 of the AFEP-MEDEF Corporate Governance Code. The Board of Directors considered the following factors:

(i) the end of Marie-Paule Kieny's term of office at the Mérieux Foundation on March 24, 2025;

(ii) the share of bioMérieux's contributions in the Foundation's total budget;

(iii) the Foundation's structural independence from bioMérieux;

(iv) during her term of office at the Foundation, the fact that Marie-Paule Kieny received no significant compensation for her work there in respect of all her activities; and

(v) Marie-Paule Kieny's lack of executive or oversight power within the Foundation during her term of office (insofar as she was a Foundation director on a Board made up of 14 other members).

Therefore, the Board of Directors confirmed the independence of Marie-Paule Kieny and the absence of conflicts of interest based on the quantitative and qualitative criteria outlined above.

Evaluation of conflicts of interest

The Board of Directors meeting of February 26, 2026, assessed the business ties and potential conflicts of interest that could arise from the terms of office of some of its directors.

As indicated above, Marie-Paule Kieny was a director of the Mérieux Foundation, an independent foundation recognized as being of public interest, until March 24, 2025. The Foundation receives subsidies from the Company as well as from other contributors. During her term of office, Marie-Paule Kieny abstained from discussions and votes held by the Board of Directors when they related to the Mérieux Foundation in order to prevent any potential conflicts of interest.

Other than Marie-Paule Kieny, the independent directors have no relationship of any kind with the Company, the Group or the Management. Therefore, there is no conflict of interest that the Board of Directors could be required to discuss.

Other declarations

To the best of the Company's knowledge:

- no member of the Board of Directors of the Company has been convicted of fraud in the past five years;
- excluding the information provided below, over the past five years no member of the Board of Directors has been involved in any bankruptcy, receivership or liquidation or been placed under judicial administration in their capacity as member of an administrative, management or supervisory body or as Chief Executive Officer. Philippe Archinard, a director of the Company, was a director from 2017 to February 2025 at NH Theraguix, which was liquidated on May 23, 2025; from June 2023 to June 2025, he was a director at Phaxiam Therapeutics (a company formed by the merger of Erytech and Pherecydes in June 2023), which was also liquidated on June 11, 2025;
- none of the members of the Board of Directors or the Chief Executive Officer have been convicted of an offense over the past five years prohibiting them from serving on an issuer's administrative, management or supervisory body or from managing or conducting an issuer's business;
- no member of the Company's Board of Directors has been charged with an offense or had any official public disciplinary action taken against them by a statutory or regulatory authority (including recognized professional bodies).

To the best of the Company's knowledge, there is no potential conflict of interest between the duties to the Company of any member of the Board of Directors, and their private and/or other interests. The agreements involving certain directors are subject to the procedures concerning related-party agreements and are described in § 2.4.

To the best of the Company's knowledge, no commitments have been undertaken by members of the Board of Directors that restrict their freedom to dispose of their bioMérieux shares, other than the rules on insider trading and closed periods.

2.2.6 Practices and work of the Board of Directors and its committees

2.2.6.1 Directors' attendance at Board of Directors and committee meetings in 2025

	Board of Directors		Audit Committee		Appointment, Compensation and CSR Committee		Strategy Committee	
Directors	**Attendance rate**	**Number of meetings**	**Attendance rate**	**Number of meetings***	**Attendance rate**	**Number of meetings***	**Attendance rate**	**Number of meetings**
Alexandre Mérieux	100%	4/4	-	-	-	-	100%	1/1
Philippe Archinard	100%	4/4	-	-	-	-	100%	1/1
Jean-Luc Bélingard	100%	4/4	-	-	-	-	100%	1/1
Harold Boël	100%	4/4	100%	6/6	-	-	100%	1/1
Groupe Industriel Marcel Dassault represented by Marie-Hélène Habert-Dassault	100%	4/4	-	-	100%	5/5	100%	1/1
Marie-Paule Kieny	100%	4/4	-	-	100%	5/5	100%	1/1
Fanny Letier	100%	4/4	83%	5/6	100%	5/5	100%	1/1
Viviane Monges	100%	4/4	100%	6/6	-	-	100%	1/1
Sylvain Orenga	100%	4/4	-	-	100%	5/5	100%	1/1
AVERAGE PARTICIPATION RATE	**100%**		**94%**		**100%**		**100%**	

* *Including one joint meeting that included members of the Audit Committee and the Appointment, Compensation and CSR Committee.*

2.2.6.2 Practices of the Board of Directors and its internal rules

Pursuant to the provisions of Article L. 225-35 of the French Commercial Code and the Company's articles of association, the Board of Directors is responsible for determining and implementing the strategies relating to the Company's business, in accordance with its corporate interest. It is committed to helping the Company create long-term values that take social and environmental factors into account. It has powers to act on all questions concerning the smooth running of the Company and settles all matters affecting the Company by its deliberations, within the limits of the corporate purpose and subject to the powers expressly granted to Annual General Meetings. The Board of Directors carries out all controls and procedures that it deems appropriate.

The Chairman organizes and oversees the Board of Directors' work and reports thereon to the Annual General Meeting. He ensures that the Company's management bodies operate effectively and that the directors are able to perform their duties.

The Chairman of the Board of Directors is responsible for shareholder relations. He therefore works in close cooperation with the Investor Relations Department (see § 7.1). The Chairman reports on his activities to the Board of Directors, where appropriate.

The Board of Directors meets as often as the Company's interests require, in accordance with the legislative and regulatory requirements, at the invitation of its Chairman, either at the headquarters or at any other place indicated in the meeting notice. Meetings are held in the presence of directors or by videoconferencing or any other means of telecommunication.

The number of meetings the Board of Directors and its committees held during the previous fiscal year is stated in the Chairman's report to the Annual General Meeting, which also provides shareholders with any necessary information on the participation of Board members in these meetings. The Board may validly deliberate only if at least half of the directors are present.

The Board's internal rules

The internal rules, adopted in 2004 by the Board of Directors and intended to define its operating procedures, in addition to legal, regulatory and statutory requirements, are regularly updated to reflect new legal provisions and the recommendations of the AFEP-MEDEF Corporate Governance Code for listed companies. All Board members have agreed to comply with it.

The Board of Directors' internal rules were updated by a decision taken by the Board of Directors on May 15, 2025 in order to reflect the changes to the Company's articles of association, as approved by a decision of the Annual General Meeting held on that same day.

The internal rules also stipulate that prior to accepting their duties, directors must first ensure that they are fully informed of the general and specific obligations attached to their duties and are familiar with securities regulations pertaining to breaches of stock market regulations. They must familiarize themselves and comply with the laws and regulations, the articles of association, the Board of Directors' internal rules and any additional information that the Board of Directors may provide to them, the rules concerning the Board provided for in the AFEP-MEDEF Corporate Governance Code (particularly the rules of ethics for directors) as well as the Stock Market Code of Conduct adopted by the Company.

The internal rules also stipulate that directors:

(i) represent all the shareholders, even though they are shareholders themselves holding at least ten shares, and must act in the Company's interests in all circumstances;

(ii) must inform the Board of Directors of any actual or potential direct or indirect conflict of interest between the interests of the Company and their own interests or those of the shareholder or group of shareholders they represent, and must abstain from voting on the issues concerned;

(iii) undertake to devote the necessary time and attention to their duties;

(iv) undertake to remain independent in their analysis, judgment, decision-making and actions, and to resist all direct or indirect pressure that may be placed on them by directors, specific groups of shareholders, creditors, suppliers and other third parties. Similarly, if they believe that decisions taken by the Board are not in the interests of the Company, they undertake to clearly express their opposition and strive to convince the Board of the merits of their opinion;

(v) must attend and participate in all meetings of the Board of Directors and, if applicable, of the committees on which they serve;

(vi) are bound by a strict duty of confidentiality beyond the exercise of discretion required by law with respect to non-public information acquired in connection with their role as directors;

(vii) are bound by a duty of loyalty;

(viii) must trade in the Company's shares only in compliance with the Code of Conduct adopted by the Company; and

(ix) must provide the Board with all relevant information concerning compensation and benefits-in-kind paid to them by the Company or a Group entity, and their directorships and positions held in all companies and other legal entities, including details on their attendance at all committees of French or foreign companies.

The Board of Directors' internal rules specifically stipulate that the Board must decide on (i) the approval of the strategic plans of the Company and its subsidiaries, and (ii) the approval of the annual budget and, on a quarterly basis, its implementation.

In addition, the internal rules stipulate that the Board of Directors will be responsible:

- for ensuring that a mechanism is in place to prevent and detect corruption and influence peddling;
- in terms of sustainability:
  - on the recommendation of the Audit Committee, for proposing to the Annual General Meeting a sustainability reporting auditor, which may be an independent third party or a Statutory Auditor,
  - for approving the communication materials addressed to shareholders, based on the recommendations of the Audit Committee,
  - for approving the selection of qualitative and quantitative metrics and their governance,
  - for determining the strategic guidelines, ensuring that the strategy and business model are resilient when it comes to the sustainability risks and opportunities that have been identified,
  - for ensuring that the due diligence procedures are monitored and implemented.

The internal rules also provide that the Board of Directors must be notified of any significant event affecting the operation of the Company and more specifically its financial and cash position and commitments.

As an internal measure, the rules stipulate that the powers of the Chief Executive Officer are limited, and certain decisions identified by the Board must be submitted for its prior authorization.

As such, before binding the Company, the Chief Executive Officer must obtain the Board's authorization for any key transaction (acquisitions, exchanges, settlements, granting of security interests, all financing arrangements, etc.) not provided for in the strategic plan or the Company's budget and exceeding €30 million.

The Board's internal rules are published on the Company's website.

2.2.6.3 Diversity policy within the Board of Directors and the management bodies

On the recommendation of the Appointment, Compensation and CSR Committee, the Board of Directors, pursuant to Article L. 22–10–10–2°, of the French Commercial Code, has set a diversity policy that applies to the Board of Directors and management bodies.

Accordingly, the Board of Directors has established a policy of promoting cultural and international diversity among its members; seeking a balance in the distribution of skills, both as regards the age and experience of its members, and their fields of expertise (management, medical or scientific, knowledge of listed companies); and aiming for gender equality. The purpose of this policy is to provide a balanced and harmonious Board membership facilitating fruitful, varied and high-quality discussions to support the Company's interests and strategy.

In addition to increasing the number of female members, the Board of Directors is working to diversify the profiles of its directors by using, among other things, the skills matrix represented by the infographic below. The Appointment, Compensation and CSR Committee submits its recommendations to the Board of Directors in order to select candidates for reappointment or appointment in accordance with the provisions of the Board's internal rules and the above-mentioned policy. The Board endeavors to implement this policy for every reappointment or new appointment.

The objectives, procedures and results of this policy are disclosed in the report on corporate governance and included in the Universal Registration Document (see below).

However, it should be noted that the Company does fulfill its legal obligations. As of December 31, 2025, the Board of Directors is composed of nine members:

- in accordance with Article L. 225-18-1 and Article L. 225-20 of the French Commercial Code, four of the directors are women: Marie-Paule Kieny, Fanny Letier, Viviane Monges and Marie-Hélène Habert-Dassault, the permanent representative of Groupe Industriel Marcel Dassault;
- in accordance with Article L. 225-27-1 of the French Commercial Code, the Company amended its articles of association in 2018, to allow for the appointment of a director representing employees by the Central Works Council, which became the Central Social and Economic Committee. Sylvain Orenga was appointed to this position in 2022. His term of office will end following the Annual General Meeting to be held on May 28, 2026. Before that date, bioMérieux's Central Social and Economic Committee will meet to decide whether to reappoint or replace Sylvain Orenga as director representing employees on the Board of Directors.

The findings of the assessment of the Board, which were discussed in a meeting, demonstrate that the Board operates smoothly and that each director gets involved in an effective way (see § 2.2.6.5).

Policy of gender diversity within governing bodies and equal representation of women and men

The Company is committed to strengthening the representation of women within its Executive Committee. It thus seeks to promote women, without discrimination, in order to enable them to take up senior positions and to develop their skills.

Pursuant to the provisions of Article 8 of the AFEP-MEDEF Corporate Governance Code, by recommendation of the General Management and after examination by the Appointment, Compensation and CSR Committee, the Board of Directors, at its meeting of December 14, 2022, determined the gender diversity policy of its governing bodies according to the following detail:

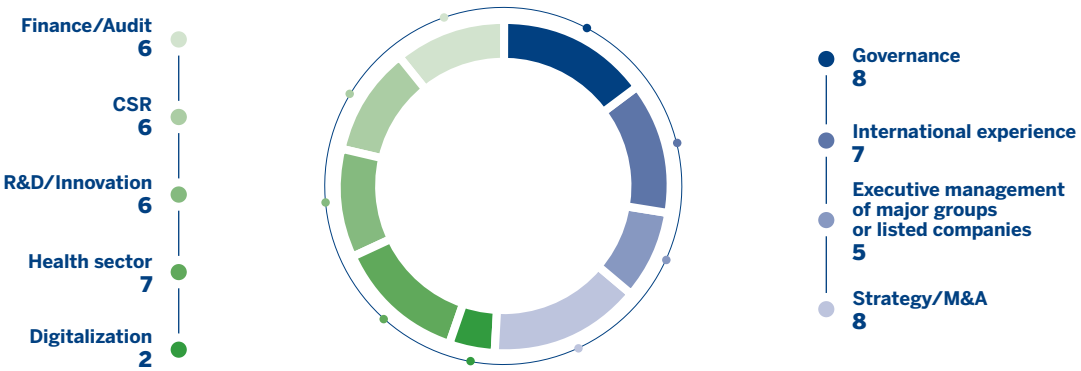
- selected scope: the scope of governing bodies selected is the Executive Committee, whose composition and duties appear in § 2.2.1;
- initial assessment at January 31, 2023: the percentage of women on the Executive Committee was 22.22% (two women and seven men);
- goals set and timeframe:
  - December 31, 2025: achieve 30% of women on the Executive Committee,
  - December 31, 2029: achieve 40% of women on the Executive Committee,
  - as of 2030: sustain diversity, maintaining a minimum representation of women of 40% on the Executive Committee;
- procedures for implementation: for several years, bioMérieux has worked to increase the number of women in management, which should facilitate achieving the goals set forth above. Workplace equality among women and men is an integral part of bioMérieux's policy and is one of the levers that will enable the gender diversity policy supported by bioMérieux for many years to be enhanced. Moreover, the Executive Committee will be renewed as a priority through the appointment of women until the objectives have been achieved, unless the skills required do not allow it. Achieving these goals will also be supported by reinforcing the gender diversity of talent pools and in the overall N-1 positions of the Executive Committee in order to ensure the presence of a candidate of each gender when considering succession plans for Executive Committee members.

The Board of Directors had taken note of the gender diversity goals proposed as well as the procedures for implementing them (action plan and timeframe). At the meeting of February 26, 2026, the Board of Directors monitored the attainment of the goals set and reviewed the progress and achievement of the results obtained in the fiscal year.

As of December 31, 2025, bioMérieux had achieved the diversity targets set for its Executive Committee, with women representing 44.44% (i.e. four women out of nine members), thereby exceeding the 30% threshold originally set for that date. This percentage, the same as on December 31, 2024, reflects the continued balance between women and men on the Executive Committee, in line with the objectives set for December 31, 2029.

The Company also supports the balanced representation of women and men in its senior management posts. The goal set in 2020 was to increase the percentage of women holding senior positions (levels 1 to 6 – 10% of the headcount) in France from 35% to around 40% between 2020 and 2023. By the end of 2023, the goal had been reached and even exceeded, with women holding around 44% of these positions. As of December 31, 2025, women represented around 44% of bioMérieux's employees in senior positions.

SKILLS AND EXPERTISE OF MEMBERS OF THE BOARD OF DIRECTORS AT DECEMBER 31, 2025



2.2.6.4 Work of the Board of Directors

During the previous fiscal year, the Company's Board of Directors met four times.

Topics	Agenda items in 2025
Financial management	• approval of the parent company financial statements and the consolidated financial statements; approval of the related press releases; preparation of the Annual General Meeting and approval of the various reports required by law;
	• approval of the budget and monitoring of its implementation quarterly; review of the progress of the Company's operations;
	• approval of the delegation of authority to the Chief Executive Officer for 2025 with respect to sureties, endorsements and guarantees.
Corporate governance	• review of the terms of office of directors that are expiring and recommendation to renew the terms of office;
	• review of the reports and recommendations, if any, of its committees;
	• evaluation of the independence of the directors, the potential conflicts of interest and the effective contribution of each of the directors; definition of a diversity policy for the Board of Directors and management bodies;
	• review of the Audit Committee's assessment of current agreements;
	• prior authorization and annual review of related-party agreements.
Monitoring the Group's strategic guidelines, its activities and operations	• review of presentations made by some members of the Company's Executive Committee; review of the Company's major projects;
	• GO•28 – strategic plan update;
	• review and approval, where applicable, of the business development opportunities;
	• review of the anti-corruption policy, analysis of the ethics and compliance actions implemented and litigation monitoring;
	• risk mapping.
Compensation	• free share grants to some Group employees; decision on free share grants;
	• approval of the principles and criteria to determine the compensation of the executive corporate officers for the 2026 fiscal year (Say on Pay *ex ante*) and the compensation of corporate officers for the previous fiscal year (Say on Pay *ex post*).
Miscellaneous	• implementation of the share buyback program;
	• authorization to implement an employee share ownership plan, setting of conditions and delegation of powers;
	• amendment of the Board's internal rules.

In addition, during a meeting held in April 2025, the members of the Board of Directors participated in training on artificial intelligence, digitalization and digital data protection. This training was led by a person from within the Company, with the participation of bioMérieux's Information Systems Department. In addition, some directors expressed a desire to attend various training sessions offered by the French Institute of Directors (*Institut Français des Administrateurs* - IFA), including one entitled "Governance and Digital Security."

2.2.6.5 Assessment of the practices of the Board of Directors and its special committees

The Board of Directors carries out a formal evaluation of its operations by means of a questionnaire and, in accordance with its internal rules, devotes an item on its agenda once a year to a debate on its operations, in particular in order to (i) evaluate the quality, preparation and effectiveness of the Board and its committees' deliberations, (ii) assess the Board of Directors' and its committees' in the performance of their duties, (iii) analyze the reasons for any shortcomings as perceived by the Chairman, directors or shareholders, and (iv) analyze the independence criteria applicable to directors.

In accordance with the recommendation of the Appointment, Compensation and CSR Committee, an external consultant conducted the formal assessment of its operation for 2024. The next assessment conducted by an independent external consultant will be for 2027 in accordance with the AMF's recommendations.

Procedure for assessing the Board of Directors and its committees

The procedures for each type of internal and external assessment are presented in the table below:

	Conduct an internal assessment	Conduct an external assessment
Launch the assessment process	Prepare the assessment and devise the assessment process	Select an independent external consultant and devise the assessment process
Assessment procedures	Send a written questionnaire to the directors	External consultant sends the directors a written questionnaire and then holds individual meetings between the external consultant and the directors, based on the responses to the questionnaire
Compilation	Results are compiled and presented to the Appointment, Compensation and CSR Committee for analysis and formulation of any recommendations	External consultant compiles results to present them to the Appointment, Compensation and CSR Committee so it can develop any necessary recommendations
Presentation and action plan	Results of the assessment are presented to the Appointment, Compensation and CSR Committee, recommendations are drawn up for the Board of Directors, results are discussed, potential recommendations and action plans are approved	

Methodology of the assessment completed in respect of 2025 – Internal assessment

The 2025 assessment of the Board of Directors was conducted internally in accordance with the procedure described in the table above.

Conclusion of the assessment for 2025

The members of the Board of Directors were very satisfied with how it functions, its transparency in its discussions, its collegiality and its diversity. The directors particularly praised the quality of interactions with executive teams and the Chairman's management of the Board. The extensive work carried out by the specialist committees is a source of satisfaction. The Board of Directors also appreciates the transparency of the executive team, which allows for open and constructive discussions. The matters falling within the Board of Directors' remit are considered as being handled at the right hierarchical level. In particular, this annual assessment highlighted the group dynamic, the appropriate size of the Board, its alignment with the Company's strategy and the quality of documentation provided. This annual assessment has given rise to the following recommendations: allocate more time to discussions, increase the frequency of interactions with executive teams, maintain or even increase on-site meetings, extend the duration of the strategic seminar, strengthen the expertise of Board members in the identified areas, establish a process for collecting topics of interest to the Board to be discussed at the seminar, and define the most effective method for communicating information to directors outside of meeting periods.

2.2.6.6 Meeting between independent directors

Since 2018, the Company has organized an annual meeting of independent directors. These meetings may be held at any time at the request of the directors concerned.

2.2.6.7 Practices and work of the committees of the Board of Directors

The Board of Directors' internal rules provide that the Board of Directors may set up one or more permanent or temporary committees to help it accomplish its work and contribute effectively to the preparation of its decisions.

The committees are in charge of examining issues referred to them by the Board of Directors or its Chairman, preparing the Board of Directors' work on these issues, and reporting their findings to the Board of Directors in the form of reports, proposals, communications or recommendations. They can also bring in external consultants when necessary.

The committees act in an advisory capacity. The Board of Directors determines at its own discretion how to follow up on the findings reported by the committees. The directors remain free to vote as they choose and are not bound by the committees' studies, investigations or reports, nor by any recommendations they may issue. As of December 31, 2025, the Company's Board of Directors had three committees: the Audit Committee, the Appointment, Compensation and CSR Committee (formerly the Human Resources, Compensation and CSR Committee until the Board of Directors' decision of December 16, 2025), and the Strategy Committee, as described below.

Audit Committee

Composition

The Audit Committee has members appointed by the Board of Directors from among its members who are not members of the Company's Management. At December 31, 2025, the Audit Committee is composed as follows:

2025 DATA		List of members	Attendance
3 members	6 meetings *	Harold Boël (Chairman)	100%
		Fanny Letier – independent director	83%
		Viviane Monges – independent director	100%

* *Including one joint meeting with the Appointment, Compensation and CSR Committee.*

Due to their academic background and professional experience, all the members of the Audit Committee have financial or accounting expertise.

Practices – Missions

The Audit Committee meets as often as it deems necessary and at least twice a year, before the review by the Board of Directors of the annual and interim financial statements. The Committee appoints a Chairman from among its members, who holds a directorship but no management or other position as corporate officer within the Company or the Group. Depending on the items on the agenda, the committee may, in consultation with the Chairman of the Board, invite members of the Finance Department, the Legal, Intellectual Property and Compliance Department, Internal Audit, Investor Relations or the Statutory Auditors and, on an exceptional basis, General Management, to its meetings. External experts may be called upon if necessary. In consultation with the Chairman of the Board of Directors, the Audit Committee is provided with all of the resources it considers necessary to properly perform its duties.

Pursuant to the Board of Directors' internal rules, the Audit Committee's duties are to assist the Board of Directors. It is primarily responsible for (i) ensuring the monitoring of the preparation of accounting and financial information, and of non-financial information related to corporate social responsibility, (ii) ensuring the effectiveness of internal control and risk management systems as well as the internal audit, (iii) making a recommendation on the Statutory Auditors proposed for appointment by the Annual General Meeting, (iv) monitoring the Statutory Auditors' performance of their duties, (v) monitoring the independence of the Statutory Auditors, (vi) approving the provision of services other than the statutory audit, and (vii) reviewing the draft financial press releases in particular relating to the interim financial statements and quarterly sales.

With regard to sustainability, the Audit Committee is also responsible for (i) providing the Board of Directors with a recommendation on the choice of a sustainability reporting auditor (independent third party or Statutory Auditors), adhering to the legally required skills and independence criteria, (ii) verifying the integrity of the sustainability information and reviewing the report given to the shareholders when this report must be submitted for the approval of the Board of Directors, (iii) supervising the consideration of sustainability matters in the existing management systems, deciding on the tolerance level for sustainability impacts and risks, and assessing their impact on the business strategy, and (iv) sharing with the Board of Directors information conducive to strategic decision-making on sustainability, using management tools.

The Audit Committee must ensure that the General Management has the resources to identify and manage the economic, financial and legal risks related to sustainability that the Group faces as part of its routine or non-recurring operations in both France and abroad.

The Audit Committee meets between one and four days before the Board of Directors' meeting held to approve the annual and interim financial statements and prepares a systematic report on its meeting. It met six times in 2025, including one joint meeting with the Appointment, Compensation and CSR Committee to discuss topics related to the CSRD.

Topics	Main work of the Audit Committee in 2025
Process for preparing financial, non-financial and accounting information	• examination of the annual and interim financial statements, including the notes thereto and the year-end accounting options and off-balance sheet commitments as well as the scope of the consolidated companies;
	• review of the press releases for the annual and interim financial statements as well as the quarterly sales;
	• review of the budget preparation framework;
	• examination of the Company's foreign exchange policy and its implementation.
Internal control and risk management	• review of the internal audit reports, of the results of internal audit missions, and of the action plan for the current year;
	• update on cybersecurity;
	• risk mapping;
	• examination of the Universal Registration Document;
	• review of ordinary agreements within the framework of the delegation of authority received from the Board of Directors and related-party agreements.
Miscellaneous	• pre-approval of the services performed by the Statutory Auditors other than the certification of the financial statements and approval, on a case-by-case basis, of specific assignments;
	• monitoring of regulatory and accounting changes;
	• review of the tax policy;
	• review of the sustainability report, external communication and certifying body report;
	• review of the strategic plan.

The Statutory Auditors issued a detailed report on their audit engagement relating to the annual and interim financial statements and on auditor independence, and regularly informed the Audit Committee of changes in accounting rules and legal regulations.

The Statutory Auditors also held private discussions with the members of the Audit Committee.

The Appointment, Compensation and CSR Committee

By decision of the Board of Directors of December 16, 2025, the Human Resources, Compensation and CSR Committee was renamed the Appointment, Compensation and CSR Committee;

Composition

The Appointment, Compensation and CSR Committee, as of December 31, 2025, is composed as follows:

2025 DATA		List of members	Attendance
4 members	5 meetings *	Fanny Letier (Chair) – independent director	100%
		Marie-Hélène Habert-Dassault, representative of Groupe Industriel Marcel Dassault	100%
		Marie-Paule Kieny – independent director	100%
		Sylvain Orenga – director representing employees	100%

* *Including one joint meeting with the Audit Committee.*

Practices – Missions

The Appointment, Compensation and CSR Committee meets at least once a year. Meetings are called by the Chairman of the Board of Directors.

With respect to appointments, the committee is responsible for making recommendations on the composition of the Board after considering all relevant information prior to making a decision: desirable balance in Board membership to reflect the Company's shareholding structure, identifying and evaluating possible candidates, and renewal or non-renewal of terms of office. In particular, the committee defines and implements the procedure for selecting future independent directors and reviews potential candidates before any action is taken in their regard.

The committee must establish a succession plan for executive corporate officers to fill any unforeseen vacancy. The committee reviews the individual, distinct and personalized succession plan for each executive corporate officer on an annual basis; the Chairman and the Chief Executive Officer may participate in discussions with the committee.

With respect to the compensation, the committee is primarily responsible for (i) making recommendations to the Board of Directors concerning fixed and variable compensation, supplementary and specific pension and personal protection plans, benefits-in-kind and other financial benefits to which the Chairman of the Board of Directors and the Chief Executive Officer may be entitled; (ii) recommending to the Board of Directors an overall amount of directors' fees, as well as rules governing the distribution of such fees and the individual amounts payable to each director based on their attendance record at Board meetings and committee meetings; and (iii) where applicable, proposing to the Board of Directors the rules governing the variable portion of corporate officers' compensation and ensuring that these rules are applied. The Appointment, Compensation and CSR Committee is also informed of the compensation policy applicable to the main non-corporate officers.

With respect to stock options and performance share grants, where appropriate, the committee submits to the Board of Directors its observations regarding the Company's general stock option or free share or performance share policy proposed by the Chairman of the Board of Directors, and makes recommendations on the different categories of beneficiaries. Options or shares granted to corporate officers are reviewed on a case-by-case basis by the committee.

Regarding CSR, the committee is responsible for ensuring that the Company complies with the requirements set forth in the new directive 2022/2464 Corporate Sustainability Reporting Directive (CSRD) applicable as of January 1, 2024, and that these requirements are incorporated into the Company's strategy. The committee draws up a recommendation for the Board of Directors on sustainability guidelines, objectives and trajectories. In reviewing the compensation of executives, the committee includes sustainability in its analysis and recommendations.

The Appointment, Compensation and CSR Committee met five times in 2025, including one joint meeting with the Audit Committee to discuss topics related to the CSRD.

Topics	Main work of the Appointment, Compensation and CSR Committee in 2025
Governance	• review of the composition of the Board of Directors, including a review of expiring terms of office;
	• review of the succession plans for key positions and executive corporate officers;
	• review of the independence of directors;
	• review of the diversity policy of the Board of Directors and the Executive Committee;
	• preparation of the summary of the responses relating to the evaluation of the Board of Directors as well as the directors' self-evaluation and formulation of recommendations in this regard;
	• review of the answers provided by the directors to the annual questionnaire for identifying and preventing conflicts of interest;
	• assessment of the practices of the Board of Directors and committees.
Compensation	• review of the policy on the compensation of corporate officers, namely the Chairman of the Board of Directors, the Chief Executive Officer and the directors, the components of ex post compensation and their presentation in the Universal Registration Document.
CSR	• review of the requirements of the CSRD directive and determination and monitoring of multi-year CSR strategic guidelines;
	• review of the Company's policy in terms of gender equality and equal pay in the workplace;
	• review of the post-*Convention des Entreprises pour le Climat* regenerative roadmap.
Miscellaneous	• review of the results of the MyShare 2025 share ownership plan;
	• review of the MyShare 2026 employee share ownership plan;
	• change in the name of the Human Resources, Compensation and CSR Committee.

In addition, other topics were discussed and approved, where appropriate, by the committee, such as: the compensation policy for members of the Executive Committee and the policy applied to all the Group's employees (approval of the application of a 145% multiplier to 2024 variable compensation and approval of the variable compensation matrix applicable to employees for fiscal year 2025), the implementation of performance share grant plans, approval of performance criteria for performance shares, and the Gender Equality Index.

In accordance with its operating rules, the Strategy Committee reports to the Board of Directors regarding the performance of its tasks and will provide any observations it deems useful.

The Strategy Committee

Composition

The Strategy Committee, created in 2017, is composed of at least three members appointed by the Board of Directors from among its members. A Chairman ensures the proper operation of the committee.

As of December 31, 2025, all the directors were members of the Strategy Committee.

2025 DATA		List of members	Attendance
9 members	1 meeting	Jean-Luc Bélingard (Chairman)	100%
		Alexandre Mérieux	100%
		Philippe Archinard	100%
		Harold Boël	100%
		Marie-Hélène Habert-Dassault, permanent representative of Groupe Industriel Marcel Dassault	100%
		Marie-Paule Kieny	100%
		Fanny Letier	100%
		Viviane Monges	100%
		Sylvain Orenga	100%

Practices – Missions

The Committee meets as often as it deems necessary and at least once a year, when convened by the Chairman. The committee may invite members of the Company's management and may also call upon external experts.

The Strategy Committee's purpose is to discuss the main strategic topics with General Management, particularly changes in the technological, medical and market environments, and to guide the strategic choices of the Company, both in terms of technologies and its business model.

The Committee met once in 2025, to discuss the Company's strategic plan.

In accordance with its operating rules, the Strategy Committee reports to the Board of Directors regarding the performance of its tasks and provides any observations it deems useful.

2.3 Compensation of corporate officers

The information and tables in this chapter were prepared in accordance with Order No. 2019-1234 of November 27, 2019, relative to the compensation of corporate officers of listed companies, supplemented by Decree 2019-1235 of the same date transposing the Shareholders' Rights Directive 2 (SRD 2).

They are also compliant with the AFEP-MEDEF Corporate Governance Code and its user guide, and comply with AMF Recommendation 2012–02, "Corporate governance and executive compensation in companies referring to the AFEP-MEDEF Corporate Governance Code – Consolidated presentation of the recommendations contained in the AMF annual reports" and AMF Position-Recommendation 2021–02 "Guide for the preparation of Universal Registration Documents."

This chapter specifies:

- the policy on the compensation of corporate officers of the Company for the 2026 fiscal year;
- the fixed, variable and exceptional elements composing the total compensation and benefits of any kind paid during the previous fiscal year or allocated pursuant to the same year to the corporate officers.

This chapter incorporates the provisions of Articles L. 22-10-8, L. 22-10-9, L. 22-10-14 and L. 22-10-34 of the French Commercial Code and is included in the report on Corporate Governance mentioned in Article L. 225-37 of the French Commercial Code. These principles were decided by the Board of Directors at its meeting on February 26, 2026, upon the recommendation of the Appointment, Compensation and CSR Committee, and will be voted on during the Annual General Meeting of May 28, 2026.

On the publication date of this Universal Registration Document, the executive corporate officers are:

- Alexandre Mérieux, Chairman of the Board of Directors;
- Pierre Boulud, Chief Executive Officer.

The term of office of the Chairman of the Board of Directors is four years, renewable, corresponding to the duration of his term office as director.

The term of office of the Chief Executive Officer has been set by the Board of Directors starting on July 1, 2023 and ending following the Annual General Meeting called to approve the financial statements for the 2025 fiscal year. At its meeting on February 26, 2026, the Board of Directors decided to renew the term of office of the Chief Executive Officer, starting at the end of the 2026 Annual General Meeting and for the same period as the term of office of the Chairman of the Board of Directors, i.e. four years, which may be renewed. Pierre Boulud's employment contract was suspended as a result of his appointment as Chief Executive Officer taking into account the following factors: seniority in the Company (2016), advantage for the Company (because the suspension makes it possible to set the terms and conditions of return in the event of a resumption of paid employment at the end of the corporate office; this is a way to attract talent to the senior positions of the General Management as it allows such talent to retain the rights and benefits gained due to their seniority and prior status), time saved by avoiding processing the dismissal or termination of the contract by the accounting and HR Departments. This suspended contract is a permanent contract under French law, and provides for a three-month notice period.

All corporate offices may be revoked *ad nutum* by the Company's shareholders, and also by the Board of Directors.

2.3.1 2026 Compensation policy – *ex ante* voting

2.3.1.1 General description

Upon a recommendation from the Appointment, Compensation and CSR Committee, the Board of Directors proposes a policy on the compensation of corporate officers (the "Policy") that is compliant with the corporate interest of the Company, which contributes to its sustainability and fits within its commercial strategy.

Principles of the compensation policy for members of the Board of Directors

The compensation of directors consists of a fixed portion and a variable portion that takes into account their actual presence at Board and committee meetings. The variable portion linked to the rate of attendance at or participation in the Board of Directors or a Committee outweighs the fixed portion.

This compensation encourages directors to invest in the Company's strategy. The compensation package allocated to directors is also reviewed periodically to take into account the evolution of the composition of the Board as well as the level of compensation applied in comparable companies.

Principles of the compensation policy for executive corporate officers

The compensation policy for executive corporate officers necessarily takes into account the Company's strategy and short and long-term performance. The fixed compensation portion is reviewed only occasionally, to ensure that it is consistent with the Company's performance and developments. The Company is attentive to the adequacy of the terms and conditions of compensation of its employees and those of its executive corporate officers.

Thus, to define the Policy, the Board of Directors takes into account:

- the Company's interest and strategy;
- the performance and development of the Company and the executive, where applicable, on an annual and multi-annual basis;
- the compensation policy for all the Group's corporate leadership team;
- the compensation paid directly by Institut Mérieux, if any;
- analysis of market practices which allow to compare the level and structure of compensation for corporate officers and executive corporate officers with other SBF 120 companies of a similar size (compensation level and trends, respective position and weight of each component of compensation) and in international companies operating in similar businesses; and
- if applicable, specific situations that may give rise in exceptional circumstances to extraordinary compensation.

This policy and these elements are analyzed and reviewed annually by the Appointment, Compensation and CSR Committee. The committee makes its recommendations to the Board of Directors, which discusses them in session and then approves the terms of the policy. Any proposed modification is examined by the Appointment, Compensation and CSR Committee, and then submitted for approval to the Board of Directors. Executive corporate officers do not participate in the discussions and evaluation of their performance, and leave the meeting, if applicable, in order to avoid any risk of a conflict of interest.

Except in the case of provisions to the contrary, the Policy is applicable to all executive corporate officers, whether they are reappointed during the year or newly appointed.

The general principles of the compensation policy, as discussed in this section, are unchanged relative to those presented and approved by the Annual General Meeting of May 15, 2025.

Finally, the Board of Directors may, exceptionally, deviate from the Policy in the event of a change in the Company's organization or governance.

The Company continues to pay particular attention to any comments from its shareholders, taking them into account where possible, with the aim of continuous development (see § 7.1). In particular, the Company has provided more details on the description of the performance criteria for the variable compensation of its executive corporate officers.

2.3.1.2 Components of the fixed and variable compensation of corporate officers for the 2026 fiscal year

2.3.1.2.1 Compensation allocated to directors

Upon a recommendation from the Appointment, Compensation and CSR Committee, the Board of Directors proposes to the Annual General Meeting the overall budget for the compensation allocated to directors.

In 2025, the maximum amount of compensation allocated to directors was €600,000 per year in accordance with the 11th resolution approved at the Company's Annual General Meeting of May 23, 2024. Subject to approval of the related resolution by the 2026 Annual General Meeting, the annual amount will increase to €700,000 starting with the current fiscal year and until the next Annual General Meeting decision. This proposal to change the amount follows a comparative study of the compensation of directors within SBF 120 companies, which showed that the fixed portion of the compensation of the Company's directors was less than the average. If approved, the new director compensation policy, and in particular the new distribution rules set out in the table below, submitted to the Annual General Meeting will bring the fixed portion of the directors' compensation closer to the average of SBF 120 companies, while still remaining below it. Please note that the amount proposed is the maximum annual budget, taking into account the new distribution rules set out in the table below, which is not necessarily used in full, insofar as the compensation actually paid takes into account the composition of the Board and its committees, as well as the number of meetings and the attendance rate of directors. For example, in 2025, the allocated budget was €600,000; however, the amount actually paid to directors was €383,000.

On December 15, 2017, the Board of Directors set the rules on the breakdown of compensation allocated to directors. During the meeting on September 3, 2019, the Board of Directors decided to no longer compensate directors for their participation in Strategy Committee meetings. Since the Board of Directors meeting on March 13, 2024, following the recommendations of the Appointment, Compensation and CSR Committee, the variable portion of the compensation of members of the Appointment, Compensation and CSR Committee has been aligned with that of the Audit Committee, i.e. a variable portion of €4,000 per meeting (compared to €3,000 previously). Since the Board of Directors' meeting on February 26, 2026, and following the recommendations of the Appointment, Compensation and CSR Committee, new distribution rules have been established (see table below).

For fiscal year 2025, and since approval of the resolution submitted to the Annual General Meeting of May 15, 2025, on Say on Pay *ex ante*, the compensation allocated to directors broke down as follows:

In euros	**Annual fixed amount** [(a)]	**Variable amount** *(per meeting and per director)*
Board of Directors	5,000	5,000
Audit Committee	2,000	4,000
Appointment, Compensation and CSR Committee	2,000	4,000
Strategy Committee		No compensation

(a) Calculated pro rata to the number of months in office of the directors.

In accordance with the recommendations made by the Appointment, Compensation and CSR Committee and the decision of the Board of Directors of February 26, 2026, starting with fiscal year 2026, subject to approval of the related resolutions by the Annual General Meeting of May 28, 2026, the compensation allocated to directors will break down as follows:

In euros	**Annual fixed amount** [(a)]	**Variable amount** *(per meeting and per director)*
Board of Directors	10,000	5,000
Audit Committee and Appointment, Compensation and CSR Committee	4,000	4,000
Chair(man) of the Audit Committee and the Appointment, Compensation and CSR Committee	7,000	4,000
Strategy Committee		No compensation

(a) Calculated pro rata to the number of months in office of the directors.

In accordance with the AFEP-MEDEF Corporate Governance Code, the variable portion linked to directors' rate of attendance or participation on the Board of Directors or a committee is greater than the fixed portion. The joint meetings of the Audit Committee and the Appointment, Compensation and CSR Committee were recognized as respective committee meetings to determine the rate of attendance and the compensation to allocate to the directors who participated in them.

2.3.1.2.2 Compensation of executive corporate officers

General principles

The Appointment, Compensation and CSR Committee and the Board of Directors analyze the overall compensation for executive corporate officers by taking into account all of the components:

- fixed portion;
- annual variable portion;
- deferred variable portion;
- multi-annual variable portion;
- if applicable, extraordinary compensation;
- entirely conditional stock option plans and performance shares;
- compensation allocated to directors;
- benefits-in-kind;
- termination benefits;
- non-compete clause; and
- supplementary pensions.

Furthermore, the Appointment, Compensation and CSR Committee and the Board of Directors have decided that no additional compensation will be paid by Group subsidiaries other than compensation allocated to directors.

Fixed compensation

Fixed compensation for executive corporate officers is determined by taking into account the level and difficulty of responsibilities, experience in the function and area of the Company's business, seniority in the Group and practices in force in groups or companies of a similar size.

Fixed compensation may only be reviewed at fairly long intervals – in theory every two or three years – excluding the overall wage review for all Company employees and barring exceptional events.

In addition to their functions within the Company, the executive corporate officers can exercise functions within Institut Mérieux, for which they may be paid under the terms of an employment contract or mandate. This compensation is not rebilled to bioMérieux. The compensation paid directly by Institut Mérieux is therefore excluded from the Annual General Meeting's vote. A breakdown can be found in § 2.3.3 of this document.

Annual fixed compensation *(gross amounts)*		**2025**	**Fixed compensation which will be submitted to the Annual General Meeting on May 28, 2026**
Alexandre Mérieux		€600,000	€650,000
In his capacity as Chairman of the Board of Directors			As of July 1, 2026, proposed increase, 3 years after the previous salary adjustment and in line with cumulative inflation over the period.
Pierre Boulud	€700,000 per year until June 30, 2025 (i.e. €350,000 actually paid)	€770,000 per year since July 1, 2025 (i.e. €385,000 actually paid)	€770,000
In his capacity as Chief Executive Officer			No change in fixed compensation

For 2026, the Board of Directors, on the recommendation of the Appointment, Compensation and CSR Committee, will propose to the Annual General Meeting that it approve the amount of fixed compensation of two executive corporate officers in accordance with the data appearing in the tables above.

Annual variable compensation

Principle applied in the Company

The principle of variable compensation applicable in the Company is as follows:

- the variable portion corresponds to the annual base salary at December 31 (bioMérieux) multiplied by the theoretical target for the variable portion multiplied by the percentage of individual and collective targets met multiplied by the Company multiplier coefficient;
- this theoretical variable portion depends on the employee's classification level. The achievement of individual and collective targets is capped at 150% of the achievement;
- each Group employee defines its objectives with their manager;
- the Company's multiplier coefficient, applicable to all employees (excluding sales forces and special cases) is defined using a formula drawn up each year. This formula incorporates the change in contributive operating income for the fiscal year ended, and non-financial performance objectives defined each year. These objectives are announced by the Company at the beginning of the fiscal year. The achievement of the final result relative to the objectives defines the percentage of the applicable multiplier coefficient.

Corporate officers' variable compensation is subject to the same ceilings and mechanisms as for all employees.

Since 2025, some employees (at the highest levels of the organization) have been subject to an additional adjustment rule based on an assessment of their Core Behaviors which may increase or decrease the final result within the limit of the 150% priority ceiling. Executive corporate officers are not subject to this rule.

Specific application to executive corporate officers

On the recommendation of the Appointment, Compensation and CSR Committee, the Board of Directors determined a theoretical variable portion target for the Chief Executive Officer, which is 100% of his fixed compensation. The individual objective achievement rate (150% maximum) and the multiplier (150% maximum) ceilings are the same as for all other employees.

The Chairman of the Board of Directors does not receive variable compensation.

The Chief Executive Officer's objectives are then set for the current fiscal year. These objectives take into account the performance criteria selected based on the Company's strategy.

They comprise financial and non-financial objectives which are reviewed each year and defined according to the strategic priorities set for the Group. They are defined by the Board of Directors and are detailed below for the fiscal year 2026.

Variable compensation is calculated as follows:

Annual bioMérieux base salary as of December 31 x theoretical target for the variable portion x individual achievement rate percentage x Company multiplier coefficient.

The extent to which the objectives have been met (achievement rate) and the amount of variable compensation will be determined by the Board of Directors based on a recommendation of the Appointment, Compensation and CSR Committee during the meeting to be held to approve the financial statements for the fiscal year.

The Chief Executive Officer is not present when the Board of Directors discusses his performance.

The Company does not foresee any cases in which the variable compensation must be returned.

Chief Executive Officer

The annual variable target for the Chief Executive Officer is 100% of his fixed compensation. In 2026, the objectives will be as follows:

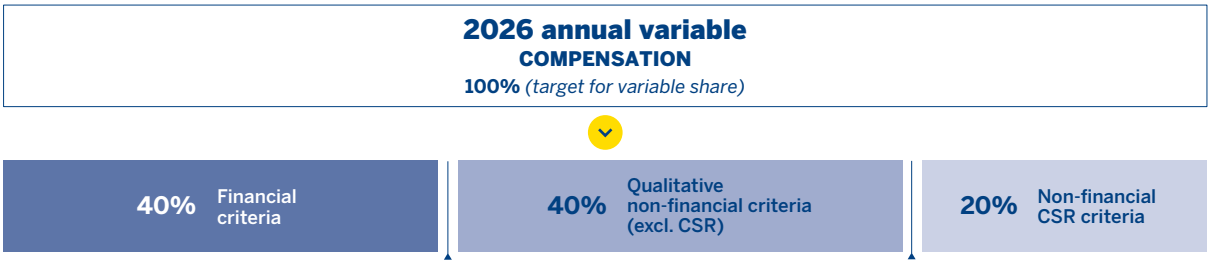
- financial objectives represent 40% of the variable target. They consist of economic and financial performance objectives in accordance with communications issued by the Company (20% CEBIT, 10% sales, 10% free cash flow);
- non-financial objectives excluding CSR represent 40% of the variable target. They consist of (i) 15% objectives linked to the Company's priorities for 2026, (ii) 10% customer satisfaction objectives, and (iii) 15% objectives related to implementation of the strategic roadmap;
- the non-financial CSR objectives represent 20% of the variable target. They consist of criteria related to (i) 5% scopes 1 & 2 CO_2 reduction objectives, (ii) 5% objectives linked to scope 3 CO_2 reduction, (iii) 5% diversity objectives, and (iv) 5% objectives related to employee safety and well-being.

The Company decided not to disclose the details on some criteria for confidentiality reasons.

The details of the objectives set for 2026 are provided below:

Description of criteria	Weighting	Minimum	Target	Maximum
Financial criteria				
CEBIT*: actual vs budgeted	20%	0%	100%	150%
Sales: actual vs budgeted	10%	0%	100%	150%
Free cash flow: actual vs budgeted	10%	0%	100%	150%
Sub-total	**40%**	**0%**	**100%**	**150%**
Non-financial criteria (excluding CSR)				
Company priorities for 2026	15%	0%	100%	150%
Customer satisfaction	10%	0%	100%	150%
Implementation of the strategic roadmap	15%	0%	100%	150%
Sub-total	**40%**	**0%**	**100%**	**150%**
Non-financial CSR criteria				
Scopes 1 & 2 CO_2 reduction	5%	0%	100%	150%
Scope 3 CO_2 reduction	5%	0%	100%	150%
Diversity	5%	0%	100%	150%
Employee safety and well-being	5%	0%	100%	150%
Sub-total	**20%**	**0%**	**100%**	**150%**
TOTAL	**100%**	**0%**	**100%**	**150%**

* *On a like-for-like and constant basis.*



Deferred variable compensation

The Board of Directors may decide upon a deferred variable compensation component that is based on qualitative and quantitative criteria and subject to continued employment by the Company. In 2026, no deferred variable compensation will be offered to the Chairman of the Board of Directors or to the Chief Executive Officer.

Multi-year variable compensation

Multi-year variable compensation may be granted to executive corporate officers. In 2026, no multi-year variable compensation will be offered to the Chairman of the Board of Directors or to the Chief Executive Officer.

Extraordinary compensation

Executive corporate officers may benefit from extraordinary compensation in the event of specific performance or the particularly successful implementation of certain projects by these executives. In 2026, no extraordinary compensation will be offered to the Chairman of the Board of Directors or to the Chief Executive Officer.

Stock option plans and performance shares

General principles

The level of shares awarded takes into account all of the elements used to determine the executive corporate officers' compensation as well as the market practices adopted by comparable listed companies.

Generally speaking, the respective proportion of stock options and performance shares awarded varies in line with the degree of responsibility and performance of the beneficiaries, with the proportion of stock options and performance shares increasing with the beneficiary's degree of responsibility and performance.

In accordance with the threshold set by the Board of Directors and the provisions of the AFEP-MEDEF Corporate Governance Code, all allocations are capped at 12 months, i.e. 100% of the gross annual compensation (target fixed and variable compensation) (IFRS 2 values of performance shares granted). In accordance with the provisions of the AFEP-MEDEF Corporate Governance Code and the resolution approved by the Annual General Meeting of May 23, 2024, the number of ordinary shares that may be awarded to the Company's executive corporate officers at the time of each grant decision by the Board of Directors may not represent more than 1% of the Company's share capital (i.e., 1,183,612 shares), as noted on the date of said award decision by the Board of Directors. This ceiling is offset against the total ceiling of 15% of the share capital that may be awarded.

Alexandre Mérieux does not receive any performance shares in respect of his role as Chairman of the Board of Directors.

Balance and proportionality

The conditions for the award and exercise of stock options and for the award and vesting of performance shares for executive corporate officers are contingent on demanding and appropriate internal and/or external performance criteria, which must be met over several consecutive years. The share-based payment plan formally states that executive corporate officers must be employed by the Group at the end of the vesting period in order to exercise their stock options or for their performance shares to vest.

Total stock option and performance share awards represent a low percentage of capital.

Mandatory holding period ("lock-up") for shares awarded by the Company

In accordance with French law and with the AFEP-MEDEF Corporate Governance Code, the Board of Directors sets the number of shares that corporate officers are required to hold as registered shares:

- for performance shares, executive corporate officers must hold a number of shares equal to 40% of the performance shares, which will ultimately be awarded upon expiration of the vesting period (i) subject to a continuous employment condition, and (ii) subject to performance criteria, up to the equivalent of two years of gross fixed compensation (calculated based on the current compensation and the average stock price over the preceding fiscal year);
- for stock options, executive corporate officers must hold a number of shares resulting from each exercise of options equal to 40% of the theoretical net capital gain (after tax and social security levies) calculated at the option exercise date.

The mandatory holding requirement will cease to apply at the end of the corporate officers' term of office.

Given the restrictive holding requirement set, it was not considered appropriate to require the executive corporate officers to purchase a specific quantity of shares in the Company when their performance shares become available, as recommended by the AFEP-MEDEF Corporate Governance Code.

The executive corporate officers are required to hold their shares in registered form, whether they are subject to the holding requirement or not.

Moreover, the laws and internal rules of conduct of the Group, seeking to prevent insider trading and misconduct, forbid any transaction, for their own account or for that of a third party, during periods known as "blackout periods." Each year, the schedule for these mandatory blackout periods is updated according to current guidelines. During authorized trading periods, the Legal Department should be consulted in the event of any doubt about a possible transaction, in accordance with the Stock Market Code of Conduct. In accordance with the AFEP-MEDEF Corporate Governance Code, executive corporate officers may not exercise the stock options allocated to them during these closed periods, even when the exercise of options is not followed by a sale of shares.

The directors' performance share grant plans, like all of those implemented within the Company, expressly state that it is prohibited to executive corporate officers to perform financial transactions that would have the effect of hedging the risk inherent to these shares. The ban applies for the whole vesting period and, if relevant, any lock-up period.

In 2026, no stock options or performance shares will be granted to the Chairman of the Board of Directors.

The Chief Executive Officer may benefit from a target performance share grant representing the equivalent of 125% of his fixed annual compensation on the grant date. This target is linked to the 100% achievement of strategic objectives during the vesting period (financial and non-financial criteria, EC plan). Continuous employment is a condition for delivery but is not a performance criterion. In addition to these shares, he may be given an additional target grant linked to the Company's GO•28 strategic plan in September 2026, along with the other members of the Executive Committee and several of the organization's key leaders. For the Chief Executive Officer, this target grant will represent the equivalent of around 15% of his fixed annual compensation on the grant date. This target is linked to the achievement at 100% of the strategic objectives during the vesting period (financial criteria). Continuous employment is a condition for delivery but is not a performance criterion.

The performance criteria for the 2026 plans were assessed relative to the achievement rate within a matrix system comprising:

- For the **Executive Committee plan (EC plan)**:
  - the 3-year organic sales growth objective (40% maximum weighting at the 100% achievement rate),
  - the 3-year organic CEBIT growth objective (40% target weighting at the 100% achievement rate with a maximum of 80% linked to outperformance),
  - the CSR criteria achievement objective after three years (20% maximum weighting) based on the following criteria: 10% linked to the reduction of scopes 1 & 2 greenhouse gas emissions in 2028 compared to 2023 at the 100% achievement rate and 10% based on sustainable purchasing at the 100% achievement rate,

  that is, vested shares totaling between 0% and 140% of the number of shares granted based on achievement of the objectives.
- For the **exceptional GO●28 strategic plan**:
  - achievement of financial performance criteria broken down as follows:
    - the organic sales growth objective for fiscal year 2028 compared to fiscal year 2025 (50% maximum weighting at the 100% achievement rate);
    - the organic CEBIT growth objective for fiscal year 2028 compared to fiscal year 2025 (50% target weighting at the 100% achievement rate, which may be as high as 90% in case of outperformance);

  that is, vested shares totaling between 0% and 140% of the number of shares granted based on achievement of the objectives.

Supplementary pensions

Supplementary pensions for executives are the same as for Company managers, i.e. a "PER Entreprise" defined contribution plan.

Benefits-in-kind

The Chairman of the Board of Directors receives a company car provided by Institut Mérieux, and not reinvoiced to bioMérieux. This component is therefore excluded from the 2026 Annual General Meeting's vote.

The Chief Executive Officer receives a company car provided by bioMérieux and therefore subject to a vote at the 2026 Annual General Meeting.

Termination benefits

The Board of Directors may decide to allocate termination benefits according to market conditions and according to the rules of the AFEP-MEDEF Corporate Governance Code.

The Chairman of the Board of Directors and the Chief Executive Officer do not receive termination benefits.

Non-compete clause

The purpose of entering into a non-complete clause is to restrict an executive corporate officer's freedom to carry out their duties for a competitor. It is an arrangement to protect the company which justifies a financial consideration for the above-mentioned officer.

The Chairman of the Board of Directors is not subject to a non-compete clause.

The Chief Executive Officer is subject to a non-compete clause that prohibits him from (i) directly or indirectly performing any salaried duties, as an executive or non-executive corporate officer, and particularly from participating in a governance body (board of directors or supervisory board), in any form whatsoever, in companies in the relevant industry, (ii) directly or indirectly providing any services or serving as a consultant for companies in the relevant industry as described below, or for their executives, in any form whatsoever, (iii) entering into service in any capacity, whether for payment or not, for a competing company, and particularly any company in the relevant industry, (iv) being involved directly or indirectly, in any form whatsoever, in such a company, and (v) using, for any business activity whatsoever, a name that includes the Company's name or bears a strong resemblance to it. The term of the non-compete obligation applicable to Pierre Boulud is twelve months from the end of the last contractual relationship between Pierre Boulud and the Company.

The financial consideration is the payment of compensation, for the duration of the application of the clause (12 months maximum), totaling 35% of his gross annual compensation calculated on the basis of the last 12 months preceding the termination of duties and paid in 12 equal monthly installments for the duration of its application.

The Board of Directors can unilaterally waive, completely or partially, the implementation of this clause when the director leaves the company. In accordance with the provisions of the AFEP-MEDEF Corporate Governance Code, the non-compete compensation alone, or added to any termination benefits, is not to exceed two years of annual fixed and variable compensation. This non-compete compensation is not paid if the Chief Executive Officer asserts his retirement rights and, in any event, no compensation may be paid beyond the age of 65.

2.3.2 Elements composing the total compensation and benefits of any kind paid during the 2025 fiscal year or allocated pursuant to this year to corporate officers – *ex post* voting

The paragraph below describes all of the compensation paid or allocated to corporate officers by bioMérieux or one of its subsidiaries (the "Scope"), as well as that paid by Institut Mérieux, the parent company of bioMérieux. Within the meaning of Article L. 22-10-9 of the French Commercial Code, only the compensation paid within the Scope is subject to the vote of shareholders. The other compensation is reported for purposes of transparency.

The corporate officers were the directors, Alexandre Mérieux, Chairman of the Board of Directors, and Pierre Boulud, Chief Executive Officer.

The compensation described below concerns all directors, including, if applicable, those for whom the term of office has ended, and those who are newly appointed during the 2025 fiscal year.

2.3.2.1 General policy and vote by the Annual General Meeting – overall *ex post* voting

The total compensation for 2025 described below complies with the compensation policy adopted at the Annual General Meeting of May 15, 2025.

This policy contributes to the Company's long-term performance by linking a significant portion of the Chief Executive Officer's variable compensation to priorities such as economic and financial performance objectives, objectives related to business priorities such as customer satisfaction and risk control objectives, and CSR objectives consisting of criteria related to scopes 1 & 2 CO_2 reduction, diversity in Corporate Leadership positions, and employee safety and well-being objectives.

The Annual General Meeting of May 15, 2025 decided on the 2025 compensation policy – *ex ante* voting. The results of the votes are set out in the table below.

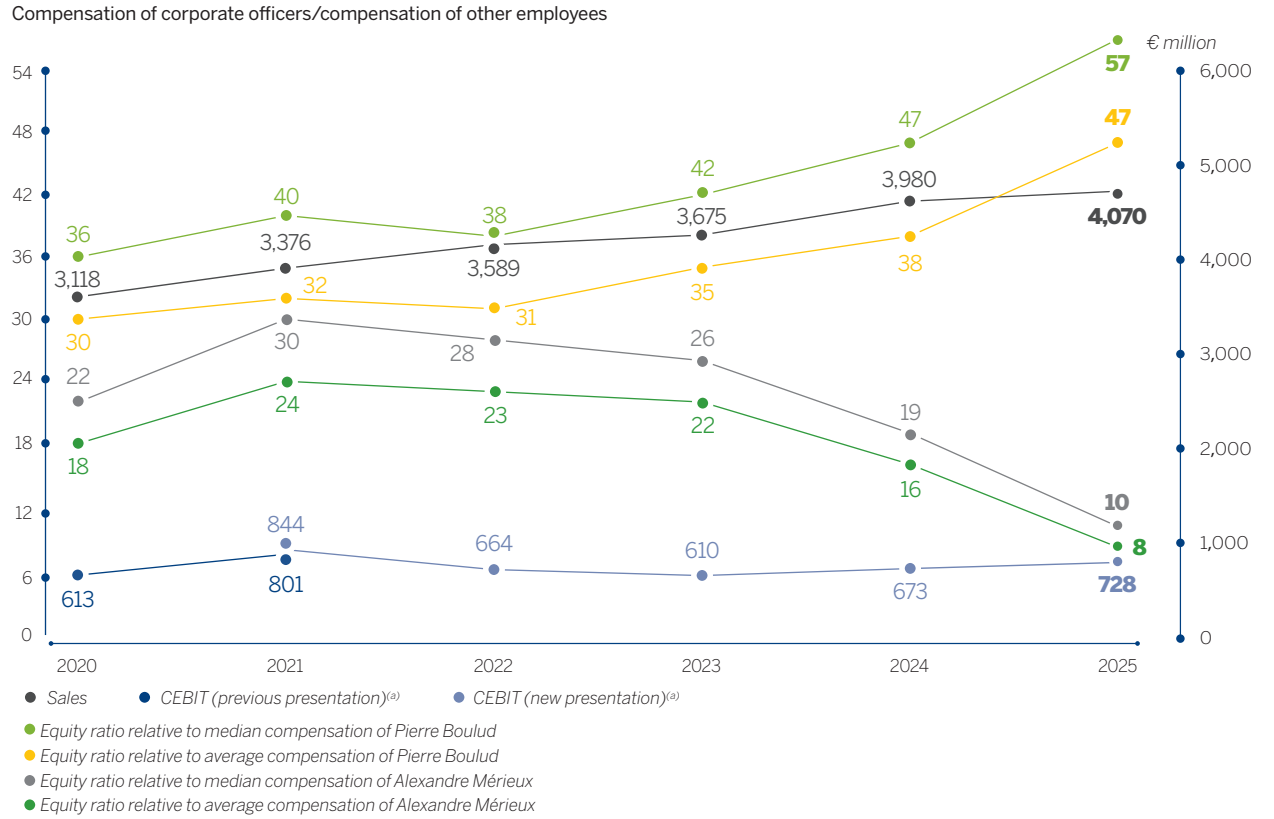
Resolutions	Policy put to vote	Percentage of votes for policy
8	Compensation of corporate officers	87.53%
9	Compensation of the Chairman of the Board of Directors	87.71%
10	Compensation of the Chief Executive Officer	85.07%
11	Compensation of directors	99.96%

The Company continues to pay particular attention to any comments from its shareholders, taking them into account where possible, with the aim of continuous development (see § 7.1). In particular, the Company has provided more details on the description of the performance criteria for the variable compensation of its executive corporate officers.

2.3.2.1.1 Equity ratios

Pursuant to Article L. 22-10-9, paragraph 6, of the French Commercial Code, information is presented below on the equity ratios between the level of compensation of executive corporate officers and the average and median compensation of the Company's employees in France.

SUMMARY OF EQUITY RATIOS



(a) Following the acquisition of Specific Diagnostics, the Company decided to change the presentation of its financial statements so that all amortization and impairment of intangible assets related to acquisitions, plus all costs related to those acquisitions, would now be grouped into a single dedicated line item in the profit & loss statement. This line is called "Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs" and sits under "Contributive operating income before non-recurring items." The data in the above table have been restated for this new rule from 2021.

SUMMARY OF COMPENSATION USED IN CALCULATING EQUITY RATIOS

	2020	2021	2022	2023	2024	2025
Compensation of Alexandre Mérieux [a]	1,012,500	1,435,000	1,440,000	1,357,500	1,070,600 [d]	625,000
Compensation of Pierre Boulud [b]	1,658,519	1,923,540 [c]	1,947,867	2,297,446 [e]	2,648,664 [e]	3,467,103

(a) In his capacity as Chairman and Chief Executive Officer from December 2017, then Chairman of the Board of Directors from July 1, 2023.
(b) In his capacity as Chief Operating Officer from March 1, 2020, then Chief Executive Officer from July 1, 2023.
(c) Corrected from the figure that appears in the 2021 Universal Registration Document because of an error in calculating the value of performance shares under IFRS.
(d) Amount that excludes the benefits-in-kind received in connection with the expatriation of the Chairman and Chief Executive Officer.
(e) Compensation of the Chief Operating Officer, and later Chief Executive Officer, now Chief Executive Officer that excludes the discretionary profit-sharing received in year N for N-1 because this sum was not received in his role as executive corporate officer.

	2020	2021	2022	2023	2024	2025
Average employee compensation	55,518	59,643 [a]	62,659	66,362	69,037	74,420
Median employee compensation	45,612	48,520	51,652	55,005	56,909	60,981

(a) Corrected from the figure that appears in the 2021 Universal Registration Document because of an error in calculating the value of performance shares under IFRS.

The Company presents the information required in the table below in accordance with the AFEP guidelines updated in February 2021.

TABLE OF RATIOS UNDER I-6 AND 7 OF ARTICLE L. 22-10-9 OF THE FRENCH COMMERCIAL CODE

		2020	2021	2022	2023	2024	2025
Change *(as %)* in the compensation compared with the previous fiscal year							
Alexandre Mérieux		-20%	42%	0%	-6%	-21%	-42%
Pierre Boulud		N/A	16% [a]	1%	18%	15%	31%
INFORMATION ABOUT THE SCOPE OF THE LISTED COMPANY							
Change *(as %)* in average employee compensation compared with the previous fiscal year		0.2%	7%	5%	6%	4%	8%
Alexandre Mérieux	Ratio compared with average employee compensation	18	24	23	22	16	8
	Change in average ratio compared with the previous fiscal year	-20%	32%	-4%	-4%	-30%	-46%
Pierre Boulud	Ratio compared with average employee compensation	30	32	31	35	38	47
	Change in average ratio compared with the previous fiscal year	N/A	8%	-4%	13%	10%	21%
Change *(as %)* in median employee compensation compared with the previous fiscal year		3%	6%	6%	6%	3%	7%
Alexandre Mérieux	Ratio compared with median employee compensation	22	30	28	26	19	10
	Change in median ratio compared with the previous fiscal year	-23%	33%	-6%	-7%	-28%	-46%
Pierre Boulud	Ratio compared with median employee compensation	36	40	38	42	47	57
	Change in median ratio compared with the previous fiscal year	N/A	9% [a]	-5%	11%	11%	22%
PERFORMANCE OF THE COMPANY							
Sales *(in millions of euros)*		3,118	3,376	3,589	3,675	3,980	4,070
Change compared with previous fiscal year [b]		19.7%	10.5%	0.2%	6.6%	10.3%	6.2%
Previously presented contributive operating income before non-recurring items *(in millions of euros)* [c]		613	801	N/A	N/A	N/A	N/A
Newly presented contributive operating income before non-recurring items *(in millions of euros)* [c]		N/A	844	664	610	673	728
Change compared with previous fiscal year		57.7%	30.8%	-21.3%	-8.2%	10.4%	8.1%

(a) Corrected from the figure that appears in the 2021 Universal Registration Document because of an error in calculating the value of performance shares under IFRS.
(b) At constant exchange rates and on a like-for-like basis.
(c) Following the acquisition of Specific Diagnostics, the Company decided to change the presentation of its financial statements so that all amortization and impairment of intangible assets related to acquisitions, plus all costs related to those acquisitions, would now be grouped into a single dedicated line item in the profit & loss statement. This line is called "Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs" and sits under "Contributive operating income before non-recurring items." The data in the above table have been restated for this new rule from 2021.

Methodology for calculation of the ratios

The methodology that the Company applied is based on the updated AFEP guidelines.

The ratios are calculated by taking into account the below. Only the Company is taken into account. Compensation is that paid by the Company and excludes compensation and benefits paid by Institut Mérieux, if applicable.

The calculation takes into account 3,991 employees as at December 31, 2025.

The compensation of corporate officers includes the base salary, bonuses, employee savings (discretionary and non-discretionary profit-sharing plans) and benefits-in-kind paid during the year, as well as total performance share grants for the year. For employee savings, only the sums received as corporate officers are recognized. The compensation of corporate officers excludes Article 83 contributions and compensation paid by other companies, where applicable. Thus, the total compensation presented in these equity ratios is different from the compensation presented in § 2.3.2.2, 2.3.2.3 and 2.3.3.

Performance shares are valued in accordance with IFRS accounting principles.

Calculation of numerator

- Taking into account the elements of compensation paid during 2025: fixed portion of the base salary, variable portion (in respect of 2024), extraordinary compensation, employee savings (discretionary and non-discretionary profit-sharing plans paid in 2025 in respect of 2024 and only if these amounts were paid to the corporate officers for the performance of their duties), exceptional bonuses, directors' compensation and benefits-in-kind.
- Taking into account elements allocated during fiscal year 2025: performance share grant.

Only compensation paid by the Company is taken into account (compensation and benefits-in-kind received from Institut Mérieux, if applicable, are not taken into account in calculating compensation).

The compensation of the following persons is taken into account:

- Alexandre Mérieux, in his capacity as Chairman of the Board of Directors from July 1, 2023;
- Pierre Boulud, in his capacity as Chief Executive Officer from July 1, 2023.

Calculation of the denominator

- Taking into account the elements paid during 2025: fixed portion of base salary, variable portion (bonus in respect of 2024), extraordinary compensation, employee savings (discretionary and non-discretionary profit-sharing plans) and benefits-in-kind.
- Taking into account elements allocated during fiscal year 2025: performance share grant.

Scope: all employees of the Company on permanent, fixed-term, PhD, and CIFRE fixed-term contracts present over two fiscal years. Work-study placements, interns, temporary employees, and expatriates are excluded.

2.3.2.1.2 Components of directors' compensation for fiscal year 2025

It should be noted that, in 2025, the rules for distribution of compensation allocated to directors, set by the Board of Directors meeting of March 6, 2025 on the recommendation of the Appointment, Compensation and CSR Committee, were as follows:

In euros	**Annual fixed amount** [(a)]	**Variable amount** *(per meeting and per director)*
Board of Directors	5,000	5,000
Audit Committee	2,000	4,000
Appointment, Compensation and CSR Committee	2,000	4,000
Strategy Committee		No compensation

(a) Calculated pro rata to the number of months in office of the directors.

SUMMARY TABLE OF COMPENSATION ASSIGNED TO DIRECTORS

Board members	Amounts paid in 2025 for the 2025 fiscal year *(in euros)*	Amounts paid in 2024 for the 2024 fiscal year *(in euros)*
Alexandre Mérieux	25,000	30,000
Philippe Archinard	25,000	46,833
Jean-Luc Bélingard	25,000	37,833
Harold Boël	51,000	55,000
Marie-Hélène Habert-Dassault [(a)]	47,000	56,000
Marie-Paule Kieny	47,000	38,167
Fanny Letier	65,000	78,000
Viviane Monges	51,000	35,083
Sylvain Orenga [(b)]	47,000	56,000
TOTAL	**383,000**	**432,917**

(a) Marie-Hélène Habert-Dassault was an individual director until the Annual General Meeting of May 23, 2024. Since then, Groupe Industriel Marcel Dassault has been appointed as a corporate director of the Company, and it appointed Marie-Hélène Habert-Dassault as the permanent representative to the Board of Directors. The compensation allocated to Groupe Industriel Marcel Dassault for its term of office as a director is paid directly to the permanent representative as appointed.

(b) As a director of bioMérieux. Sylvain Orenga has decided to give the Fédération Chimie Energie CFDT all of the compensation awarded for his term of office as a director on the Company's Board of Directors as well as that awarded for his role as a member of the Appointment, Compensation and CSR Committee of the Company's Board of Directors.

Other compensation received by non-executive corporate officers (Table 3)

Philippe Archinard – director

Philippe Archinard was Chief Operating Officer of Institut Mérieux until March 31, 2025, in charge of technological innovation and scientific partnerships. His compensation for his functions within Institut Mérieux was partly re-billed to bioMérieux, under the service provision agreement between the two companies. Philippe Archinard is not an employee of bioMérieux, and the re-billing does not contravene the rules on having employment contract and holding corporate office. The re-billed services are not related to the corporate mandate of Philippe Archinard within bioMérieux.

In euros	Amounts paid for the 2025 fiscal year	Amounts paid for the 2024 fiscal year
Compensation allocated pursuant to appointment as director [(a)]	25,000	46,833
Other compensation [(b)(c)]	851,837	1,153,742
TOTAL	**876,837**	**1,200,575**

(a) As a director of bioMérieux. No compensation was paid to Philippe Archinard for his directorship within Institut Mérieux.

(b) Compensation paid by Institut Mérieux in respect of his corporate office:
- *in 2024, €574,560 in fixed compensation, €550,000 in variable compensation, €8,316 in benefits-in-kind, and €20,865.60 for the "PER Entreprise" (including employer and employee contributions);*
- *in 2025, €144,460 in fixed compensation, €550,000 in variable compensation, €2,079 in benefits-in-kind, and €5,299 for the "PER Entreprise" (including employer and employee contributions).*

(c) Compensation paid by Institut Mérieux in respect of retirement benefits: €150,000.

Sylvain Orenga – director representing employees

Sylvain Orenga is an expert researcher in microbiology at the Company.

In euros	Amounts paid for the 2025 fiscal year	Amounts paid for the 2024 fiscal year
Compensation allocated pursuant to appointment as director [(a)]	47,000	56,000
Other compensation [(b)]	N/A	N/A
TOTAL	**47,000**	**56,000**

(a) As a director of bioMérieux. Sylvain Orenga has decided to give the Fédération Chimie Energie CFDT all of the compensation awarded for his term of office as a director on the Company's Board of Directors as well as that awarded for his role as a member of the Appointment, Compensation and CSR Committee of the Company's Board of Directors.

(b) The director representing employees receives compensation for his term of office on the Board of Directors based on the same rules for distribution that apply to the other directors. The compensation elements resulting from his employment contract as an employee are not disclosed, as they are not related to his position of director.

Other directors

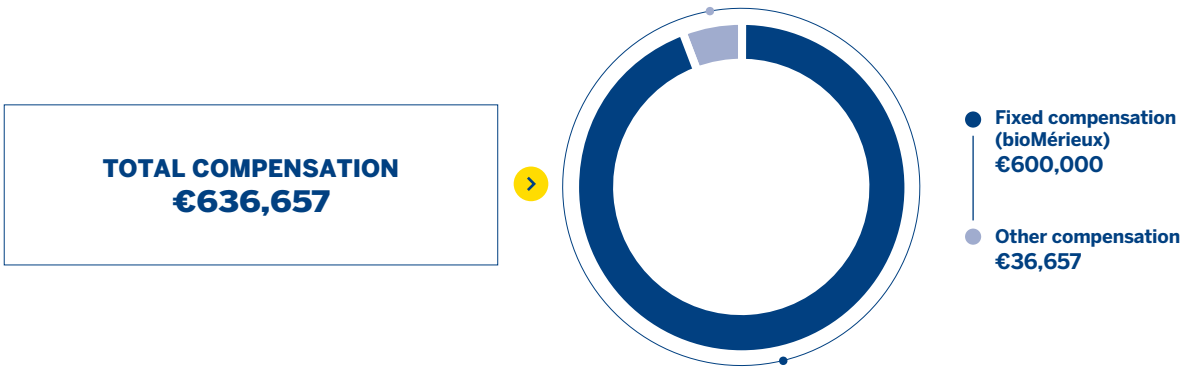
In the 2025 fiscal year, the Company's other directors did not receive any compensation or benefits-in-kind from the Company, companies controlled within the meaning of Article L. 233-16 of the French Commercial Code, or the company that controls the Company in which the director's term of office is served, within the meaning of said Article, except for the above-mentioned compensation allocated to directors.

2.3.2.2 *Ex post* voting on the compensation for the Chairman of the Board of Directors in 2025

SUMMARY TABLE OF COMPENSATION ASSIGNED TO EACH EXECUTIVE CORPORATE OFFICER

Alexandre Mérieux in his capacity as Chairman of the Board of Directors

Components of compensation due or allocated in respect of the fiscal year ended	Amounts or accounting value subject to vote	Presentation
Fixed compensation	**€600,000**	The total fixed compensation of €600,000 was paid by bioMérieux.
Variable compensation for 2025	N/A	Alexandre Mérieux does not receive any annual variable compensation.
Deferred variable compensation	N/A	Alexandre Mérieux does not receive any deferred variable compensation.
Multi-year variable compensation	N/A	Alexandre Mérieux does not receive any multi-year variable compensation.
Extraordinary compensation	N/A	Alexandre Mérieux does not receive any extraordinary compensation.
Stock options, performance shares or any other element of long-term compensation	N/A	No stock options were granted. Alexandre Mérieux does not receive any performance shares.
Compensation allocated pursuant to appointment as director	**€25,000**	Alexandre Mérieux receives compensation in his capacity as director in accordance with the terms and conditions set by the Board of Directors.
Valuation of benefits	N/A	Alexandre Mérieux does not have a company car provided by the Company.
Termination benefits	N/A	Alexandre Mérieux does not receive any termination benefits.
Benefits in connection with a non-compete clause	N/A	Alexandre Mérieux does not receive any benefits in connection with a non-compete clause.
Supplementary pension plan	**€11,657**	Alexandre Mérieux is eligible for a supplementary pension plan with the following features: defined contribution pension in accordance with PER Enterprise, to which the Company contributes up to salary bracket C.



2.3.2.3 *Ex post* voting on compensation for the Chief Executive Officer in 2025

SUMMARY TABLE OF COMPENSATION ASSIGNED TO EACH EXECUTIVE CORPORATE OFFICER

Pierre Boulud in his capacity as Chief Executive Officer

Components of compensation due or allocated in respect of the fiscal year ended	Amounts or accounting value subject to vote	Presentation
Fixed compensation	**€735,000**	Total fixed compensation of €735,000 was paid in respect of his corporate office.
Variable compensation for 2025 (payment of which is subject to shareholder approval in 2026)	**€848,925** (115.5% of fixed compensation)	The Chief Executive Officer's variable compensation is reviewed annually by the Board of Directors, on the basis of a recommendation from the Appointment, Compensation and CSR Committee, and based on his performance. In accordance with the 2025 *ex ante* voting policy: • the annual variable target for the Chief Executive Officer is 100% of his annual fixed compensation; • variable compensation is calculated as follows: *Annual bioMérieux base salary as of December 31 x theoretical target for the variable portion x individual achievement rate percentage x Company multiplier coefficient.* The objectives set for Pierre Boulud break down as follows: **Financial objectives** represent 40% of the variable target. They consist of economic and financial performance objectives in accordance with communications issued by the Company (20% CEBIT, 10% sales, 10% free cash flow). In view of the Company's performance, the Appointment, Compensation and CSR Committee concluded that the achievement rate for the aggregate financial targets was 100%. Thus, the Board of Directors validated the achievement of the financial objectives at 100%. The **qualitative objectives** represent 30% of the variable target. They consist of (i) 20% objectives linked to business priorities for 2025, and (ii) 10% customer satisfaction objectives. In view of the Company's performance, the Appointment, Compensation and CSR Committee considered that the qualitative objectives had been met and exceeded. Thus, the Board of Directors validated the achievement of the qualitative objectives at 106%. The **risk control objective** represents 10% of the variable target. In view of the Company's performance, the Appointment, Compensation and CSR Committee concluded that the risk control objective had been met. Thus, the Board of Directors validated the achievement of the risk control objective at 100%. The **CSR objectives** represent 20% of the variable target. They consist of criteria related to (i) scopes 1, 2 & 3 CO_2 reduction objectives, (ii) objectives related to diversity in corporate leadership positions, and (iii) objectives related to employee safety and well-being. Based on the Company's performance, the Appointment, Compensation and CSR Committee considered that the CSR objectives had nearly all been met or exceeded. Thus, the Board of Directors validated the achievement of the CSR objectives at 113%.

Components of compensation due or allocated in respect of the fiscal year ended	Amounts or accounting value subject to vote	Presentation

The details of payment rate for the different objectives are provided below:

Criteria*	Weighting	Minimum	Target	Maximum	Achievement rate *(in %)*	Amount paid in € *(including the impact of the Company's 105% multiplier)*
Financial criteria						
Sub-total	**40%**	**0%**	**100%**	**150%**	**100%**	
Qualitative criteria						
Company priorities for 2025	20%	0%	100%	150%	100%	
Customer satisfaction	10%	0%	100%	150%	110%	
Sub-total	**30%**	**0%**	**100%**	**150%**	**106%**	
Risk control criteria						
Sub-total	**10%**	**0%**	**100%**	**150%**	**100%**	
CSR criteria						
Scopes 1 & 2 CO_2 reduction (-20% vs. 2019)	20%	0%	100%	150%	144%	
Scope 3 CO_2 reduction (validation SBTi (Science-Based Target initiative) scope 3 trajectory)		0%	100%	150%	120%	
Diversity in Corporate Leadership positions (40% women and 35% international profiles)		0%	100%	150%	85%	
Employee safety and well-being TRIR (Total Recordable Injury Rate) ≤ 2024		0%	100%	150%	104%	
Sub-total	**20%**	**0%**	**100%**	**150%**	**113%**	
TOTAL	**100%**	**0%**	**100%**	**150%**	**105%**	**€848,925**

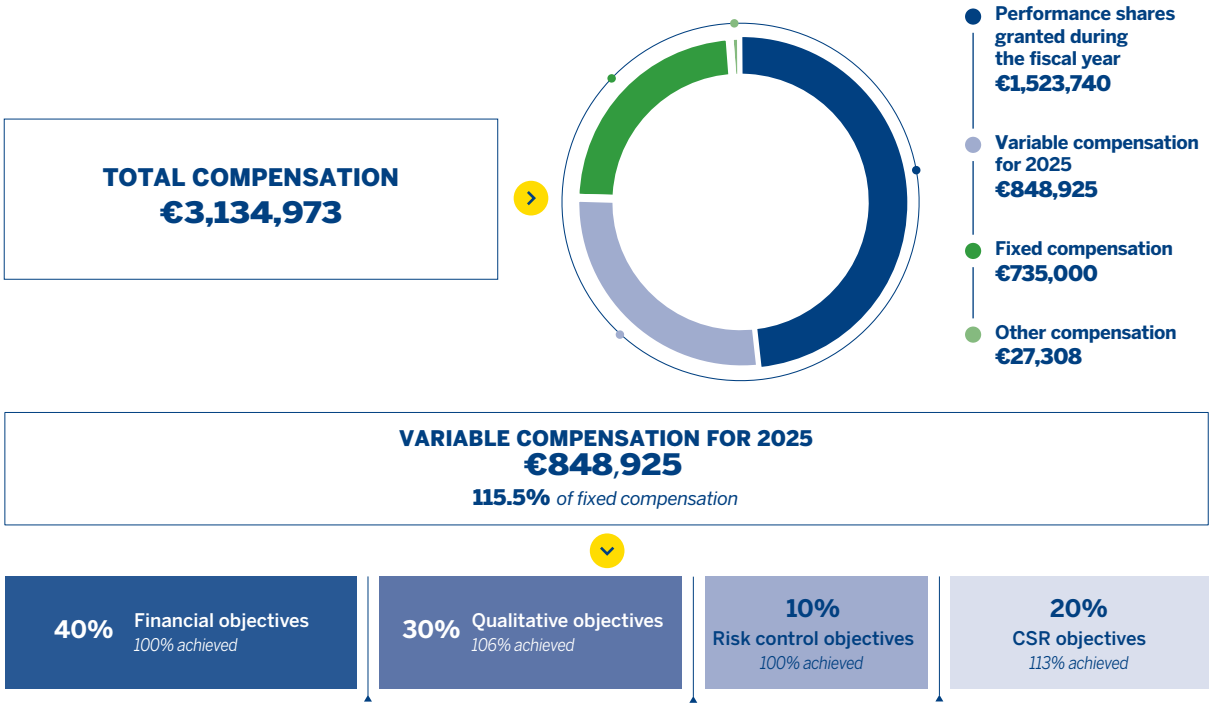
* *Some criteria are not disclosed in detail for confidentiality reasons*

At its meeting of February 26, 2026, the Board of Directors, at the recommendation of the Appointment, Compensation and CSR Committee, concluded that these objectives had been met and exceeded. The Board of Directors, on the recommendation of the Appointment, Compensation and CSR Committee, approved a payment rate of 105% for individual objectives.

All variable compensation for a given year is paid during the following year by the Company. The amount of variable compensation awarded to Pierre Boulud for fiscal year 2025 in respect of his duties as Chief Executive Officer was set at €848,925 (representing 115.5% of his fixed compensation in respect of his duties within the Company), calculated according to the formula recalled earlier:

€770,000 x 100% (theoretical target for the variable portion) x 105% (payment percentage for individual objectives achieved) x 105% (Company multiplier coefficient).

Components of compensation due or allocated in respect of the fiscal year ended	Amounts or accounting value subject to vote	Presentation
Deferred variable compensation	N/A	Pierre Boulud does not receive any deferred variable compensation.
Multi-year variable compensation	N/A	Pierre Boulud does not receive any multi-year variable compensation.
Extraordinary compensation	N/A	Pierre Boulud does not receive any extraordinary compensation.
Stock options, performance shares or any other element of long-term compensation	**€1,523,740**	Pierre Boulud was awarded up to 11,500 performance shares related to the **EC plan** on September 3, 2025, 3,300 of which were linked to the Company's outperformance (i.e. 0.01% of the share capital, which is made up of 118,361,220 shares) with an accounting value of €1,355,850 (share price €117.90). The performance criteria for the 2025 plan were assessed relative to the achievement rate within a matrix system comprising: • the three-year annual organic sales growth objective (40% weighting); • the three-year annual organic CEBIT growth objective (40% weighting, with a maximum of 80% linked to outperformance); • the CSR criteria achievement objective (20% weighting) consisting of: – a scopes 1 & 2 GHG emission reduction objective in 2027 vs. 2023 (10% weighting); – two objectives based on sustainable purchasing at the end of 2027 related to our suppliers and their CSR assessment (5% weighting for each); that is, vested shares totaling between 0% and 140% of the number of shares granted based on achievement of the objectives. These criteria were chosen because they align share-based compensation over the medium term with the Company's roadmap. In addition to these shares, on September 3, 2025, Pierre Boulud, along with several of the organization's key leaders, benefited from an additional target grant linked to the Company's **GO•28 strategic plan** of up to 1,424 shares, 407 of which were linked to the Company's outperformance (i.e. 0.001% of the share capital, which is made up of 118,361,220 shares) with an accounting value of €167,890 (share price €117.90). The performance criteria for the 2025 plan were assessed relative to the achievement rate within a matrix system comprising: • the organic sales growth objective for fiscal year 2027 compared to fiscal year 2024 (50% weighting); • the organic CEBIT growth objective for fiscal year 2027 compared to fiscal year 2024 (50% weighting with a maximum of 90% linked to outperformance); that is, vested shares totaling between 0% and 140% of the number of shares granted based on achievement of the objectives. These criteria were chosen because they align share-based compensation over the medium term with the Company's roadmap.
Compensation allocated pursuant to appointment as director	N/A	Pierre Boulud is not a director of the Company.
Valuation of benefits	**€6,113**	Pierre Boulud is provided with a company car.
Termination benefits	N/A	Pierre Boulud does not receive any termination benefits.
Benefits in connection with a non-compete clause	N/A	Pierre Boulud is subject to a non-compete clause, but no non-compete compensation has been paid to him to date.
Supplementary pension plan	**€21,195**	Pierre Boulud is eligible for a supplementary pension plan with the following features: defined contribution pension in accordance with PER Enterprise, to which the Company contributes up to salary bracket C, in respect of his corporate office.



2.3.2.4 Commitments made in favor of corporate officers

In 2025, the Company made no commitments of any kind other than those mentioned in this chapter to its corporate officers regarding compensation, indemnities or benefits due or likely to be due in connection with their appointment, termination or change of office or subsequent thereto.

2.3.3 Other information on the compensation of executive corporate officers

The information below corresponds to the information on compensation of executive corporate officers that appears in the AMF recommendation that had not already been provided above.

SUMMARY OF COMPENSATION, STOCK OPTIONS AND SHARE GRANTS (TABLE 1)

Alexandre Mérieux – Chairman of the Board of Directors

In euros	2025	2024
Compensation allocated for the fiscal year [(a)]	1,135,266	1,252,849
Value of stock options granted during the fiscal year	0	0
Value of performance shares granted during the fiscal year	0	0
Value of the other long-term compensation plans	0	0
TOTAL	**1,135,266**	**1,252,849**

(a) Detailed in Table 2.

Pierre Boulud, Chief Executive Officer

In euros	2025	2024
Compensation allocated for the fiscal year [a]	1,590,038	1,869,032
Value of stock options granted during the fiscal year	0	0
Value of performance shares granted during the fiscal year [b]	1,523,740	1,225,700
Value of the other long-term compensation plans	0	0
TOTAL	**3,113,778**	**3,094,732**

(a) Detailed in Table 2.
(b) According to the IFRS 2 calculation methodology (see Table 6).

SUMMARY OF COMPENSATION TO EXECUTIVE CORPORATE OFFICERS (TABLE 2)

Alexandre Mérieux – Chairman of the Board of Directors

	Amounts for fiscal year 2025		Amounts for fiscal year 2024	
In euros	Allocated	Paid [a]	Allocated	Paid [a]
Fixed compensation (bioMérieux)	600,000	600,000	600,000	600,000
Fixed compensation (Institut Mérieux)	253,846	253,846	143,812	143,812
Total fixed compensation	**853,846**	**853,846**	**743,812**	**743,812**
Variable compensation (bioMérieux)	N/A	N/A	N/A	435,600
Variable compensation (Institut Mérieux)	250,000 [d]	250,000	250,000 [d]	250,000
Extraordinary compensation	0	0	0	0
Total variable compensation	**250,000**	**250,000**	**250,000**	**685,600**
Target variable compensation as a % of total compensation (bioMérieux portion only)	N/A	N/A	N/A	120%
Actual variable compensation in % (bioMérieux portion only)	N/A	N/A	N/A	72.6%
Maximum variable compensation in % (bioMérieux portion only)	N/A	N/A	N/A	270%
Compensation allocated pursuant to appointment as director	25,000	25,000	30,000	30,000
Benefits-in-kind [b]	6,420	6,420	229,037	229,037
TOTAL [c]	**1,135,266**	**1,135,266**	**1,252,849**	**1,688,449**

(a) Details per relevant fiscal year. For variable compensation, it represents for 2024 the amount actually paid in 2025, and for 2023 the one paid in 2024.
(b) Company car provided by Institut Mérieux.
(c) Does not include the amount paid to the supplementary pension scheme, unlike the amounts listed in § 2.3.2.2.
(d) The determination of this variable portion will be submitted to the Board of Directors of Institut Mérieux in April 2026.

Pierre Boulud, Chief Executive Officer

	Amounts for fiscal year 2025		Amounts for fiscal year 2024	
In euros	Allocated	Paid [a]	Allocated	Paid [a]
Fixed compensation (bioMérieux, including corporate office)	735,000	735,000	700,000	700,000
Total fixed compensation	**735,000**	**735,000**	**700,000**	**700,000**
Variable compensation (bioMérieux)	848,925 [d]	1,167,250	1,167,250 [d]	721,182
Extraordinary compensation	0	0	0	0
Total variable compensation	**848,925**	**1,167,250**	**1,167,250**	**721,182**
Target variable compensation as a % of total compensation (bioMérieux portion only)	100%	100%	100%	100%
Actual variable compensation in % (bioMérieux portion only)	115.5%	158.8%	166.8%	103%
Maximum variable compensation in % (bioMérieux portion only)	225%	225%	225%	225%
Compensation allocated pursuant to appointment as director	N/A	N/A	N/A	N/A
Benefits-in-kind [b]	6,113	6,113	1,782	1,782
TOTAL [c]	**1,590,038**	**1,908,363**	**1,869,032**	**1,422,964**

(a) Details per relevant fiscal year. For variable compensation, it represents for 2024 the amount actually paid in 2025, and for 2023 the one paid in 2024.
(b) Company car.
(c) Does not include the amount paid to the supplementary pension scheme, unlike the amounts listed in § 2.3.2.3.
(d) Variable compensation awarded in 2025 that will be payable in 2026 and awarded in 2024 and paid in 2025.

PERFORMANCE SHARES GRANTED DURING FISCAL YEAR 2025 TO EACH EXECUTIVE CORPORATE OFFICER BY THE ISSUER AND BY ALL GROUP COMPANIES (TABLE 6)

Name	Plan No. and date	Number of shares granted during the year [a]	Valuation of shares according to the method used for the consolidated financial statements [b]	Vesting date	Availability date	Performance criteria
Pierre Boulud	250903 EC Sep 3, 2025	11,500 (i.e., 0.01% of share capital)	1,355,850	Sep 3, 2028	Sep 3, 2028	Yes
Pierre Boulud	250903 GO•28 Sep 3, 2025	1,424 (i.e., 0.001% of share capital)	167,890	Sep 3, 2028	Sep 3, 2028	Yes

(a) Since 2023, the methodology for calculating the number of shares granted has been based on the share price on the day of the Board of Directors' meeting.
(b) According to the IFRS 2 calculation methodology.

PERFORMANCE SHARES GRANTED AND MADE AVAILABLE DURING THE FISCAL YEAR TO EACH EXECUTIVE CORPORATE OFFICER (TABLE 7)

Performance shares granted that were made available to each corporate officer	Plan No. and date	Number of available shares during the fiscal year	Vesting conditions
Alexandre Mérieux – Chairman of the Board of Directors	N/A	N/A	N/A
Pierre Boulud, Chief Executive Officer	Plan of August 30, 2022 – 220830 EC [a]	7,875	100% of the initial grant vested, based on performance criteria being met

(a) At the time of the grant, Pierre Boulud was Chief Operating Officer

SUMMARY OF THE INFORMATION PRESENTED ABOVE (TABLE 11)

	Employment contract [(a)]		Supplementary pension plan [(b)]		Indemnities or benefits due or likely to be due as a result of a termination or change of office		Indemnities relating to a non-compete clause in the event of termination and activation of the clause	
Executive corporate officers	**Yes**	**No**	**Yes**	**No**	**Yes**	**No**	**Yes**	**No**
Alexandre Mérieux Chairman of the Board of Directors First appointment as director: 04/16/2004 End of term: at the end of the 2026 AGM [(c)]	✓ (Suspended)		✓			✓		✓
Pierre Boulud Chief Executive Officer Non-director Start date of term of Chief Executive Officer: 07/01/2023 End date of the Chief Executive Officer's term: at the end of the 2026 AGM [(d)]	✓ (Suspended)		✓			✓	✓	

(a) Alexandre Mérieux receives compensation paid by Institut Mérieux which is not re-billed to the Company. He does not have an employment contract with the Company for his compensation as executive corporate officer.
Pierre Boulud's employment contract was suspended as a result of his appointment as Chief Executive Officer – that is, from July 1, 2023 (for reasons related to the suspension of his employment contract, see § 2.1).
(b) Alexandre Mérieux is eligible for a supplementary pension plan as part of his compensation paid by Institut Mérieux. This compensation has the following features: defined-contribution pension in accordance with PER Entreprise, to which the Company contributes up to salary bracket C. Alexandre Mérieux is also eligible for a defined contribution supplementary pension plan as part of his compensation paid by the Company (PER Entreprise), to which the Company contributes up to salary bracket C. Pierre Boulud is eligible for a defined-contribution supplementary pension plan (PER Enterprise), to which the Company contributes up to salary bracket C.
(c) At its meeting on February 26, 2026, the Board of Directors decided to submit the reappointment of Alexandre Mérieux as director to the 2026 Annual General Meeting.
(d) At its meeting on February 26, 2026, the Board of Directors decided to renew Pierre Boulud's term of office as Chief Executive Officer for a four-year period at the end of the 2026 Annual General Meeting.

OTHER TABLES REFERRED TO IN AMF RECOMMENDATION NO. 2021-02

The other tables in AMF Recommendation No. 2021-02 are not listed in the table below.

Table 4 (Stock options awarded during the fiscal year to each executive corporate officer by the issuer and by any Group company), table 5 (Stock options exercised during the fiscal year by each executive corporate officer) are not required as no stock options have been granted or exercised by the executive corporate officers or were granted or became available during the fiscal year.

Table 8 (Past awards of stock options) and table 9 (Stock options granted to the top 10 grantees other than corporate officers and options exercised by them) are not required as no stock options were awarded by the Company to corporate officers/executive corporate officers.

Table 10 (Past free share grants) is shown in § 7.7.

2.3.4 Loans and securities granted to corporate officers

N/A.

2.3.5 Amounts provisioned or recognized by the Company or its subsidiaries for the payment of pensions, retirement or other benefits

The amount provisioned or recognized by the Company or its subsidiaries for the payment of pensions, retirement or other benefits is presented in Chapter 6 (6.1.1, Note 15, reference to rules in § 15.3.1 and reference to post-employment benefit obligation amounts in § 15.3.4 onwards).

2.4 Main related-party transactions

2.4.1 Procedures for evaluating current agreements and regulated agreements

Pursuant to Article L. 22-10-12 of the French Commercial Code, the Company has instituted a procedure for evaluating the current agreements and the related-party agreements described in an internal charter.

This charter, approved by the Board of Directors on December 12, 2019, and updated on February 26, 2026, was prepared in concert with Institut Mérieux and the Group's other companies. Its purpose is to (i) set out the scope of the related-party agreements procedure and (ii) present the internal control procedure for such agreements. The charter was established to prevent conflicts of interest and to guarantee that any agreements considered related-party agreements meet transparency requirements.

The Board of Directors has delegated to the Audit Committee the annual review of the charter and current agreements. The Audit Committee will make a report on it to the Board of Directors each year.

This charter is published on the bioMérieux website. It is regularly updated upon recommendation by the Audit Committee.

2.4.2 Description of main related parties

The Company describes the activities of the main entities with which it has entered into agreements below.

Institut Mérieux

Institut Mérieux owns 58.9% of bioMérieux (see § 7.4.1).

At December 31, 2025, Alexandre Mérieux, Chairman of the Company's Board of Directors, was director, Vice-Chairman and Chief Operating Officer of Institut Mérieux (see § 2.2.4). He does therefore not take part in the votes for any of the agreements with this company.

Institut Mérieux's mission is to fight infectious diseases and cancer, taking a global and long-term view.

Together with its subsidiaries, it develops complementary approaches to address current public health issues: from preventing health risks to developing innovative treatments, as well as the key diagnostics stage.

Institut Mérieux's activities are anchored in a long tradition of entrepreneurship in industrial biology. The Mérieux family's commitment to serving biology goes back to 1897, when Institut Mérieux was created by Marcel Mérieux, a student of Louis Pasteur.

A pioneer in industrial biology, Institut Mérieux defends an entrepreneurship model that gives meaning to performance, with just one purpose: to achieve progress in global public health.

Institut Mérieux focuses its activities on:

- reinvesting in its subsidiaries and minority interests in order to innovate and prepare for the future;
- societal initiatives, in particular by supporting the commitment of the Mérieux Foundation, an independent family foundation dedicated to fighting infectious diseases in disadvantaged countries.

Mérieux Foundation

The Mérieux Foundation is an independent family foundation recognized as a public utility and was created in 1967. It fights against infectious diseases in developing countries. Its main actions are described in § 3.4.3 Section S3-4.

Following the merger of the *Fondation Christophe et Rodolphe Mérieux* with the Mérieux Foundation in 2025, the Mérieux Foundation now holds 32% of the capital of Compagnie Mérieux Alliance, which itself holds 90% of Institut Mérieux.

Given its status as a Foundation recognized as being of public interest, the Mérieux Foundation retains its independence, its mission and its model of action.

At December 31, 2025, Alexandre Mérieux, Chairman of the Company's Board of Directors, was a director of the Mérieux Foundation (see § 2.2.4 and § 2.2.5). He does therefore not take part in the votes for any of the agreements with this company.

Mérieux NutriSciences

Mérieux NutriSciences is a company of the Institut Mérieux group (see § 1.1.2).

At December 31, 2025, Alexandre Mérieux, Chairman of the Company's Board of Directors, was Chairman of Mérieux NutriSciences Corp. (see § 2.2.4 and 2.2.5). He, therefore, does not vote on any agreements relating to this company. Harold Boël is a director of MNH SAS, the holding company of Mérieux NutriSciences. He does not vote on agreements related to this entity.

Mérieux NutriSciences provides a wide range of analytical and expert solutions to the food industry throughout its customers' value chain. It offers advice, auditing and training that goes beyond analytical controls. Strengthened by its membership of Institut Mérieux and its Silliker heritage, Mérieux NutriSciences has been recognized for its expertise in food safety for over 50 years. Its scientific expertise and experience in the food sector enable it to provide the best solutions to meet the challenges of food safety, quality and sustainability. Over the years, its expertise has been extended to other sectors whose activities have a daily impact on the health of consumers, such as the water and environmental sectors, agrochemicals, consumer goods, pharmaceuticals and cosmetics.

2.4.3 Service agreements between members of the Board of Directors and the Company or one of its subsidiaries

None of the members of the Board of Directors, management or supervisory bodies has a service agreement with the Company or one of its subsidiaries providing for the payment of benefits. There are service agreements between the Company and certain Group companies that have executive officers in common, as described below.

2.4.4 Description of transactions

The Statutory Auditors' report on related-party agreements for fiscal year 2024 and the description of transactions with related parties are presented in § 4.4.5 and § 6.1.2 (Note 30) and in § 6.2.2 (Note 21.3) of the 2024 Universal Registration Document filed with the French financial markets authority (*Autorité des marchés financiers* – AMF) on March 21, 2025.

For 2025, transactions with related parties are described in this document in § 6.1.2 (Note 30.2) and § 6.2.2 (Note 24).

In particular, in 2025, the following agreements, outside the scope of the related-party agreements referred to in Articles L. 225-38 of the French Commercial Code, continued:

- a consulting and services agreement between Institut Mérieux, which owns 58.9% of the Company, and bioMérieux Inc. for an amount of €3.6 million;
- a consulting and services agreement between Institut Mérieux, which owns 58.9% of the Company, and BioFire Diagnostics, for an amount of €5.3 million.

The Statutory Auditors' special report on related-party agreements for fiscal year 2025 is presented below (see § 2.4.5). The details of these agreements are set out in the table on the next page.

LIST OF AGREEMENTS AUTHORIZED BY THE BOARD OF DIRECTORS IN FISCAL YEAR 2025 AND SUBMITTED FOR THE APPROVAL OF THE ANNUAL GENERAL MEETING OF MAY 28, 2026

AGREEMENT RELATING TO THE MANAGEMENT OF EMPLOYEE MOBILITY WITHIN THE MÉRIEUX GROUP	
Institut Mérieux, Mérieux NutriSciences Corporation, Transgène, Mérieux Université, Mérieux Equity Partners, MNH, TSGH, bioMérieux and Mérieux Foundation	Contract signed on July 31, 2025, after authorization by the Board of Directors on May 15 , 2025. The contract defines the terms and conditions for the allocation of post-employment benefits for an employee who has worked for at least two Mérieux Group entities or for at least one entity of the Mérieux Group and the Mérieux Foundation. **Motivations of the Board of Directors:** This contract is justified by bioMérieux's interest in sharing severance payments under its employees' employment contracts, according to an updated basis of allocation compared to that specified in the agreement with the same purpose signed on May 30, 2017, and amended on June 30, 2017, between each of the Mérieux Group companies at which said employees were also employed, based on common rules and conditions.
SPONSORSHIP AGREEMENTS WITH THE BIOMÉRIEUX ENDOWMENT FUND	
bioMérieux Endowment Fund and bioMérieux	Agreement signed on May 20, 2025, after authorization by the Board of Directors on May 15, 2025. The agreement sets out the terms and conditions under which bioMérieux supports the bioMérieux Endowment Fund through sponsorship, within the context of the application of the Syndicated Credit Agreement. This support takes the form of the payment of the surplus obtained following any adjustment of the bank margin, determined in accordance with ESG criteria, according to the achievement of annual objectives based on key performance indicators. **Motivations of the Board of Directors:** This agreement is justified by the fact that it is in line with bioMérieux's general sponsorship policy and is motivated by ongoing support for the Endowment Fund's humanitarian activities and objectives. Agreement signed on December 16, 2025, after authorization by the Board of Directors on December 16, 2025. The agreement sets out the terms and conditions under which bioMérieux supports the Endowment Fund through sponsorship. This support takes the form of the payment by bioMérieux to the Endowment Fund of the sum of €70,000, raised during a two-week internal community event called We Act for the Children, which took place in November 2025. **Motivations of the Board of Directors:** This agreement is in line with bioMérieux's general sponsorship policy and is motivated by ongoing support for the Endowment Fund's humanitarian activities and objectives.

LIST OF AGREEMENTS CONTINUED IN 2025

At its December 2025 meeting, the Board of Directors carried out an annual review of the related-party agreements and confirmed, following discussion, that the previously authorized agreements and addenda still met the criteria on which basis it had granted prior authorization, and that these authorizations therefore remained in force.

SERVICE AGREEMENT WITH INSTITUT MÉRIEUX AND ITS TWO ADDENDA	
Institut Mérieux	The agreement originally signed on April 23, 2015, was amended by way of an addendum in 2019 and 2021. The contract defines the rules for re-billing services to bioMérieux provided by Institut Mérieux in its capacity as the Group's lead holding company. These services consist in (i) recurring assistance missions performed for all companies of the Institut Mérieux Group in the administrative and scientific fields and representing the companies in the Institut Mérieux Group, both in France and abroad; and (ii) assignments carried out, on a permanent or more occasional basis, for the sole benefit of bioMérieux. The addendum of 2019 changed (i) the list of services provided, by adding the internal audit (according to the tasks actually carried out on behalf of bioMérieux) and risk and compliance functions, which will be performed by Institut Mérieux, (ii) the rules for re-billing services provided by Institut Mérieux in its capacity as the Group's lead holding company. The margins that apply are modified in accordance with the OECD's rules, by applying an 8% margin to all expenses incurred by Institut Mérieux except for expenses incurred by Institut Mérieux at the request of another entity, for practical and administrative reasons (pass-through costs), which will continue to be billed at cost price, and expenses incurred by Institut Mérieux in order to carry out specific services that are purely administrative, benefit a Group entity, and will be re-billed, applying a 5% margin. The 2021 addendum changed the basis of allocation used solely for the re-billing of internal audit services: (i) the costs corresponding to exceptional engagements specific to one of the companies of the Institut Mérieux Group when they exceed a certain materiality threshold will be billed directly to the company concerned, without breaking it down; and (ii) all the other costs corresponding to the other engagements performed by Institut Mérieux for its subsidiaries will be assigned to each company of the Institut Mérieux Group based on two (2) criteria: headcount and number of countries in which the company records more than €2 million of sales. **Motivations of the Board of Directors:** This agreement was justified by the Company's need to benefit from the support of Institut Mérieux, which has staff with high-level skills, particularly in strategy, public relations and human resources, as well as in scientific, industrial, legal and financial matters. In its capacity as lead holding company, Institut Mérieux provides assistance to the Group's companies, thus providing efficiency and coherence that would be difficult to achieve without an entity that coordinates the policies of each Group company including bioMérieux. This is the trade-off for belonging to the Institut Mérieux Group. The 2019 addendum was justified by Institut Mérieux's desire to strengthen its Group Audit Department, including internal audit, risk management and compliance, in order to pursue the objective of consistency in the risk management and security processes of Institut Mérieux and its controlled companies and be in a position to meet all applicable legal and regulatory obligations. The 2021 addendum was justified by the desire to better reflect the internal audit resources and services actually placed at the disposal of bioMérieux and the other Institut Mérieux Group companies. In particular, this modification should be reflected in a reduction in internal audit costs for bioMérieux.
SPONSORSHIP AGREEMENT AND ITS ADDENDUM	
Mérieux Foundation	Agreement signed initially on March 8, 2011, modified by addendum in 2015. The annual budget is voted on by the Board of Directors (see § 3.4.3 Section S3-4). **Motivations of the Board of Directors:** The addendum to the sponsorship agreement with the Mérieux Foundation is in line with the Company's general philanthropy policy and is driven by the Company's support of the humanitarian activities and goals of the foundations over the long term, in the field of public health, which is its area of operation.
SERVICE AGREEMENT WITH THE MÉRIEUX FOUNDATION AND ITS ADDENDUM	
Mérieux Foundation	Agreement originally signed on January 1, 2011, amended by way of an addendum in 2015. **Motivations of the Board of Directors:** The Company places at the disposal of the Mérieux Foundation the skills and resources necessary for meeting some of the Foundation's needs, so that it can carry out its public interest missions, financed by the Company through sponsorship agreements.

2.4.5 Statutory Auditors' special report on regulated agreements

This is a free translation into English of the Statutory Auditors' special report issued in French and is provided solely for the convenience of English speaking readers. This report should be read in conjunction with, and construed in accordance with French law and professional auditing standards applicable in France.

To the bioMérieux Annual General Meeting,

In our capacity as Statutory Auditors of bioMérieux, we hereby present our report on regulated agreements to you.

It is our responsibility to report to you, based on the information provided to us, the principal features, terms and conditions of the agreements and commitments that have been disclosed to us or that we may have identified as part of our engagement, without commenting on their relevance or substance or identifying any undisclosed agreements or commitments. Under Article R. 225-31 of the French Commercial Code, it is your responsibility to determine whether the agreements are appropriate and should be approved.

Where applicable, it is our responsibility to provide you with the information required by Article R. 225-31 of the French Commercial Code in relation to the implementation during the previous fiscal year of agreements already approved by the Annual General Meeting.

We have performed the procedures that we deemed necessary in accordance with the professional standards of the *Compagnie Nationale des Commissaires aux Comptes* (CNCC) relating to this engagement. These procedures consisted of verifying that the information provided to us is consistent with the underlying documents.

Agreements submitted for the approval of the Annual General Meeting

Pursuant to Article L. 225-40 of the French Commercial Code, we have been notified of the following agreements concluded during the previous fiscal year, which were subject to prior authorization by your Board of Directors.

With Institut Mérieux and Mérieux NutriSciences Corporation, Transgène, Mérieux Université, Mérieux Equity Partners, MNH and TSGH, companies belonging to the Mérieux Group and the Mérieux Foundation

People concerned

- Alexandre Mérieux, Chairman of the Board of Directors of your company, director and Vice-Chairman of Institut Mérieux, director of the Mérieux Foundation, Chairman of Mérieux Développement and Mérieux NutriSciences, and Chairman of the Board of Directors of Mérieux Equity Partners;
- Harold Boël, director of your company and of MNH;
- Jean-Luc Bélingard, Vice-Chairman of Institut Mérieux (at the time of the Board of Directors' decision on May 15, 2025) and director of Transgène and your company;
- Philippe Archinard, director of your company and Transgène, at the time of the Board of Directors' decision on May 15, 2025. Since then, he has ceased to be a director of Transgène and is therefore no longer considered a person concerned by the agreement.

Agreement relating to the management of employee mobility within the Mérieux Group and Institut Mérieux

Nature and purpose

An agreement on managing the mobility of employees within the Mérieux Group and Institut Mérieux was approved by your Board of Directors on May 15, 2025, with retroactive effect as of January 1, 2025, for an indefinite length of time. This agreement provides that severance payments for employment contracts and/or the retirement of employees who have worked for Group companies, whose seniority was made retroactive without compensation, be divided equitably between the parties. This division is prorated according to compensation paid by each Mérieux Group and Institut Mérieux company having benefited from the employees' services, except for compensation that constituted the basis for a previous severance payment.

Terms and conditions

For the fiscal year ended December 31, 2025, your company recorded earnings in the aggregate amount of €249,918, principally comprising €95,614 from Institut Mérieux and €112,323 from Mérieux NutriSciences Corporation.

Justification of the benefit of the agreement for the Company

Your Board justified the agreement as follows: this agreement is justified by the interest of your company in sharing severance payments under its employees' employment contracts, according to an updated basis of allocation compared to that specified in the agreement with the same purpose signed on May 30, 2017, and amended on June 30, 2017, between each of the Mérieux Group companies at which said employees were also employed, based on common rules and conditions.

With the bioMérieux endowment fund

Person concerned

- Alexandre Mérieux, Chairman of the Board of Directors of your company and Chairman of the bioMérieux endowment fund.

1. Sponsorship agreement for the bioMérieux endowment fund

Nature and purpose

As part of its sponsorship activity and in its capacity as a founding member, your company wished to provide additional support to the bioMérieux endowment fund to help it fulfill its mission. In March 2023, your company entered into a multi-currency revolving credit facility ("Syndicated Credit Agreement") with a bank pool that included sustainable development objectives based on ESG criteria. This support takes the form of the payment of a surplus obtained following any adjustment of the bank margin, determined in accordance with ESG criteria, according to the achievement of annual objectives based on key performance indicators. This sponsorship agreement for the benefit of the bioMérieux endowment fund was approved by your Board of Directors on May 15, 2025.

Terms and conditions

The parties agree that:

- the sponsor's commitment is contingent upon the existence of an annual ESG contribution, the principles and amount of which are defined in the Syndicated Credit Agreement, with the ESG contribution itself being contingent upon the sponsor's achievement of objectives based on the ESG criteria set forth in said agreement;
- the amount of the ESG contribution is subject to revision, in accordance with the Syndicated Credit Agreement;
- the provisions of the Syndicated Credit Agreement may be amended without requiring the notification, consultation, or consent of the endowment fund.

For the fiscal year ended December 31, 2025, your company did not make any payments to the bioMérieux endowment fund.

Justification of the benefit of the agreement for the Company

Your board justified this agreement as follows: this agreement is in line with your company's general sponsorship policy and is motivated by ongoing support for the endowment fund's humanitarian activities and objectives.

2. Sponsorship agreement for the bioMérieux endowment fund

Nature, purpose, and terms

- Your company has decided to enter into a sponsorship agreement that seeks to define the terms and conditions under which your company supports the bioMérieux endowment fund by means of sponsorship. This support takes the form of the payment by your company to the bioMérieux endowment fund of the sum of €70,000, raised during an internal community event called "We Act for the Children," which took place in November 2025. This sponsorship agreement for the benefit of the bioMérieux endowment fund was approved by your Board of Directors on December 16, 2025.

Justification of the benefit of the agreement for the Company

Your board justified this agreement as follows: this agreement is in line with your company's general sponsorship policy and is motivated by ongoing support for the endowment fund's humanitarian activities and objectives.

Agreements already approved by the Annual General Meeting

Agreements approved during previous fiscal years

a) whose execution continued during the previous fiscal year

Pursuant to Article R. 225-30 of the French Commercial Code, we were informed of the following agreements approved by the Annual General Meeting in prior years, which remained in place during the previous fiscal year.

With Institut Mérieux

People concerned

- Alexandre Mérieux, Chairman of your company and Chief Operating Officer and Vice-Chairman of Institut Mérieux;
- Jean-Luc Bélingard, director of your company and director and Vice-Chairman of Institut Mérieux until July 31, 2024;
- Philippe Archinard, director of your company and Chief Operating Officer of Institut Mérieux. Since then, he has ceased to be a director of Institut Mérieux and is therefore no longer considered a person concerned by the agreement.

Nature and purpose

Two addenda to the service agreement for services provided by Institut Mérieux to your company that was concluded on April 23, 2015 were authorized by your Board of Directors on February 25, 2020 and signed on February 6, 2020 and March 1, 2021, respectively.

These addenda, agreed by your company and its parent company, aim to modify the allocation key used only for re-invoicing internal audit services. The contracts provide for an allocation key for the current service costs to all companies in the Institut Mérieux Group based on three criteria: payroll, revenue and fixed assets of each company. This allocation key remains applicable except for internal audit services, which will be invoiced as follows under the addenda:

- costs corresponding to specific missions of an exceptional nature at one of the companies in the Institut Mérieux Group, as soon as they exceed a certain materiality threshold, will be invoiced directly to the company concerned, without any breakdown;
- all the other costs corresponding to the other missions performed by Institut Mérieux for its subsidiaries will be assigned to each company of the Institut Mérieux Group based on two criteria: headcount and number of countries in which the company records more than €2 million of sales.

An initial addendum had been authorized by your Board of Directors on December 20, 2018, the purpose of which was to amend the list of services rendered and the rules for re-invoicing your company for services rendered by Institut Mérieux in its capacity as the holding company of the Institut Mérieux Group.

Terms and conditions

For the fiscal year ended December 31, 2025, your company recorded liabilities of €12,015,584.91 and earnings of €8,891,534, of which €5,334,920 was from BioFire Diagnostics and €3,556,614 from bioMérieux Inc.

With the Mérieux Foundation

People concerned

- Alexandre Mérieux, Chairman of your company and director of the Mérieux Foundation;
- Marie-Paule Kieny, independent director of your company and director of the Mérieux Foundation until March 24, 2025.

Nature

The Mérieux Foundation's sponsorship agreement concluded on March 8, 2011, was approved by your Board of Directors on December 18, 2014 and took effect on January 1, 2015 for an indefinite period.

Your company donates cash and assigns some of its employees to initiatives carried out on behalf of the Mérieux Foundation, as part of your corporate philanthropy strategy. The total amount represented by these donations and by the employees made available is determined and voted on each year by the Board of Directors.

This sponsorship agreement is "in line with your company's general philanthropy policy" and is driven "by your company's support of the humanitarian activities and goals of the foundations over the long term, in the field of public health, which is your company's area of operation."

Terms and conditions

During the fiscal year ended December 31, 2025, your company recorded an expense of a total amount of €2,765,636 in sponsorship activities to the Mérieux Foundation.

b) with no execution during the previous fiscal year

We were also informed that the following agreements approved by the Annual General Meeting in prior years remained in place during the previous fiscal year, but were not executed during the previous fiscal year.

With the Mérieux Foundation

People concerned

- Alexandre Mérieux, Chairman of your company and director of the Mérieux Foundation;
- Marie-Paule Kieny, independent director of your company and director of the Mérieux Foundation until March 24, 2025.

Addendum to the service agreement dated January 1, 2011

The agreement covering services provided to the Mérieux Foundation by your company, was approved by the Board of Directors on December 18, 2014 and took effect on January 1, 2015 for an indefinite length of time.

Your company provides the Mérieux Foundation with human resources by assigning some of its employees to carry out Fondation work in biology, and by supplying administrative support and IT staff. These services are compensated in accordance with the regulation applicable to intragroup transfer prices, with an 8% margin added for the reimbursement of service costs, excluding biology services (categorized as research and development under the terms of the regulation on transfer prices), and a 10% margin added for the reimbursement of biology service costs.

This agreement had no impact as regards the fiscal year ended December 31, 2025.

Lyon, March 13, 2026

The Statutory Auditors

GRANT THORNTON

French member of Grant Thornton International

Jean Morier

ERNST & YOUNG et Autres

Sylvain Lauria

3

Sustainability report

3.1 Introduction **113**

3.2 General disclosures (ESRS 2) AFR **117**
3.2.1 Basis for preparation 117
3.2.2 Governance 119
3.2.3 Strategy 123
3.2.4 Impact, risk and opportunity management 127

3.3 Environmental information AFR **135**
3.3.1 Alignment with the European taxonomy 135
3.3.2 Climate change (ESRS E1) 140
3.3.3 Pollution (ESRS E2) 156
3.3.4 Water and marine resources (ESRS E3) 158
3.3.5 Biodiversity (ESRS E4) 161
3.3.6 Resource use and circular economy (ESRS E5) 163

3.4 Social information AFR **171**
3.4.1 bioMérieux headcount (ESRS S1) 171
3.4.2 Workers in the value chain (ESRS S2) 190
3.4.3 Affected communities (ESRS S3) 192
3.4.4 Consumers and end-users (ESRS S4) 196

3.5 Information regarding governance AFR **207**
3.5.1 Business conduct (ESRS G1) 207

3.6 Assurance report on sustainability and taxonomy information AFR **220**

3.7 Other sustainability disclosures AFR **225**
3.7.1 bioMérieux's tax policy 225
3.7.2 Other information regarding biodiversity 226

		Pages, paragraphs
ESRS 2	GENERAL DISCLOSURES	§ 3.2 PAGE 117
ESRS 2	BP-1 – General basis for preparation of sustainability statements	§ 3.2.1 page 117
ESRS 2	BP-2 – Disclosures in relation to specific circumstances	§ 3.2.1 page 119
ESRS 2	GOV–1 – The role of the administrative, management and supervisory bodies	§ 3.2.2 page 119
ESRS 2	GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	§ 3.2.2 page 120
ESRS 2	GOV-3 – Integration of sustainability-related performance in incentive schemes	§ 3.2.2 page 120
ESRS 2	GOV-4 – Statement on due diligence	§ 3.2.2 page 121
ESRS 2	GOV-5 – Risk management and internal controls over sustainability reporting	§ 3.2.2 page 123
ESRS 2	SBM-1 – Strategy, business model and value chain	§ 3.2.3 page 123
ESRS 2	SBM-2 – Interests and views of stakeholders	§ 3.2.3 page 123
ESRS 2	SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	§ 3.2.3 page 124
ESRS 2	IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities	§ 3.2.4 page 127
ESRS 2	IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement	§ 3.2.4 page 129
ENVIRONMENTAL INFORMATION		§ 3.3 PAGE 135
Taxonomy	**Publication of disclosures required under Article 8 of Regulation (EU) 2020/852 (taxonomy regulation) – Alignment with the European taxonomy**	**§ 3.3.1 page 135**
ESRS E1	**Climate change**	**§ 3.3.2 page 140**
E1	ESRS 2 GOV-3 – Integration of sustainability-related performance in incentive schemes	§ 3.3.2 page 143
E1	E1-1 – Transition plan for climate change mitigation	§ 3.3.2 page 144
E1	ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	§ 3.3.2 page 141
E1	ESRS 2 IRO-1 – Description of the process to identify and assess material climate-related impacts, risks and opportunities	§ 3.3.2 page 140
E1	E1-2 – Policies related to climate change mitigation and adaptation	§ 3.3.2 page 142
E1	E1-3 – Actions and resources in relation to climate change policies	§ 3.3.2 pages 147 and 155
E1	E1-4 – Targets related to climate change mitigation and adaptation	§ 3.3.2 page 146
E1	E1-5 – Energy consumption and mix	§ 3.3.2 page 151
E1	E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	§ 3.3.2 page 152
E1	E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	§ 3.3.2 page 156
E1	E1-8 – Internal carbon pricing	§ 3.3.2 page 156
ESRS E2	**Pollution**	**§ 3.3.3 page 156**
E2	ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities relating to pollution	§ 3.3.3 page 156
E2	E2-1 – Policies related to pollution	§ 3.3.3 page 157
E2	E2-2 – Actions and resources related to pollution	§ 3.3.3 page 157
E2	E2-3 – Targets related to pollution	§ 3.3.3 page 158
ESRS E3	**Water and marine resources**	**§ 3.3.4 page 158**
E3	ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities related to water and marine resources	§ 3.3.4 page 158
E3	E3-1 – Policies related to water and marine resources	§ 3.3.4 page 159
E3	E3-2 – Actions and resources related to water and marine resources	§ 3.3.4 page 160
E3	E3-3 – Targets related to water and marine resources	§ 3.3.4 page 160
E3	E3-4 – Water consumption	§ 3.3.4 page 159
ESRS E4	**Biodiversity**	**§ 3.3.5 page 161**
E4	E4-1 –Transition plan and consideration of biodiversity and ecosystems in strategy and business model	§ 3.3.5 page 162
E4	ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	§ 3.3.5 page 161

		Pages, paragraphs
E4	ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities related to biodiversity and ecosystems	§ 3.3.5 page 161
E4	E4-2 – Policies related to biodiversity and ecosystems	§ 3.3.5 page 162
E4	E4-3 – Actions and resources related to biodiversity and ecosystems	§ 3.3.5 page 162
E4	E4-4 – Targets related to biodiversity and ecosystems	§ 3.3.5 page 163
E4	E4-5 – Impact metrics related to biodiversity and ecosystems change	§ 3.3.5 page 162
ESRS E5	**Resource use and circular economy**	§ 3.3.6 page 163
E5	ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities related to resource use and circular economy	§ 3.3.6 page 163
E5	E5-1 – Policies related to resource use and circular economy	§ 3.3.6 page 165
E5	E5-2 – Actions and resources related to resource use and circular economy	§ 3.3.6 page 166
E5	E5-3 – Targets related to resource use and circular economy	§ 3.3.6 page 168
E5	E5-4 – Resource inflows	§ 3.3.6 page 169
E5	E5-5 – Resource outflows	§ 3.3.6 page 169
SOCIAL INFORMATION		§ 3.4 PAGE 171
ESRS S1	**Own workforce**	§ 3.4.1 page 171
S1	ESRS 2 SBM-2 – Interests and views of stakeholders	§ 3.4.1 page 171
S1	ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	§ 3.4.1 page 171
S1	S1-1 – Policies related to own workforce	§ 3.4.1 page 173
S1	S1-2 – Processes for engaging with own workforce and workers' representatives about impacts	§ 3.4.1 page 186
S1	S1-3 – Processes to Remediate Negative Impacts and Channels for Own Workforce to Raise Concerns	§ 3.4.1 page 188
S1	S1-4 – Taking action on material impacts on own workforce, approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	§ 3.4.1 page 188
S1	S1-5 – Targets Related to Managing Material Negative Impacts, Advancing Positive Impacts, and Managing Material Risks and Opportunities	§ 3.4.1 page 189
S1	S1-6 – Characteristics of the undertaking's employees	§ 3.4.1 page 189
S1	S1-8 – Collective bargaining coverage and social dialogue	§ 3.4.1 page 188
S1	S1-9 – Diversity metrics	§ 3.4.1 page 176
S1	S1-10 – Adequate wages	§ 3.4.1 page 184
S1	S1-12 Persons with disabilities	§ 3.4.1 page 176
S1	S1-13 – Training and skills development metrics	§ 3.4.1 page 178
S1	S1-14 – Health and Safety metrics	§ 3.4.1 page 180
S1	S1-16 – Remuneration metrics (pay gap and total remuneration)	§ 3.4.1 page 184
S1	S1-17 – Incidents, complaints and serious human rights impacts	§ 3.4.1 page 190
ESRS S2	**Workers in the value chain**	**§ 3.4.2 page 190**
S2	ESRS 2 SBM-2 – Interests and views of stakeholders	§ 3.4.2 page 190
S2	ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	§ 3.4.2 page 191
S2	S2-1 – Policies related to workers in the value chain	§ 3.4.2 page 191
S2	S2-2 – Processes for engaging with workers in the value chain about impacts	§ 3.4.2 page 191
S2	S2-3 – Processes to remediate negative impacts and channels for workers in the value chain to raise concerns	§ 3.4.2 page 192
S2	S2-4 – Taking action on material impacts on value chain workers, approaches to managing material risks and pursuing material opportunities related to value chain workers, and the effectiveness of those actions	§ 3.4.2 page 192
S2	S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	§ 3.4.2 page 192

		Pages, paragraphs
ESRS S3	**Affected communities**	**§ 3.4.3 page 192**
S3	ESRS 2 SBM-2 – Interests and views of stakeholders	§ 3.4.3 page 192
S3	ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	§ 3.4.3 page 192
S3	S3-1 – Policies related to affected communities	§ 3.4.3 page 193
S3	S3-2 – Processes for engaging with affected communities about impacts	§ 3.4.3 page 193
S3	S3-3 – Processes to remediate negative impacts and channels for affected communities to raise concerns	§ 3.4.3 page 193
S3	S3-4 – Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	§ 3.4.3 page 193
S3	S3-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	§ 3.4.3 page 196
ESRS S4	**Consumers and end-users**	**§ 3.4.4 page 196**
S4	ESRS 2 SBM-2 – Interests and views of stakeholders	§ 3.4.4 page 196
S4	ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model	§ 3.4.4 page 191
S4	S4-1 – Policies related to consumers and end-users	§ 3.4.4 page 198
S4	S4-2 – Processes for engaging with consumers and end-users about impacts	§ 3.4.4 page 205
S4	S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	§ 3.4.4 page 206
S4	S4-4 – Taking Action on Material Impacts on Consumers and End-Users, and Approaches to Managing Material Risks and Pursuing Material Opportunities Related to Consumers and End-Users, and Effectiveness of Those Actions	§ 3.4.4 page 207
S4	S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	§ 3.4.4 page 207
INFORMATION REGARDING GOVERNANCE		**§ 3.5 PAGE 207**
ESRS G1	**Business conduct**	**§ 3.5.1 page 207**
G1	ESRS 2 GOV-1 – The role of the administrative, management and supervisory bodies	§ 3.5.1 page 207
G1	ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities	§ 3.5.1 page 208
G1	G1-1 – Business conduct policies and corporate culture	§ 3.5.1 page 209
G1	G1-2 – Management of relationships with suppliers	§ 3.5.1 page 210
G1	G1-3 – Prevention and detection of corruption and bribery	§ 3.5.1 page 213
G1	G1-4 – Incidents of corruption or bribery	§ 3.5.1 page 213
G1	G1-5 – Political influence and lobbying activities	§ 3.5.1 page 215
G1	G1-6 – Payment practices	§ 3.5.1 page 212

3.1 Introduction

bioMérieux is a corporate citizen with a long-standing commitment to public health. A pioneer in the fight against infectious diseases, the Company is aware that it has an important responsibility, which it expresses in its various fields of expertise. The Company's history reflects a long-standing commitment to Corporate Social and Environmental Responsibility (CSR). The human-centered values and long-term vision embodied by the Mérieux family, founder and majority shareholder through its holding company Institut Mérieux, form the bedrock of a responsible corporate culture that is reflected in bioMérieux's Company Purpose and strategy in all countries in which it operates.

Company Purpose

bioMérieux's Company Purpose expresses the vision of its executives and has been the subject of a consultation with a representative group of its stakeholders. It is distributed internally and on its website, thereby providing access to all its stakeholders to its content detailed below.

We help make the world a healthier place.

Our dedication to public health is the thread that connects everything we do. It connects us to our history. Since 1963, we have been fulfilling the vision of the Mérieux family to improve health, while maintaining the values of respect, accountability, transparency, and sharing.

Building on our strong legacy, we understand that our expertise in the diagnosis of infectious diseases and our international presence give us a special duty to act as a responsible corporate citizen, serving the greater good and the community.

This commitment also connects us with our environment – infectious diseases are one of the major threats to humankind.

Their emergence and spread are dramatically accelerated by climate change and globalization. The risk of finding ourselves unarmed to face ultra-resistant bacteria is now a reality.

Diagnostics is a game changer in this fight. By pioneering diagnostic solutions, we help clinicians improve patient care and we help industries prevent contamination of the food and pharmaceuticals they produce.

At bioMérieux we are convinced that, only by taking into account our entire ecosystem and the public interest, will we be able to succeed in building a healthier world and a more inclusive society.

- *We pioneer, develop and produce high quality in vitro diagnostics to improve public health worldwide.*
- *We sustain a robust business model that allows us to invest in innovation and create value.*
- *We implement environmentally responsible actions to preserve the planet as a healthy place to live.*
- *We support the inclusion, well-being and development of our team members, who all help save lives.*
- *We foster transparent and ethical dialogue with the healthcare ecosystem to advance diagnostics.*
- *We build long-term partnerships to increase our positive impact on local communities and provide our support to the most vulnerable populations.*

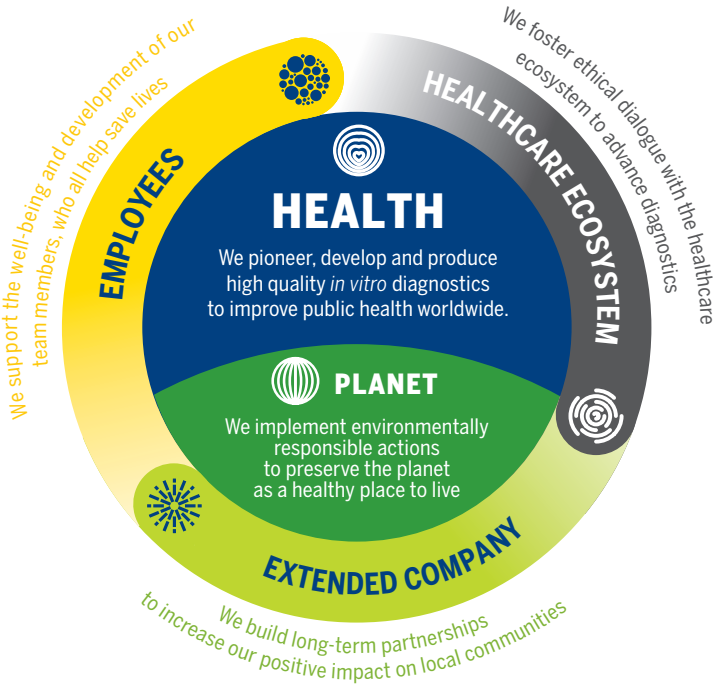
We are bioMérieux. We act for a positive impact. We act for a healthier world.

Framework of policies applied in the CSR strategy

The policies implemented by bioMérieux are in compliance with international standards and major principles such as:

- the Fundamental Principles and Rights at Work set out in the Declaration of the ILO (International Labour Organization);
- the international human rights principles, as set out in the Universal Declaration of Human Rights;
- the OECD (Organization for Economic Co-operation and Development) Guidelines for Multinational Enterprises;
- the United Nations Global Compact;
- the United Nations Sustainable Development Goals;
- the United Nations Convention against Corruption;
- the Paris Agreement;
- the Science Based Targets Initiative;
- the Fair Wage Network.

Presentation of the five pillars and major commitments of the sustainability strategy



In 2021, major commitments were announced for each of these pillars, with a goal of reaching the defined targets by 2025 or 2030, depending on the topic. These goals are set out in the table below:

HEALTH	PLANET	EMPLOYEES	HEALTHCARE ECOSYSTEM	EXTENDED COMPANY
Antimicrobial resistance **+30%** of patient outcomes [(1)] supporting AMS by 2025	**Carbon emissions** **-50%** absolute greenhouse gas emissions in 2030 vs. 2019 for Scopes 1 & 2	**Safety** Lost-Time Incident Rate **÷2** to **0.6** in 2025 vs. 1.2 in 2020	**Dialogue with patients** Collaboration projects with patient associations >**x2** by 2025 vs. 2021	**Community** **≥1%** of net income attributable to the parent company dedicated to philanthropy (Endowment Fund excluded)
Antimicrobial Stewardship (AMS) **≥80%** of antibiotics addressed by our AST solutions [(2)]	**Environmental footprint** **-45%** water [(3)] **-50%** energy [(3)] **-50%** waste generation [(3)]	**Diversity &Inclusion** Corporate leadership team in 2025 [(4)] **>40%** women **>35%** international profiles	**Materiality assessment** Updated annually and overhauled every **3 years**	**Partners** Distributors covering **55%** of sales [(5)], trained in CSR in 2025

(1) 2019 estimate: 183 million results.
(2) At least 80% based on EUCAST list and 90% based on CLSI Tier I to Tier IV list.
(3) In 2025 vs. 2015, per € million of sales.
(4) Members of the Executive Committee and their N-1 with a global role.
(5) Sales made through the distributors network.

Some of these commitments expired at the end of 2025. bioMérieux is determined to continue to intensify its long-term positive impact on the Environment, the Social Dimension and Governance (ESG). In this context, the Company has defined its next sustainable transformation cycle to 2028 and beyond, where relevant. It has taken new commitments that build on the solid foundations embedded in its culture.

The new objectives are even more ambitious to integrate environmental and societal impact into all aspects of its activities to meet the needs of communities and nature to prepare for the future of generations to come. These new commitments are set out and explained in this report, in the objectives sections. Ten of these objectives are the priorities on which the Company is more particularly focused:

HEALTH

ACCESSIBILITY

+60%
of patient results supporting AMS in low and lower-middle income countries vs 2023

APPROPRIATE USE OF ANTIMICROBIALS (AMS)

≥90 %
of referenced antibiotics addressed by our AST solutions [1]

PLANET

NET ZERO CO_2e IN 2050

including the following objectives [2] (approved by SBTi, in absolute value):

SCOPES 1 & 2:
-62% in 2034
with a milestone of -35% in 2028

SCOPE 3:
-35% in 2034

PRODUCT ENVIRONMENTAL PERFORMANCE

-25%
virgin plastic per test sold in 2034 [2] (-5% in 2028)

-25%
energy consumption per instrument in 2034 [2] (-8% in 2028)

TEAM MEMBERS

SAFETY

Improve
the safety, health and well-being
of our employees every year (Total Recordable Incident & Occupational Illness rate - TR2IR + Mental health index)

DIVERSITY, EQUITY & INCLUSION

Guarantee
adequate wages
for all employees and **reduce**
gender pay gaps

BUSINESS CONDUCT

ETHICS

≥75/100
EcoVadis ethics score

PURCHASING

75%
of our purchasing expenses covered by CSR-assessed suppliers

Weighted average score of
69

COMMUNITIES

PHILANTHROPY

≥1.5%
of net income attributable to the parent company of year n-1 **dedicated to philanthropy**

SHARING OF MEDICAL KNOWLEDGE

+25%
of medical education activities & healthcare professionals having received awareness training vs 2023

(1) Based on the EUCAST list and the CLSI Tier I to Tier IV list.
(2) vs. 2023

Performance recognized by ESG rating agencies

bioMérieux's commitment to sustainability is assessed every year by third-party organizations that measure the effectiveness of the Company's actions to improve its impact on the world.

Science Based Targets initiative (SBTi)

Since 2021 and renewed in 2025: Approval of our 1.5°C roadmap

2025		
FTSE4Good	**FTSE4Good index**	Renewal of the certificate of inclusion on the index
EthiFinance ESG ratings	**EthiFinance**	Score 77/100
CDP Disclosure Insight Action	**CDP Disclosure Insight Action**	Score B for Climate change Score B for Water security
ISS ESG	**ISS ESG**	B- (Prime)
	Ecovadis	Score 82/100 - Gold
	Gender equality index	Score 94/100
	Dow Jones Sustainability Index	Score 65/100 – No. 4 in our sector Inclusion in the 2026 DJSI Sustainability Yearbook for the 6th consecutive year. Top 10% for the S&P Global CSA score
MSCI	**MSCI**	Score A

3.2 General disclosures (ESRS 2)

3.2.1 Basis for preparation

BP-1 – General basis for preparation of sustainability statements

bioMérieux's sustainability information is available on its website [1] and lays out the Company's sustainable development commitments and performance. All sustainability-related information disclosed by the Group is audited annually by an independent third party.

Scope

The scope of this sustainability report covers all of bioMérieux's activities. This is the same scope used for the financial statements, except as described below.

The sustainability report was prepared on a consolidated basis and includes bioMérieux Group activity. The list of consolidated companies is provided in Chapter 6 (see Note 34 List of consolidated companies at December 31, 2025).

Reporting methodology

To monitor its sustainability performance, bioMérieux relied on its information systems used to consolidate data reported locally. The Group continuously updates its reporting tools and processes to improve the quality and accuracy of its consolidated data detailed in the reporting protocol shared with all internal contributors.

This sustainability report presents bioMérieux's main environmental, social and governance (ESG) impacts, risks and opportunities, as well as its main commitments in terms of sustainable development. It is prepared with the objective of ensuring transparency toward its stakeholders such as patients, consumers, customers, employees, suppliers, distributors and civil society.

bioMérieux's sustainability report is based on the European Sustainability Reporting Standards (ESRS). This report is based on a double materiality approach, which takes into account both bioMérieux's impact on the environment and society and the impact of environmental, social and governance (ESG) topics on the Company's performance. The methodology used for this analysis is described in § 3.2.4 section IRO-1 – Description of the Processes to Identify Material Impacts, Risks and Opportunities, of this Universal Registration Document. The results of this analysis guide the policies and action plans implemented to address bioMérieux's sustainability matters.

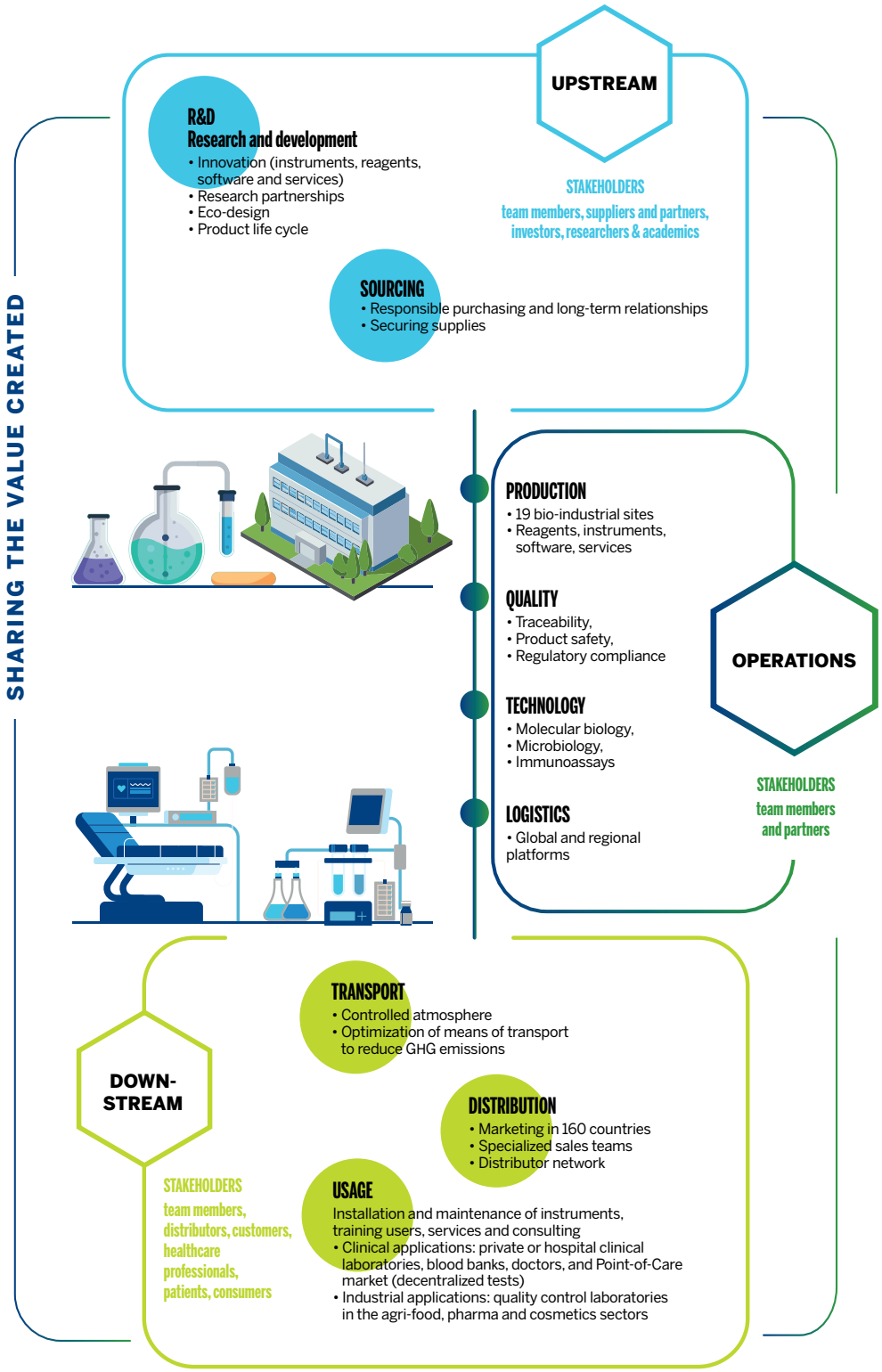
Value chain in the sustainability report

In its sustainability report, bioMérieux takes a global approach when considering its value chain. For bioMérieux, the value chain refers to all activities, resources and relations that form an integral part of the Group's business model and the external environment in which it operates. bioMérieux's non-operational value chain includes:

- the upstream value chain: business relationships, including in particular contractual relationships (suppliers, external workers), all those involved upstream of bioMérieux's activities (for example, suppliers of products or services used in product development);
- the downstream value chain: business relationships, including in particular contractual relationships (distributors, customers, partners), all those involved downstream of bioMérieux's activities, for the benefit of patients.

(1) *https://www.biomerieux.com/us/en/our-responsibility.html*

BIOMÉRIEUX'S VALUE CHAIN



In 2024, the Group performed a double materiality assessment, which included the potential impact of bioMérieux's sustainable development issues on its value chain and developed appropriate strategies to remedy this impact. bioMérieux includes all its key stakeholders in the scope of the sustainability report. Using this approach, the interests and concerns of the parties involved in the Company's business are taken into consideration.

bioMérieux's policies are designed to cover all its stakeholders. These policies, such as the Code of Conduct, the Responsible Procurement Charter, Business Practices applicable to third parties and the Stakeholder Engagement Charter, in particular, describe bioMérieux's commitments and responsibilities toward its stakeholders, and provide a framework for discussion on how the Company intends to carry out its business in a sustainable and responsible way. By incorporating these aspects into its sustainability report, bioMérieux demonstrates its commitment to long-term business relations and exchanges with its stakeholders.

BP-2 – Disclosures in relation to specific circumstances

This section presents time horizons and changes in the report's scope, changes in the calculation scope and limitations inherent to the first year of application of Article L. 233–28–4 of the French Commercial Code (Code de Commerce).

Time horizons

The time horizons (short, medium or long term) specified for impacts, risks and opportunities correspond to those used in the financial statements, where the short term is up to one year, the medium term between one and five years, and the long term more than five years.

Specific methods used to prepare certain sustainability information for first-time application

For section ESRS S1 (Own Workforce), Suzhou Hybiome Biomedical Engineering Co. Ltd. ("Hybiome" below) (389 employees at December 31, 2025) is included in the Human Resources data calculation, except for data on employees with disabilities as this information is not available to date. Since 2018, Hybiome has been consolidated into the financial statements, and into the Health, Safety and Environment section.

The methodologies used to calculate metrics, as well as any changes and/or sources of uncertainty, are detailed under each standard's metrics.

Some metrics could not be reported or were only partially reported. With regard to environmental data, a major effort was made to stabilize the Group's carbon footprint. Note that biogenic emissions were calculated this year for the first time (see § 3.3.2 section E1-6 – Metrics: Gross GHG Emissions, Scopes 1, 2 and 3 and Total GHG Emissions). The same applies to part of the data related to resource inflows (see § 3.3.6 section E5-4 – Resource Inflows). A significant amount of work was carried out on data related to product recyclability, which led to the publication of a metric covering packaging and reagents. It was not possible to produce metrics for instruments (see § 3.3.6 section E5-5 – Resource Outflows, Products and Material Outflows).

With regard to social data, the Group has carried out an action plan to harmonize data and definitions. Throughout 2025, a dedicated task force worked to develop a methodology and the related processes to produce metrics on adequate wages (S1–10) and pay gaps (S1–16).

Disclosures stemming from other legislation or generally accepted sustainability reporting pronouncements

The chapter on the European taxonomy (see § 3.3.1 – Alignment With the European Taxonomy) is based on Regulation (EU) 2020/852 of June 18, 2020.

3.2.2 Governance

GOV–1 – The role of the administrative, management and supervisory bodies

The operating procedures and work of the Board of Directors' committees (Appointments, Compensation and CSR Committee, and Audit Committee) are described in the following section GOV-2.

The Company has a CSR Committee, which meets quarterly, and includes three members of the Executive Committee (Executive Vice President, Global Quality, Manufacturing and Supply Chain, Executive Vice President, Finance, Purchasing and Information Systems; and Executive Vice President, Human Resources, Communication & CSR) and the heads of the HSE, Employee Engagement, Legal, Compliance and Public Affairs, Clinical Business Operations, R&D and CSR functions. Its role is to define the overall CSR strategy, priorities and roadmap for the five pillars of this strategy. This committee is responsible in particular for (i) monitoring sustainability metrics including the climate transition plan, progress in relation to commitments made and determining action plans, (ii) reviewing and prioritizing key CSR actions and initiatives, (iii) monitoring the implementation of the Corporate Sustainability Reporting Directive (CSRD), (iv) liaising with the Board of Directors and its committees, (v) organizing the CSR seminar in which the Chairman of the Board of Directors participates, and (vi) facilitating exchanges with the Stakeholder Committee. This committee makes recommendations to the various operational bodies such as the Climate Steering Committee, the Eco-Design Steering Committee, the Philanthropy Steering Committee, working groups and functions.

To incorporate CSR actions into its operational activities, bioMérieux relies on a CSR community in which all the Company's functions participate. This community of experts is overseen and coordinated by the CSR Department. It contributes to the co-creation of sustainability goals and ensures that they are incorporated into the action plans rolled out across the organization. At the same time, local teams define their priorities for action to increase bioMérieux's positive impact in the countries where it operates. Accordingly, bioMérieux's CSR strategy and development strategy are closely linked and deployed at all levels of the Company.

GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

In 2025, the Board of Directors, to follow up on the work and comply with the recommendations of the Appointments, Compensation and CSR Committee and the Joint Committee (Audit Committee and Appointments, Compensation and CSR Committee), took the necessary measures to ensure the quality and relevance of the sustainability data disclosed. The Board of Directors, based on the work of its Committees, reviewed (i) the sustainability information, (ii) the assessment and review of CSR risks, (iii) the reporting methodology, and (iv) the independent external audit of sustainability information (including the internal control and risk management procedures implemented, the completeness and fairness of the information, and the issuance of a report by an independent third party on the sustainability report, i.e. a "limited assurance review"). Administrative, management and supervisory bodies are informed of all impacts, risks and opportunities during the presentation to the Audit Committee and the report made by the Committee Chairman to the Board of Directors.

The Board of Directors and its committees were consulted several times in 2025 on matters related to the CSR roadmap and the CSRD. Most of these points are listed in the table below:

Subjects addressed by the Board and Board committees	ESRS	List of key material issues
Risk mapping	ESRS 2 IRO-1	Double materiality assessment
Assessment of the practices of the Board of Directors	ESRS 2 GOV-1	Role of the administrative, management and supervisory bodies
Annual internal control review	ESRS 2 GOV-2 and GOV-5	Cross cutting: Data quality
Review of the sustainability report and the certifying body's report	ESRS E, S and G	Issues related to the GO RESPONSIBLE roadmap
Strategic plan including review of the GO RESPONSIBLE pillar	ESRS E, S and G	
Progress of the CSRD roadmap	ESRS E, S and G	
Review of CSR metrics of the GO RESPONSIBLE roadmap	ESRS E, S and G	
Climate transition plan including Scope 3	ESRS E1	Energy consumption and GHG emissions Scopes 1, 2, and 3
Performance share plan delivery in 2025	ESRS S1	Attracting and retaining talent
2026 MySHARE employee share ownership plan	ESRS S1	Attracting and retaining talent
Sponsorship budget	ESRS S3	Impact of bioMérieux activities on the socio-economic rights of local communities
Cybersecurity roadmap	ESRS G1	Cybersecurity and data protection
Reviews of ethics and compliance matters	ESRS G1	Business ethics and integrity
New CSR metrics as from 2026	ESRS E, S and G	Fight against antimicrobial resistance, product accessibility, greenhouse gas emissions, environmental impact of products, health and safety, diversity and inclusion, business ethics, responsible purchasing, sharing of medical knowledge, philanthropy.
Regenerative roadmap post-Corporate Convention for the Climate (Convention des Entreprises pour le Climat)	ESRS E, S and G	Evolution of the sustainability strategy

The vigilance plan is presented in GOV-4 below.

The way in which the Board of Directors considers impacts, risks and opportunities when monitoring the Company's strategy, its decisions on major transactions and its risk management processes is described in Chapter 2.

GOV-3 – Integration of sustainability-related performance in incentive schemes

bioMérieux recognizes each employee's contribution to overall sustainability and financial performance. While the annual bonus recognizes individual and collective achievements, the Company's performance is recognized through a multiplier that applies when calculating the performance-related bonus received by all eligible employees [(1)] of the Company. This bioMérieux performance metric is based on both financial and sustainability performance.

For the year 2025, the financial performance criterion is based on the achievement of CEBIT (contributive operating income before interest and taxes) with regard to the budget.

The four sustainability performance criteria are linked to the Group's collective targets and to the GO•28 strategic plan: bioMérieux's growth compared with its competitors, customer satisfaction, reduction in the number of recordable incidents and occupational diseases, and reduction in greenhouse gas emissions (Scopes 1 and 2).

(1) *Only employees whose positions entitle them to a general bonus are eligible for this multiplier. Employees who are members of any other plan (sales commission plan, contractual bonus, fixed-amount bonus, combination of various plans) are not eligible.*

Members of the Board of Directors who are bioMérieux employees are eligible for this measure. External members of the Board of Directors, who are non-employees of bioMérieux, are not eligible for this measure and thus do not receive any incentives.

The compensation policy of the executive corporate officer, the CEO, is detailed in Chapter 2 and takes into account CSR issues. Every year, the Appointments, Compensation and CSR Committee makes a recommendation to the Board of Directors regarding this compensation, which are then put to a vote at the Annual General Meeting.

GOV-4 – Statement on due diligence

In accordance with Law No. 2017–399 of March 27, 2017, relating to the duty of vigilance of parent companies and contractors (known as the Vigilance law), bioMérieux has implemented a vigilance plan. bioMérieux's vigilance plan meets legal requirements, in particular by containing reasonable vigilance measures for identifying and preventing (i) the risks to human rights and fundamental freedoms, (ii) the risks of serious physical or environmental harm, as well as (iii) the health risks arising from their activities or those of their subsidiaries, subcontractors or suppliers, whether in France or overseas.

The scope of this plan covers the Company and the subsidiaries under its control, as defined by Article L. 233–16 of the French Commercial Code (Code de commerce), as well as first-tier suppliers managed by the Purchasing Department, with which the Group has a commercial relationship.

This vigilance plan allows bioMérieux to consolidate and strengthen its risk prevention and management processes in the areas covered by the Law. It also allows it to extend its due diligence to its subcontractors, taking a continuous improvement approach.

The vigilance plan is a CSR component that has been an integral part of the Group's strategy for many years and is driven by the various departments in the projects initiated. The plan thus benefits from the various initiatives implemented, including the double materiality assessment, impact analysis, and environmental and social roadmaps.

This plan was drawn up with all Group departments, including CSR, Risks, Legal, Ethics & Compliance, SSE, Purchasing, and Quality.

Impact mapping – Methodology Note

In 2024, the Company launched a project to strengthen the assessment of its suppliers' impacts. This led to the implementation of a digitalized collaborative solution with its Supplier Relationship Management (SRM) system in early 2025. This assessment covers various criteria, including financial, geographic and cybersecurity criteria, as well as two more operational criteria related to business continuity and its suppliers' management of their resources and production facilities. Covering a panel that includes existing and new suppliers, it enables the Company to identify the risk level associated with each supplier dynamically and prioritize the development of security action plans for suppliers with a critical or high risk level.

The Company can also enlist the services of an external partner to look into the financial position and reputation of suppliers identified as high-risk following this assessment.

Each identified impact is then addressed, and for those that need to be managed, an action plan is drawn up and reviewed on a regular basis with bioMérieux's stakeholders and recorded in the application. The supplier is informed of the actions that it must take and is involved in monitoring the implementation of the action plan.

For supplier activity-related CSR impacts, the double materiality assessment performed by bioMérieux in 2024 pursuant to the requirements of the CSRD resulted in an update to the risk mapping.

The following issues were identified as material:

- greenhouse gas emissions (scope 3);
- pollution;
- water management;
- waste management;
- working conditions and human rights.

Based on these criteria, bioMérieux is able to draw up an action plan to reduce the Group's exposure to impacts resulting from its supply chain.

In 2025 bioMérieux added a dynamic digital CSR risks and impacts assessment module to complement the risk tool rolled out in January 2025, to enhance the societal section.

This tool is in the process of implementation and will be used in the second half of 2026 to:

- better target suppliers with CSR risks;
- encourage them to carry out an assessment;
- implement action plans based on the assessment results;
- collect data on material issues in the bioMérieux value chain from suppliers at risk on these same issues.

It will also supplement existing supplier management systems, including the supplier qualification process, periodic performance reviews, supplier audits, external audits, science-based target (SBT) commitments and external questionnaires used to assess bioMérieux's CSR/HSE performance.

Governance

bioMérieux has an Operational Steering Committee, the main role of which is to ensure implementation of the Vigilance Law. In this context, this committee:

- defines the methodology and ensures implementation of the impact mapping related to the activities of the Group and its suppliers;
- analyzes impact mapping results;
- ensures that there are action plans to mitigate impacts and prevent serious breaches and assesses their effectiveness;
- ensures an alert mechanism is in place so that potential breaches can be reported.

The impact mapping will be reviewed periodically and updated to take into account changes in the scope of third parties covered by the analysis and implementation of action plans.

SUMMARY TABLE OF THE VIGILANCE PLAN

	Human rights and fundamental freedoms	Environment	Health and safety of persons
IMPACT AND RISK MAPPING			
bioMérieux's activities	Double materiality assessment (see § 3.2 section IRO-1)		
Activities of subcontractors or suppliers	Double materiality assessment (see § 3.2 section IRO-1) and in 2024, project carried out to improve the supplier-related impact assessment described above		
MAPPING – REGULAR EVALUATION PROCEDURES			
bioMérieux's activities	ESG rating agency (see § 3.1)	ESG rating agency (see § 3.1) Reporting by industrial sites, subsidiaries and central functions (see § 3.3.2 and § 3.4.4)	ESG rating agency (see § 3.1) HSE management system (see § 3.3.2 section E1-2) Process and tools for managing health and safety at work (see § 3.4.1 section S1-1) Occupational hazards assessment process (see § 3.4.1 section S1-1) Assessment of the rate of occupational accidents and diseases (see § 3.4.1 section S1-1)
Activities of subcontractors or suppliers	ESG rating agency (see § 3.5 section G1-2) Automated third-party screening based on an impact matrix (see § 3.2 section GOV-4 and § 3.5 section G1-2) Procedure for assessing certain suppliers and subcontractors, including prequalification audits and verification audits before and during the contractual relationship Supplier self-assessment questionnaire (including commitment to comply with bioMérieux's or supplier's Code of Conduct)		
TARGETED ACTIONS FOR MITIGATING RISKS OR PREVENTING SERIOUS BREACHES			
bioMérieux's activities	bioMérieux Code of Conduct (see § 3.5 section G1-1) Diversity (see § 3.4.1 section S1-1): gender equality, integration of employees with disabilities	bioMérieux Code of Conduct (see § 3.5 section G1-1) Overall HSE policy: environmental objectives (see § 3.3.2 section E1-2) Certification: ISO 14001 (see § 3.3.2 section E1-2)	bioMérieux Code of Conduct (see § 3.5 section G1-1) Overall HSE policy: Occupational health and safety objectives (see § 3.4.1 section S1-1) Certification: ISO 45001 (see § 3.4.1 section S1-1)
Activities of subcontractors or suppliers	Code of Conduct (see § 3.5 section G1-1) Subcontractor approval form and Business Principles for Third Parties (see § 3.5 section G1-2) Responsible Procurement Charter (see § 3.5 section G1-2) Specific article in contracts: reference to the Responsible Procurement Charter and Business Principles for Third Parties handbook		
WHISTLEBLOWING PROCEDURE AND RECORDING REPORTS			
bioMérieux's activities	Whistleblowing procedure available to employees and third parties (see § 3.5 section G1-1)		Whistleblowing procedure available to employees and third parties (see § 3.5 section G1-1) Reporting tool for hazardous situations and suggestions for improvement (see § 3.4.1 section S1-1)
Activities of subcontractors or suppliers	Whistleblowing procedure available to employees and third parties (see § 3.5 section G1-1)		Reporting tool for hazardous situations and suggestions for improvements (see § 3.4.1 section S1-1) for service providers working on-site
PROCESS FOR MONITORING MEASURES AND EVALUATING THEIR EFFECTIVENESS			
bioMérieux's activities	CSR Committee (see § 3.2.2 section GOV-1) Monitoring and renegotiating Company-level agreements (see § 3.4.1 section S1-1)	CSR Committee (see § 3.2.2 section GOV-1) HSE Department, Climate Steering Committee and Eco-Design Steering Committee (see § 3.3.2 section E1-1)	CSR Committee (see § 3.2.2 section GOV-1) HSE Department (see § 3.4.1 section S1-1)
Activities of subcontractors or suppliers	Review of rating agency scores by the Purchasing Department	Review of rating agency scores by the Purchasing Department	Review of rating agency scores by the Purchasing Department

GOV-5 – Risk management and internal controls over sustainability reporting

Risks relating to sustainable development are part of the Group's risk management process. A specific governance structure and risk control framework have been put in place (see Chapter 4 – Risk management).

In 2024, bioMérieux performed the double materiality assessment, the methodology and results of which are described in § 3.2.4 section IRO-1 Description of the Process to Identify and Assess Material Impacts, Risks and Opportunities of this Universal Registration Document. This analysis was revised in 2025 (see § 3.2.4 section ESRS 2 IRO-1).

The related policies and action plans described in the sustainability statements reflect the updates made by the Group to mitigate these risks.

The results of the double materiality assessment provide the framework for internal control ensuring the quality of sustainability information and the related documents.

The processes covering the production of information to its disclosure were reviewed by the Internal Control Department together with the various relevant departments to identify any risks that might affect the availability of information, its quality and its reliability. First- and second-level controls specifying responsibilities, frequency and control measures were defined with a view to mitigating the risks identified.

These controls are formalized and published in the Company's Internal Control Manual. This Manual is a reference tool reviewed at regular intervals in order to add to it and update the controls defined based on changes to the Company's processes and regulations.

3.2.3 Strategy

SBM-1 – Strategy, business model and value chain

Additional information is available in the following sections:

- bioMérieux's business model described in the Introduction;
- bioMérieux's strategy in § 1.3.1;
- the number of employees by geographic area (see § 3.4.1 section S1-6).

Since 2003, bioMérieux has renewed its commitment to the United Nations Global Compact every year and contributes to the Sustainable Development Goals (SDGs).

bioMérieux's contribution consists first and foremost in serving the needs of patients, throughout their healthcare experience by providing *in vitro* diagnostic solutions to fight against infectious diseases. In this context, the main focus of bioMérieux's activity is contributing to SDG 3 "Ensure healthy lives and promote well-being for all at all ages." The Group's CSR policy also gives priority to issues that mainly support the following SDGs: "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all" (SDG 8), "Reduce inequality within and among countries" (SDG 10), "Ensure sustainable consumption and production patterns" (SDG 12), "Take urgent action to combat climate change and its impacts" (SDG 13). The list of disclosure requirements can be found in paragraph IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement.

SBM-2 – Interests and views of stakeholders

For many years, bioMérieux has maintained a continuous dialogue with its internal and external stakeholders in order to make decisions taking their expectations into account. This dialogue enriches the Company's thinking and nurtures a dynamic and open CSR strategy on its ecosystem. It therefore contributes directly to the development of its policies, targets and actions, ensuring that its roadmaps are aligned with its stakeholders' priority issues.

bioMérieux's stakeholders are as follows:

bioMérieux organizes consultations of its stakeholder groups on specific subjects, especially with employees, customers and patients.

Policy: bioMérieux has a Stakeholders Engagement Charter. This Charter is published on the Company's website and aims to:

- promote better understanding of the CSR issues that are the responsibility of bioMérieux;
- formalize the main rules of dialogue to facilitate stakeholder trust and ensure the quality of discussions;
- sustain this dialogue.

Through this charter, bioMérieux is committed to:

- staying connected to changes in stakeholder expectations;
- studying the recommendations contributing to achieving the Sustainable Development Goals to increase the Company's positive impact.

Governance: the implementation of this policy is managed by the CSR Department.

bioMérieux also has a Stakeholder Committee. Representing the Company's stakeholders, this committee meets on a regular basis. In 2025, the Stakeholder Committee was made up of the following experts:

- a patient representative;
- two customer representatives;
- two supplier representatives;
- one nature representative;
- one innovative biotech representative;
- one decarbonization expert;
- an expert in research and responsible investment.

And two non-permanent members who are experts that can vary according to the subjects covered.

Internal stakeholders are represented by employees from the following functions in particular: Medical Affairs, Public Affairs, HSE, Purchasing, HR and CSR.

The Stakeholder Committee strives to respect parity and diversity criteria.

In September 2025, the Stakeholder Committee held its third meeting at the Company's headquarters for a day of discussions and workshops on the draft regenerative roadmap. The topics discussed in previous years were the environmental impact of products and the double materiality assessment.

Other stakeholder engagement processes that take place throughout the year include social dialogue, the Voice of Employee (VoE) program (described below in § 3.4.1, section S1), engagement with communities in the Company's host regions (for example, public authorities, non-profits, academia and educational establishments, described below in § 3.4.3, section S3), engagement with patient associations, and customer surveys (described below in § 3.4.4 section S4).

SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

As stated in § 3.2.4 Impact, risk and opportunity management below, bioMérieux is committed to transparency and accountability when reporting its material impacts, risks and opportunities. The double materiality assessment performed in 2024 expanded on the risk assessments and the previous materiality assessment in an effort to identify and evaluate these factors, taking into account both internal operations and the external environment.

The result of this double materiality assessment is presented in the table below, which lists the material IROs, and in the material issues diagram presented in § 3.2.4, section IRO-1.

bioMérieux's strategy and business model (see § 1.3 Strategy and in the introductive chapter) are designed to be responsive and adaptable to issues identified as material for the Company. The Group continually monitors and assesses its performance relative to these impacts and risks, and takes advantage of opportunities aligned with its strategic objectives (see § 4.2).

The CSR roadmap is in line with bioMérieux's strategy and business model with the aim of ensuring resilience and sustainability and creating value for its stakeholders while mitigating risks. The comprehensive, proactive nature of bioMérieux's approach helps to make it more competitive and increase its long-term value creation.

Material IRO	Value chain	Characteristic
ESRS E1		
Climate change mitigation		
GHG emissions – Scope 1, 2 *Contribution to climate change*	Own operations	Negative impact
GHG emissions – Purchased goods and services – Scope 3 *Contribution to climate change*	Upstream	Negative impact
GHG emissions – Product life cycle – Scope 3 *Contribution to climate change*	Any	Negative impact
GHG emissions – Transport – Scope 3 *Contribution to climate change*	Upstream/ Downstream	Negative impact
GHG emissions – Transport – Scope 3 *Competitive advantage related to emissions management*	Upstream/ Downstream	Opportunity
Energy consumption *Pressure on fossil resources*	Own operations	Negative impact
Climate change adaptation		
Impact of climate change on operations *Increase in costs*	Own operations	Climate-related physical risk
Impact of climate change on infectious diseases *Increased need for diagnostic tests to screen for these diseases*	Own operations	Opportunity
ESRS E2		
Pollution in the value chain *Potential water, air and soil pollution*	Upstream/ Downstream	Potential negative impact
ESRS E3		
Water management in direct activities *Pressure on water resources*	Own operations	Negative impact
Water management in direct activities *Water stress. Vulnerability costs.*	Own operations	Risk
Water management in the value chain *Pressure on water resources*	Upstream/ Downstream	Potential negative impact
ESRS E4		
Biodiversity – Destruction and artificialization of natural environments *The construction of new buildings leads to the artificialization of land*	Own operations	Negative impact
Biodiversity – Contribution to the destruction of ecosystems *Potential pollution, pressure on water resources, waste management*	Upstream/ Downstream	Negative impact
ESRS E5		
Environmental impact of products *Pressure on resources*	Own operations	Negative impact
Sustainable sourcing *Sourcing costs arising from failure to adapt*	Own operations	Risk
Waste management in direct activities *Pressure on resources*	Own operations	Negative impact
Waste management in the value chain *Potential toxicity, contamination*	Upstream/ Downstream	Negative impact
Waste management in the value chain *Reputational risk*	Upstream/ Downstream	Risk

Material IRO	Value chain	Characteristic
ESRS S1		
Working conditions, employee safety and well-being *Accidents, occupational diseases*	Own operations	Negative impact
Diversity and inclusion *Respect for diversity and inclusion*	Own operations	Potential negative impact
Skills development and career management *Employability of employees*	Own operations	Positive impact
Skills development and career management *Attractiveness, employee retention*	Own operations	Opportunity
Skills development and career management *Mismatch between skills and the Company's requirements*	Own operations	Risk
Data confidentiality and protection – Own headcount *Breach of data protection rights*	Own operations	Potential negative impact
Data confidentiality and protection – Own headcount *Damage to reputation and fine for non-compliance with regulations*	Own operations	Risk
ESRS S2		
Working conditions of workers in the value chain *Compliance with responsible practices*	Upstream/ Downstream	Potential negative impact
ESRS S3		
Impact of bioMérieux and activities in the value chain on the socio-economic rights of local communities *Sharing the value generated to address needs expressed by local communities*	Own operations	Positive impact
ESRS S4		
Contribution to public health *Improvement of patient care and protection of consumer health in the face of infectious diseases*	Downstream	Positive impact
Contribution to public health *Increased need for diagnostic tests to combat antimicrobial resistance*	Downstream	Opportunity
Accessibility of products and services *Delivery of diagnostic products to as many people as possible*	Downstream	Positive impact
Health and safety of users/customers, product quality *Patient care could be affected by defective product quality*	Downstream	Potential negative impact
Health and safety of users/customers, product quality *Risk of legal action*	Own operations	Risk
Data confidentiality and protection – Consumers and end-users *Breach of data protection rights*	Downstream	Potential negative impact
Data confidentiality and protection – Consumers and end-users *Damage to reputation and fine for non-compliance with regulations*	Own operations	Risk
ESRS G1		
Governance and corporate culture *Behaviors that reflect the Company's culture*	Own operations	Positive impact
Long-term relationships with suppliers and key partners *Importance of compliance with payment terms*	Own operations	Potential negative impact
Lobbying activities and relations with governments *Promotion of the medical and economic value of in vitro diagnostics and access to high-quality diagnostics*	Own operations	Positive impact
Lobbying activities and relations with governments *The Company's contribution to development of the regulatory framework to meet the healthcare needs of the community*	Own operations	Opportunity
Cybersecurity and data protection *The Company's exposure to cyber attacks resulting in financial costs*	Own operations	Risk
Business ethics and integrity *The Company's exposure to financial penalties in case of corruption*	Own operations	Risk
Business ethics and integrity *Importance of protecting whistleblowers from retaliation*	Own operations	Potential negative impact

3.2.4 Impact, risk and opportunity management

ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities

To meet the requirements of the Corporate Sustainability Reporting Directive (CSRD) supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards, the Group performed a double materiality assessment.

Between October 2023 and September 2024, a special taskforce composed of internal stakeholders representing the main functions (Finance, Purchasing, HR, HSE, Internal Control and Risk, Compliance, Ethics, etc.) carried out this double-materiality assessment based on a four-step approach as described below:

- preliminary study to scope the assessment:
- identification of impacts, risks and opportunities (IROs) related to sustainability matters:
- assessment and determination of material IROs;
- review and validation of the results of this assessment by management and the Board of Directors.

bioMérieux took into account the list of sustainability topics covered by the ESRS standards, in conjunction with the process for determining material issues. The CSRD taskforce analyzed the sustainability matters related to these topics in terms of (i) the impact of the Company's activities and value chain on society and the environment (impact materiality), and (ii) the impact of society and the environment on the Company's risks and opportunities (financial materiality).

For each matter, positive and/or negative impacts and risks or opportunities related to bioMérieux's strategy and business model were identified. bioMérieux assessed the possible need to disaggregate the information reported by country/significant site/activity/asset/subsidiary/specificities to ensure a proper understanding of the material IRO. bioMérieux determined that disaggregation was not relevant for the governance or social section, as this is managed through Group-wide policies. For the environmental section, related to climate risk, bioMérieux has adopted a geographical approach for manufacturing sites. This approach ensures that the sustainability report is relevant for all stakeholders, including employees, investors, customers and local communities in the countries in which the Group operates. An external consulting firm assisted the Group during this process to ensure the robustness and neutrality of the methodology.

To identify these additional risks and opportunities not listed in ESRS standards, bioMérieux has carried out an alignment between this analysis and the Group's risk mapping (updated every year), to ensure consistency between the two approaches, particularly the proper integration of material sustainability matters into management of the Group's risks, which are managed using an ERM (Enterprise Risk Management) tool.

Each sustainability matter was analyzed in light of the impacts, risks and/or opportunities and then assessed to determine their levels of materiality.

Impact materiality made it possible to assess the actual or potential positive and negative impacts related to sustainable development and associated with the Company's operations and value chain.

Negative impact was assessed from two perspectives: severity (scale, scope irremediable character of the impact) and likelihood. Positive impact was assessed in the same way, with the exclusion of the irremediable character of the impact.

Risks and opportunities are associated with the Company's sustainability, including those resulting from dependence on natural, human and social resources.

Financial materiality of risks and opportunities was assessed based on the likelihood and potential scale of financial effects.

The double materiality assessment was performed by the CSRD taskforce in collaboration with several internal experts. This group as a whole has a good understanding of stakeholders' interests and expectations.

Identification of material IROs

To identify material IROs, the Group used a rating scale based on the scale used for the Group's risk analysis and assessed and ranked the severity and probability of negative or positive impacts of bioMérieux's activities and those of its value chain on people and the environment (see Chapter 4.1 Risk assessment). This scale combines impact levels (low to critical) and probability levels (rare to certain) based on various aspects such as environment, health, safety and finances to prioritize issues and develop appropriate management strategies.

A threshold corresponding to the average impact materiality score was chosen to determine the material impacts ultimately corresponding to "major" or "critical" IROs, i.e. a score of 6 or more out of 12 for negative impacts and a score of 4 or more out of 8 for positive impacts. For risks and opportunities, however, the Group was ambitious, choosing a threshold corresponding strictly to a score of more than 1 out of 4.

Risk management is described in Chapter 4 Risk factors, risk management and internal control.

In 2024, the results of this assessment were presented to the Board of Directors, the Executive Committee and the Internal and External Stakeholders' Committee. The final results take their contributions into account. In 2025, bioMérieux ensured the continuity of the results of its double materiality assessment by seeking the opinion of internal experts through a survey aimed at confirming the materiality of the issues identified the previous year, and, if necessary and relevant, adjust or add new ones, depending on changes in the Company and its context. This survey confirmed the results obtained in 2024.

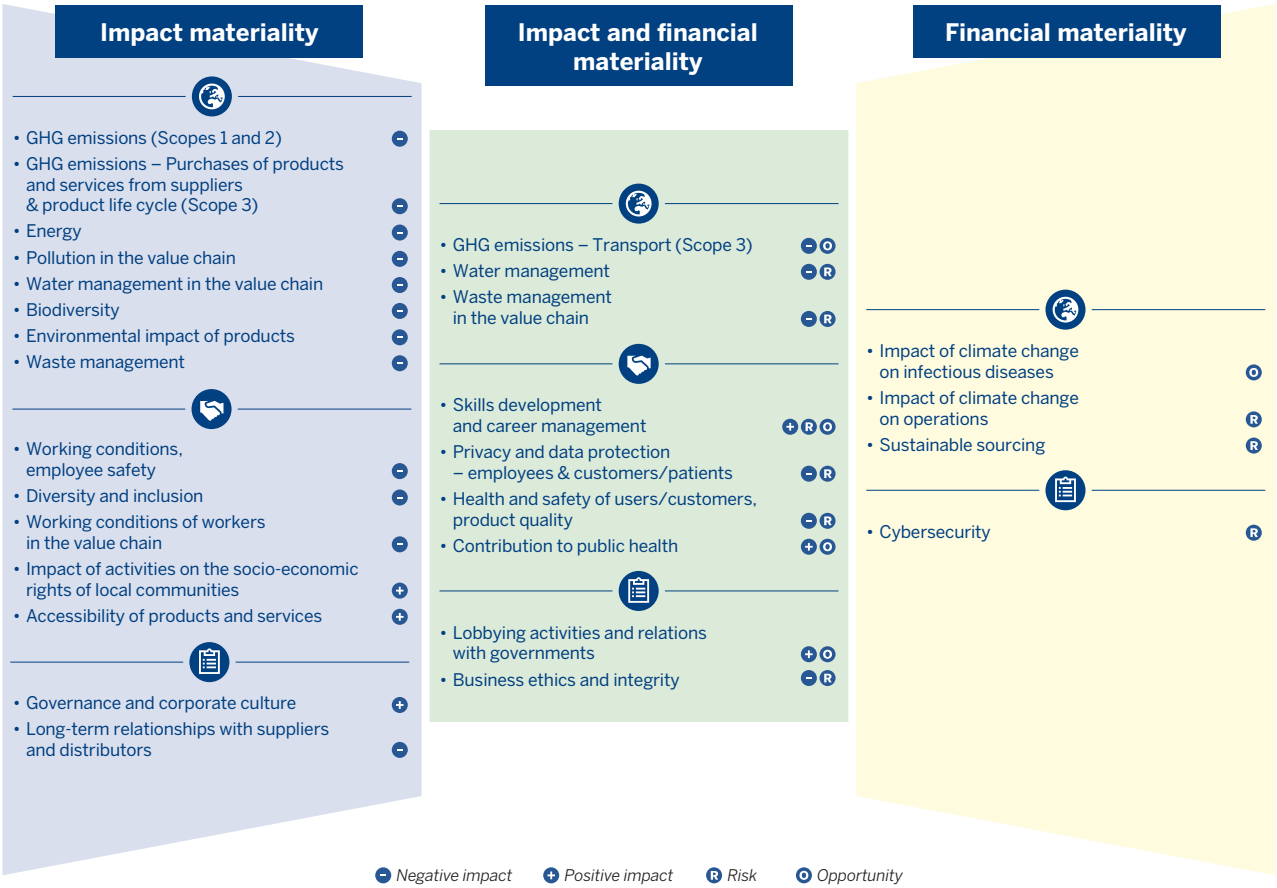
Decision-making and internal control procedures

bioMérieux's double materiality assessment was conducted according to the following steps:

1. The CSRD taskforce conducted the assessments on the basis of internal studies and documents or external scientific reports. It also took into account the previous materiality assessment, conducted using the opinions of internal and external stakeholders.
2. These assessments were then studied, fine-tuned and validated with experts from the various functions in conjunction with the risk management team.
3. The current materiality scores, determined in accordance with the CSRD, have been validated by bioMérieux's General Management, in the course of several meetings followed by validation.
4. The final outcome was presented to the Board of Directors.

The IROs, thus assessed and validated, are fully integrated into the decision-making process and the GO•28 business strategy, serving as the foundation for the GO RESPONSIBLE pillar.

bioMérieux's double materiality assessment shows the following material issues:



The impacts, risks and opportunities related to these issues are described at the beginning of each topical chapter.

IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement

The disclosure requirements are listed in the detailed summary of this chapter.

Appendix B: List of datapoints in cross-cutting and topical standards arising from other European Union legislation

Disclosure requirement and related datapoint	bioMérieux (section of the URD)	SFDR reference [a]	Pillar 3 reference [b]	Benchmark Regulation reference [c]	EU climate law reference [d]
ESRS 2 GOV-1 Governance bodies' gender diversity paragraph 21 (d)	see section ESRS 2 GOV-1 and introductive chapter	Indicator No. 13, table 1, annex I		Annex II of Commission Delegated Regulation (EU) 2020/1816 [e]	
ESRS 2 GOV-1 Percentage of independent directors paragraph 21 (e)	see introductive chapter			Annex II of Commission Delegated Regulation (EU) 2020/1816	
ESRS 2 GOV-4 Statement on due diligence paragraph 30	see section ESRS 2 GOV-4	Indicator No. 10, table 3, annex I			
ESRS 2 SBM-1 Involvement in activities related to fossil fuels paragraph 40 (d) (i)	Not applicable to bioMérieux	Indicator No. 4, table 1, annex I	Article 449a Regulation (EU) No. 575/2013, Commission Implementing Regulation (EU) 2022/2453, table 1: Qualitative information on environmental risk and table 2: Qualitative information on social risk	Annex II of Commission Delegated Regulation (EU) 2020/1816	
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40, (d) (ii)	Not applicable to bioMérieux	Indicator No. 9, table 2, annex I		Annex II of Commission Delegated Regulation (EU) 2020/1816	
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40, (d) (ii)	Not applicable to bioMérieux	Indicator No. 4, table 1, annex I		Article 12 (1) of Delegated Regulation (EU) 2020/1818 Annex II of Delegated Regulation (EU) 2020/1816II	
ESRS 2 SBM-1 Involvement in activities related to tobacco cultivation and production paragraph 40, (d) (iv)	Not applicable to bioMérieux			Delegated Regulation (EU) 2020/1818, Delegated Regulation (EU) 2020/1816 Art 12 (1), annex II	
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14	see section ESRS E1 E1-1				Regulation (EU) 2021/1119, Article 2 (1)

Disclosure requirement and related datapoint	bioMérieux (section of the URD)	SFDR reference [a]	Pillar 3 reference [b]	Benchmark Regulation reference [c]	EU climate law reference [d]
ESRS E1-4 GHG emission reduction targets paragraph 34	see section ESRS E1 E1-4	Indicator No. 4, table 2, annex I	Article 449a Regulation (EU) No. 575/2013, Commission Implementing Regulation (EU) 2022/2453 template 3: Banking book – Climate change transition risks: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6	
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	see section ESRS E1 E1-5	Indicator No. 5, table 1, and Indicator No. 5, table 2, annex I			
ESRS E1-5 Energy consumption and mix paragraph 37	see section ESRS E1 E1-5	Indicator No. 5, table 1, annex I			
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	see section ESRS E1 E1-5	Indicator No. 6, table 1, annex I			
ESRS E1-6 Gross Scope 1, 2 or 3 and total GHG emissions paragraph 44	see section ESRS E1 E1-6	Metrics No. 1 and No. 2, table 1, annex I	Article 449a Regulation (EU) No 575/2013, Commission Implementing Regulation (EU) 2022/2453 template 1: Banking book – Climate change transition risks: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)	
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	see section ESRS E1 E1-6	Indicator No. 3, table 1, annex I	Article 449a Regulation (EU) No. 575/2013, Commission Implementing Regulation (EU) 2022/2453 template 3: Banking book – Climate change transition risks: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)	
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil paragraph 28	not material	Indicator No. 8, table 1, annex I; Indicator No. 2, table 2, annex I, Indicator No. 1, table 2, annex I; Indicator No. 3, table 2, annex I			
ESRS E3-1 Aquatic and marine resources paragraph 9	see section ESRS E3 E3-1	Indicator No. 7, table 2, annex I			

Disclosure requirement and related datapoint	bioMérieux (section of the URD)	SFDR reference [a]	Pillar 3 reference [b]	Benchmark Regulation reference [c]	EU climate law reference [d]
ESRS E3-1 Dedicated policy paragraph 13	see section ESRS E3 E3-1	Indicator No. 8, table 2, annex I			
ESRS E3-1 Sustainable oceans and seas paragraph 14	not material	Indicator No. 12, table 2, annex I			
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	see section ESRS E3 E3-4	Indicator No. 6.2, table 2, annex I			
ESRS E3-4 Total water consumption in m^3 in relation to sales from own operations paragraph 29	see section ESRS E3 E3-4	Indicator No. 6.1, table 2, annex I			
ESRS 2- IRO 1 – E4 paragraph 16 (a) i)	under analysis (ESRS E4)	Indicator No. 7, table 1, annex I			
ESRS 2- IRO 1 – E4 paragraph 16 (b)	under analysis (ESRS E4)	Indicator No. 10, table 2, annex I			
ESRS 2- IRO 1 – E4 paragraph 16 (c)	under analysis (ESRS E4)	Indicator No. 14, table 2, annex I			
ESRS E4-2 Sustainable land/agriculture practices or policies paragraph 24 (b)	not material	Indicator No. 11, table 2, annex I			
ESRS E4-2 Sustainable oceans/seas practices or policies paragraph 24 (c)	not material	Indicator No. 12, table 2, annex I			
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	not material	Indicator No. 15, table 2, annex I			
ESRS E5-5 Non-recycled waste paragraph 37 (d)	see section ESRS E5 E5-5	Indicator No. 13, table 2, annex I			
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	see section ESRS E5 E5-5	Indicator No. 9, table 1, annex I			
ESRS 2 – SBM-3 – S1 Risk of incidents of forced labor paragraph 14 (f)	see section ESRS S1 S1-1	Indicator No. 13, table 3, annex I			
ESRS 2 – SBM-3 – S1 Risk of incidents of child labor paragraph 14 (g)	see section ESRS S1 S1-1	Indicator No. 12, table 3, annex I			

Disclosure requirement and related datapoint	bioMérieux (section of the URD)	SFDR reference [a]	Pillar 3 reference [b]	Benchmark Regulation reference [c]	EU climate law reference [d]
ESRS S1-1 Human rights policy commitments paragraph 20	see section ESRS S1 S1-1	Metric No. 9, table 3, and Metric No. 11, table 1, annex I			
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8 paragraph 21	see section ESRS S1 S1-1			Annex II of Commission Delegated Regulation (EU) 2020/1816	
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	see section ESRS S1 S1-1	Indicator No. 11, table 3, annex I			
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	see section ESRS S1 S1-1	Indicator No. 1, table 3, annex I			
ESRS S1-3 Grievance/complaints mechanisms paragraph 32 (c)	see section ESRS G1 G1-1	Indicator No. 5, table 3, annex I			
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	see section ESRS S1 S1-14	Indicator No. 2, table 3, annex I		Annex II of Commission Delegated Regulation (EU) 2020/1816	
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	see section ESRS S1 S1-14	Indicator No. 3, table 3, annex I			
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	see section ESRS S1 S1-16	Indicator No. 12, table 1, annex I		Annex II of Delegated Regulation (EU) 2020/1816	
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	see section ESRS S1 S1-16	Indicator No. 8, table 3, annex I			
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	see section ESRS S1 S1-17	Indicator No. 7, table 3, annex I			

Disclosure requirement and related datapoint	bioMérieux (section of the URD)	SFDR reference [a]	Pillar 3 reference [b]	Benchmark Regulation reference [c]	EU climate law reference [d]
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 104 (a)	see section ESRS S1 S1-17	Metric No. 10, table 1, and Metric No. 14, table 3, annex I		Annex II of Delegated Regulation (EU) 2020/1816, Delegated Regulation (EU) 2020/1818 Art 12 (1)	
ESRS 2 – SBM-3 – S2 Significant risk of child labor or forced labor in the value chain paragraph 11 (b)	see section ESRS S2 S2-1	Metrics No. 12 and No. 13, table 3, annex I			
ESRS S2-1 Human rights policy commitments paragraph 17	see section ESRS S2 S2-1	Metric No. 9, table 3, and Metric No. 11, table 1, annex I			
ESRS S2-1 Policies related to workers in the value chain paragraph 18	see section ESRS S2 S2-1	Metrics No. 11 and No. 4, table 3, annex I			
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 19	see section ESRS S2 S2-1	Indicator No. 10, table 1, annex I		Annex II of Delegated Regulation (EU) 2020/1816, Delegated Regulation (EU) 2020/1818 Art 12 (1)	
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8 paragraph 19	see section ESRS 2 GOV-4			Annex II of Delegated Regulation (EU) 2020/1816	
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	see section ESRS S2 S2-4	Indicator No. 14, table 3, annex I			
ESRS S3-1 Human rights policy commitments paragraph 16	see section ESRS S3 S3-1	Indicator No. 9, table 3, annex I, and Indicator No. 11, table 1, annex I			
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles and/or OECD Guidelines paragraph 17	see section ESRS S3 S3-1			Annex II of Delegated Regulation (EU) 2020/1816, Delegated Regulation (EU) 2020/1818 Art 12 (1)	

Disclosure requirement and related datapoint	bioMérieux (section of the URD)	SFDR reference [a]	Pillar 3 reference [b]	Benchmark Regulation reference [c]	EU climate law reference [d]
ESRS S3-4 Human rights issues and incidents paragraph 36	see section ESRS S3 S3-4	Indicator No. 14, table 3, annex I			
ESRS S4-1 Policies related to consumers and end-users paragraph 16	see section ESRS S4 S4-1	Metric No. 9, table 3, and Metric No. 11, table 1, annex I			
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 17	see section ESRS S4 S4-1	Indicator No. 10, table 1, annex I		Annex II of Delegated Regulation (EU) 2020/1816, Delegated Regulation (EU) 2020/1818 Art 12 (1)	
ESRS S4-4 Human rights issues and incidents paragraph 35	see section ESRS S4 S4-4	Indicator No. 14, table 3, annex I			
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	see section ESRS G1 G1-1	Indicator No. 15, table 3, annex I			
ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	see section ESRS G1 G1-1	Indicator No. 6, table 3, annex I			
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	see section ESRS G1 G1-4	Indicator No. 17, table 3, annex I		Annex II of Delegated Regulation (EU) 2020/1816	
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	see section ESRS G1 G1-4	Indicator No. 16, table 3, annex I			

(a) Regulation (EU) 2019/2088 of the European Parliament and of the Council of November 27, 2019 on sustainability-related disclosures in the financial services sector (OJ L 317 of December 9, 2019, p. 1).

(b) Regulation (EU) No. 575/2013 of the European Parliament and of the Council of June 26, 2013 on regulatory requirements for credit institutions and investment firms and amending Regulation (EU) No. 648/2012 (Capital Requirements Regulation or "CRR") (OJ L 176 of June 27, 2013, p. 1).

(c) Regulation (EU) 2016/1011 of the European Parliament and of the Council of June 8, 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No. 596/2014 (OJ L 171 of June 29, 2016, p. 1).

(d) Regulation (EU) 2021/1119 of the European Parliament and of the Council of June 30, 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No. 401/2009 and (EU) 2018/1999 ("European Climate Law") (OJ L 243 of July 9, 2021, p. 1).

(e) Commission Delegated Regulation (EU) 2020/1816 of July 17, 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406 of December 3, 2020, p. 1).

To comply with legal requirements, bioMérieux has the existence and accuracy of environmental, social and governance information provided in the Universal Registration Document audited each year. For these topics, bioMérieux enlists the services of EY & Associés as an independent third party (see § 3.6).

3.3 Environmental information

3.3.1 Alignment with the European taxonomy

The European green taxonomy targets, as a priority, sectors with the largest climate footprint on the environment, such as oil, construction or steel companies. However, the Company has made reducing its environmental footprint a priority objective.

Principles of the regulation and interpretations by the Company

Pursuant to regulation (EU) 2020/852 of June 18, 2020, the European taxonomy refers to a classification of economic activities that have a positive impact on the environment. Its purpose is to direct capital expenditure toward "green" activities, in order to allow the European Union to reach its objectives, in conformity with its commitments resulting from the COP21 Paris Agreement.

To be eligible for the taxonomy, an activity must be on the list provided by the standard.

To be aligned with the taxonomy, an economic activity must be eligible and meet the following criteria:

- the activity must substantially contribute to one or more of these six objectives:
  1. climate change mitigation;
  2. climate change adaptation;
  3. sustainable use and protection of aquatic and marine resources;
  4. transition to a circular economy;
  5. pollution prevention and control;
  6. protection and restoration of biodiversity and ecosystems.
- the activity must not do significant harm to any of the other objectives;
- the activity must comply with minimum social safeguards based on OECD and United Nations guidelines.

The scope defined by the regulation for the metrics to be published concerns the six objectives for eligibility and alignment.

The following are the indicators to be published for each objective:

- Revenue:
  - eligible and aligned revenue/total consolidated revenue,
  - eligible and non-aligned revenue/total consolidated revenue,
  - non-eligible revenue/total consolidated revenue;
- CAPEX (capital expenditure):
  - eligible and aligned capital expenditure/total consolidated capital expenditure,
  - eligible and non-aligned capital expenditure/total consolidated capital expenditure,
  - non-eligible capital expenditure/total consolidated capital expenditure;
- OPEX (operating expenditure):
  - eligible and aligned operating expenditure/total consolidated operating expenditure,
  - eligible and non-aligned operating expenditure/total consolidated operating expenditure,
  - non-eligible operating expenditure/total consolidated operating expenditure.

The amending Delegated Act of July 2025 [1], resulting from the Omnibus Simplification Package, allows for a reduction of this disclosure through the application of a materiality threshold.

(1) *Delegated act amending Regulation (EU) 2021/2178, adopted on July 4, 2025 (Omnibus Simplification Package).*

The Company's European taxonomy-eligible activities

Every year, the activities listed by the taxonomy in the delegated acts are reviewed.

The eligible activities identified by the Company in 2025 are as follows:

Objective	Activity such as defined by the European Taxonomy	Content	Eligible in terms of (CAPEX, revenue, OPEX)
1. Climate change mitigation	**6.5** Transport by motorcycles, passenger cars and light commercial vehicles	Car fleet, especially for sales team employees and FSEs [(a)]	CAPEX
	7.3 Installation, maintenance and repair of energy efficiency equipment	Individual capital expenditure projects for sites, especially involving heating, insulation and lighting and projects that are part of the energy efficiency optimization plan for the Company's sites	CAPEX
	7.4 Installation, maintenance and repair of electric vehicle charging stations	Installation of electric vehicle charging stations on sites	CAPEX
	7.6 Installation, maintenance and repair of renewable energy technologies	Installation of photovoltaic panels on sites	CAPEX
	7.7 Acquisition and ownership of buildings	Acquisition or construction of new buildings	CAPEX
4. Transition to a circular economy	**1.1** Manufacture of plastic packaging goods	Acquisition of plastic primary packaging production equipment for a range of products	CAPEX
	1.2 Manufacture of electrical and electronic equipment	Sale of diagnostic instruments when they include electrical and electronic components	CAPEX and revenue
	5.1 Repair, refurbishing and remanufacturing	Sales of maintenance and repair services for diagnostic instruments when they include electrical and electronic components	Revenue

(a) Field Service Engineer: teams servicing instruments installed on the premises of the Company's customers.

The Company believes that it could be involved in the following activities in the future, but has not identified any significant instances during the fiscal year:

- For objectives 1 and 2 (climate change mitigation and adaptation):
  - **7.2** Renovation of existing buildings, where the renovation is greater than 25% of its value or its surface area;
  - **7.5** Installation, maintenance and repair of instruments and devices for measuring, regulating and controlling the energy performance of buildings.
- For objective 2 (climate change adaptation):
  - **8.2** Programming, consulting and other IT activities: bioMérieux markets software solutions, especially for diagnostic data control and management. However, according to the Europe Q&A forum, the description of the economic activity is not sufficient to warrant eligibility. For this activity to become eligible, the Company must present a specific climate change adaptation plan.
- For objective 4 (transition to a circular economy):
  - **3.2** Renovation of existing buildings, where the renovation is greater than 25% of its value or its surface area;
  - **3.3** Demolition of buildings and other structures.

For objective 5 (pollution prevention and control), the Company has excluded activity 1.2 Manufacture of pharmaceutical products: the Company's business does not correspond to NACE code C21.2, Manufacture of pharmaceutical preparations, but rather produces and markets *in vitro* diagnostics solutions (NACE code C32.5, production of medical instruments and supplies).

General comment on alignment of eligible activities for the fiscal year

Some criteria are detailed below. As regards the general Do No Significant Harm (DNSH) criteria, the Company must ensure that its business does not cause significant harm to other environmental objectives.

To meet these requirements, in accordance with the appendices to Delegated Regulation (EU) 2021/2139, bioMérieux has verified compliance with DNSH criteria for all its activities eligible for the climate change mitigation objective, thereby contributing to their alignment. Particular attention was paid to the objective of preventing and reducing pollution (Appendix C).

Compliance is demonstrated by strict adherence to European regulations RoHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals). bioMérieux relies on supplier certificates of compliance and centralized management of material safety data sheets (MSDS) available on the 3E Protect platform. This system ensures that chemical substances used in electrical and electronic equipment, and in repair and refurbishment processes, do not cause any significant harm to the environment or to human health.

Most climate risks are taken into account at the site level based on audits performed by the insurance company. For many years, these audits have supported the development of site business continuity plans and, where appropriate, specific capital expenditure. A climate change exposure analysis was conducted in 2025 (§ 3.3.2 section ESRS 2 IRO-1). As from 2026, the extent to which these additional factors impact the measures already taken will be analyzed.

Comments on eligible activities for the fiscal year

Pursuant to the provisions of the amending Delegated Act of July 2025, bioMérieux has chosen to apply a 10% materiality threshold to define the scope of its Green Taxonomy alignment reporting for the 2025 fiscal year.

This threshold was independently assessed for each Key Performance Indicator (KPI). This differentiated approach allows the Group to focus its audit efforts on the most contributive financial flows.

Revenue indicators

Eligible revenue corresponds to:

- the sale of diagnostic instruments, when they include electrical and electronic components (1.2 Manufacture of electrical and electronic equipment);
- the sale of maintenance and repair services for diagnostic instruments, where they contain electrical and electronic components, and spare parts (5.1 Repair, refurbishing and remanufacturing).

Although each of these activities represents less than 10% of total revenue the Group has chosen to include them on a voluntary basis in its scope of alignment in order to reflect the consistency of its strategy for transition to the Circular Economy (Objective 4).

These activities contribute substantially to the objective of transition to a circular economy along the following lines:

- Design for longevity and repairability: Instruments marketed are designed to last (§ 3.3.6 section E5-5). Their design allows easy disassembly and replacement of critical components. This approach is supported by the systematic provision of detailed technical guides, consequently making it possible to extend the useful life of diagnostic devices;
- Optimization of useful life through repair: bioMérieux's network of repair centers (§ 3.3.6 section E5-2) ensures that equipment is maintained in operational condition. This approach limits the extraction of primary resources by avoiding the premature replacement of instruments and significantly reduces the generation of waste from electrical and electronic equipment (WEEE) through equipment reuse.

These Company activities can be aligned if they meet technical and DNSH criteria:

- technical criteria are met by ensuring adequate availability of spare parts and the eco-design of products (see § 3.3.6 section E5-2);
- the DNSH criteria are detailed above.

Revenue from activities 1.2 and 5.1 is considered aligned.

Capital expenditure indicators

The Company incurs capital expenditure under objective 1 – Climate change mitigation.

The following activities are eligible:

- activity **6.5** Transport: all electric vehicle fleets, owned and leased, have been taken into account;
- activity **7.3** energy efficiency: all projects that are part of the energy efficiency optimization plan for the Company's sites have been taken into account. Furthermore, individual capital expenditure projects involving roof repairs, modernization of cooling and heating systems and installation of LED lighting systems were included. Capital expenditure related to LED lighting has been considered aligned;
- activity **7.4** Charging stations: all installation projects have been taken into account. In 2024, capital expenditure projects were undertaken in Turkey and Germany;
- activity **7.6** renewable energy: the fiscal year activities concern the installation of solar panels. In 2024, capital expenditure projects were undertaken in Durham (United States) and Combourg (France);
- activity **7.7** , acquisition of buildings: in order to be aligned, the primary energy demand of the premises, which defines their construction-related energy performance, must be at least 10% lower than the threshold set for requirements for near zero energy buildings in national measures to implement Directive 2010/31/UE of the European Parliament and the Council. The energy performance must be certified by an energy performance certificate. According to the Company's internal experts, the fiscal year acquisitions do not meet this particularly stringent criterion.

Total eligible CapEx under Objective 1 amounts to €105.7 million.

The Company incurs capital expenditure under objective 4 – Transition to a circular economy.

The following activities are eligible:

- activity **1.1** Manufacture of plastic packaging goods: the fiscal year activities concern in particular the production of parts by plastic injection at La Balme (France);
- activity **1.2** Manufacture of electrical and electronic equipment.

Total eligible CapEx under Objective 4 amounts to €117.3 million.

Only activities that individually exceeded 10% of the total eligible capital expenditure amount were subject to an alignment analysis (activities 1.2 and 7.7).

Expenditure related to activity 1.2 is considered aligned in so far as it finances the production lines of instruments whose revenue is aligned [1].

Expenditure related to activity 7.7 is not considered aligned due to a lack of data. The Company plans to make progress on this point in 2026.

(1) According to Annex I of Delegated Regulation (EU) 2021/2178, "Category (a)": Alignment by destination.

Operating expenditure indicators

Eligible operating expenditure under the regulations is limited to the following direct non-capitalized costs:

- buildings renovation costs;
- short-term rental agreements;
- maintenance/upkeep and repair costs;
- any other direct expenditure related to routine maintenance of property, plant and equipment by the company or by third parties to whom these activities are outsourced.

These operating expenditure categories are considered non-material based on the Group's materiality thresholds (see § 6.1.1 Consolidated profit & loss statement). It should be noted that a large portion of maintenance/upkeep and repair costs is captured in CAPEX.

Compliance with minimum safeguards

For the Company's eligible activities to be aligned, it must comply with "minimum safeguards," which cover the following four themes: human rights, anti-corruption, fiscal transparency and competition law.

Respect for human rights is one of the Company's fundamental values. The Group's policy on human rights includes, in particular, the promotion of health, safety and well-being in the workplace, employee development (see § 3.4.1 section S1), social dialogue (see § 3.4.1 section S1-2), diversity and inclusion, gender equality and the fight against discrimination (see § section 3.4.1, S1-1).

In its supplier relationships, the Company is committed to a sustainable development mindset. Its commitments and requirements are described in the "Business Principles for Third Parties" and the "Responsible Procurement Charter" between bioMérieux and its suppliers available on the Company's institutional website (see § 3.5.1 section G1-2 – Management of Relationships With Key Partners).

bioMérieux's tax policy is responsible. bioMérieux's tax regime is a result of its business and operational choices. The Company has no entities in tax havens and does not allocate any functions or risks to entities without economic substance (see § 3.7.1 bioMérieux's tax policy).

The Company implements an anti-corruption policy and promotes the importance of competition law compliance among its employees via its Ethics and Compliance program (see § 3.5.1 sections G1-3 and G1-4 – Prevention and Detection of Corruption and Bribery, Incidents of Corruption or Bribery). The group implements training and procedures to ensure that the business complies with laws and regulations wherever it operates.

Key Performance Indicators (regulatory tables)

PROPORTION OF REVENUE AND CAPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ELIGIBLE OR TAXONOMY-ALIGNED ECONOMIC ACTIVITIES — DISCLOSURE COVERING YEAR 2025 (SUMMARY KPIS)

Fiscal year (N): 2025

KPI (1)	Total (2)	Proportion of Taxonomy-eligible activities (3)	Taxonomy-aligned activities (4)	Proportion of Taxonomy-aligned activities (5)	Breakdown by environmental objective of Taxonomy-aligned activities — Circular economy (9)	Proportion of enabling activities (12)	Proportion of transitional activities (13)	Not assessed activities considered non-material (14)	Taxonomy-aligned activities in previous fiscal year (N-1) (15)	Proportion of Taxonomy-aligned activities in previous fiscal year (N-1) (16)
	€ million	%	€ million	%	%	%	%	%	€ million	%
Revenue [a]	4,069.8	13.2%	536.4	13.2%	13.2%	0%	0%	0.0%	526.6	13.2%
CapEx [b]	498.2	44.8%	115.3	23.1%	23.1%	0%	0%	3.7%	227.5	56.7%

(a) see Note appendix 3.1.1 of Chapter 6 for total revenue.
(b) see Note appendices 5.2, 6.1.2 and 6.2.2 of Chapter 6 for total CapEx.

PROPORTION OF REVENUE FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ELIGIBLE OR TAXONOMY-ALIGNED ECONOMIC ACTIVITIES — DISCLOSURE COVERING YEAR 2025 (ACTIVITY BREAKDOWN)

Reported KPI: sales

Fiscal year (N): 2025

Economic activities (1)	Code (2)	Taxonomy-eligible KPI (Proportion of Taxonomy-eligible revenue) (3)	Taxonomy-aligned KPI (monetary value of revenue) (4)	Taxonomy-aligned KPI (Proportion of Taxonomy-aligned revenue (5)	Environmental objective of Taxonomy-aligned activities	Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy-aligned in Taxonomy-eligible (14)
					Circular economy (9)			
		%	€ million	%	%	E	T	%
Manufacture of electrical and electronic equipment	CE 1.2	6.9%	282.3	100.0%	6.9%	No	No	6.9%
Repair, refurbishing	CE 5.1	6.2%	254.1	100.0%	6.2%	No	No	6.2%
Total alignment per objective					13.2%			
TOTAL KPI (REVENUE)		**13.2%**	**536.4**	**100%**	**13.2%**			**13.2%**

PROPORTION OF CAPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ELIGIBLE OR TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING YEAR 2025 (ACTIVITY BREAKDOWN)

Reported KPI: CapEx
Fiscal year (N): 2025

Economic activities (1)	Code (2)	Taxonomy-eligible KPI (Proportion of Taxonomy-eligible CapEx) (3)	Taxonomy-aligned KPI (monetary value of CapEx) (4)	Taxonomy-aligned KPI (Proportion of Taxonomy-aligned CapEx)	Environmental objective of Taxonomy-aligned activities: Circular economy (9)	Enabling activity (12)	Transitional activity (13)	Proportion of Taxonomy-aligned in Taxonomy-eligible (14)
		%	€ million	%	%	E	T	%
Transport by motorbikes, passenger cars and light commercial vehicles *	CCM 6.5	1.1%						
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	2.1%						
Installation, maintenance and repair of electric vehicle charging stations *	CCM 7.4	0.0%						
Installation, maintenance and repair of renewable energy technologies	CCM 7.6	0.1%						
Acquisition and ownership of buildings	CCM 7.7	17.9%	0.0	0.0%		No	No	0.0%
Manufacture of plastic packaging goods	CE 1.1	0.4%						
Manufacture of electrical and electronic equipment	CE 1.2	23.1%	115.3	100.0%	23.1%	No	No	23.1%
Total alignment per objective					23.1%			
TOTAL KPI (CAPEX)		**44.8%**	**115.3**	**51.7%**	**23.1%**			**23.1%**

* *CapEx estimates for electric vehicles, based on data collected in 2024.*

3.3.2 Climate change (ESRS E1)

ESRS 2 IRO-1 – Description of the process to identify and assess material climate-related impacts, risks and opportunities

Details of the double materiality assessment can be found in § 3.2.4 section IRO-1 – Description of the Process to Identify and Assess Material Impacts, Risks and Opportunities.

The process of identifying and assessing climate-related impacts and risks is based on a two-pronged approach:

- identification of impacts: the Company assesses its climate-related impacts based on an inventory of its greenhouse gas emissions (see § 3.3.2 section E1-6) and on IPCC reports;
- physical risk assessment: in 2025, the Group deepened its assessment by applying its internal risk management methodology (see § 3.3.2 section ESRS 2 SBM-3), combined with the expertise of a specialized consulting firm. This process has allowed for the mapping of exposure of assets to the 27 climate hazards of the European Taxonomy, according to the RCP 4.5 and RCP 8.5 scenarios by 2030, 2050 and 2090.

This methodological framework will be supplemented from 2026 by a vulnerability assessment of each site. This additional step, within the Group's overall risk management system, aims to translate changes in exposure into potential financial impacts.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Identified material climate change impacts, risks and opportunities (IROs) are as follows:

Description of IROs	Targets set for 2020–2025, and up to 2030 for certain matters	Targets from 2026	Policy	SDGs
Climate change mitigation				
GHG emissions – Scopes 1 & 2 *Contribution to climate change* **Own operations** **ST**	50% reduction in absolute greenhouse gas emissions by 2030 vs. 2019 for scopes 1 & 2	Net-zero target in 2050 -62% by 2034 vs. 2023 with a milestone of -35% in 2028 validated by SBTi, in absolute terms	The HSE policy seeks to conserve natural resources; protect the environment by preventing pollution risks, reducing the carbon footprint of our activities, and reducing waste production.	13 CLIMATE ACTION
GHG emissions – Purchased goods and services – Scope 3 *Contribution to climate change* **Upstream** **MT**	By 2026, suppliers, covering 67% of GHG emissions related to the purchase of goods and services, fuel and energy, must commit to an SBT approach to reducing their GHG emissions (this target was validated by SBTi in 2021).	Net-zero target in 2050 with a milestone of -35% by 2034 vs. 2023 validated by SBTi, in absolute terms 75% of our purchasing expenses covered by CSR-assessed suppliers		
GHG emissions – Product life cycle – Scope 3 *Contribution to climate change* **Any** **MT**				
GHG emissions – Transport – Scope 3 *Contribution to climate change* **Upstream/Downstream** **MT**				
GHG emissions – Transport – Scope 3 *Competitive advantage related to emissions management* **Upstream/Downstream** **ST**				
Energy consumption *Pressure on fossil resources* **Own operations** **MT**	50% reduction in energy intensity vs. 2015	25% reduction in energy consumed per instrument by 2034 vs. 2023, with a milestone of -8% in 2028		

Description of IROs		Targets set for 2020–2025, and up to 2030 for certain matters	Targets from 2026	Policy	SDGs
Climate change adaptation					
R	Impact of climate change on operations *Increase in costs* **Own operations** **ST**	Regular audits to provide inputs for site business continuity plans	Regular audits to provide inputs for site business continuity plans	The HSE policy aims to protect, think ahead and adapt our activities to reduce exposure to climate change	13 CLIMATE ACTION
O	Impact of climate change on infectious diseases *Increased need for diagnostic tests to screen for these diseases* **Own operations** **MT**	Presented in S4: Contribution to public health	Presented in S4: Contribution to public health		

I- = Negative impact / I+ = Potential negative impact / I+ = Positive impact / O = Opportunity / R = Risk / R = Climate-related physical risk
Time horizon = Short term **ST**, *Medium term* **MT**, *Long term* **LT**

The Group's main material impacts lie in its greenhouse gas emissions from its industrial activities and its value chain. This impact is driven based on a decarbonization pathway aimed at reducing direct and indirect carbon footprints to reduce the company's contribution to global climate change.

The exposure and vulnerability of our sites to most climate risks are assessed through the insurance company's audits. For many years, these audits have provided inputs for the site business continuity plans and, where appropriate, for specific investments to reduce their exposure or severity.

Climate change considerations in this process are described above in § 3.3.2 sections ESRS 2 IRO-1 and ESRS 2 SBM-3.

The analysis of climate change and its impact on exposure to climate risks confirms that the Group's sites are located in areas that will face climate hazards that will become a lot more frequent and more intense by 2050, like everywhere else in the world. Hail, storms and heat waves are the hazards expected to impact most negatively the majority of sites.

The next steps to update the vulnerability analysis should confirm that the current asset structure and the protection measures already in place limit the Group's vulnerability. As a result, the current adaptation strategy does not, at this stage, foresee any exceptional expenditure requirements to secure sites against these hazards. The Group continues to adapt its management model to ensure operational continuity in the face of these climate changes.

E1-2 – Policies related to climate change mitigation and adaptation

Policy: bioMérieux implements the same Health, Safety and Environment (HSE) policy for all its employees around the world. This policy has been updated to respond to the changing challenges facing the Company in terms of Health, Safety and Environment. The HSE policy, drafted in accordance with ISO 14001 and 45001 standards, is signed by bioMérieux's Chief Executive Officer. It is aligned with the GO•28 business strategy (see § 1.3.1) and the collective goal of contributing to a healthier world. It reaffirms bioMérieux's commitment to protecting people, preserving the environment and natural resources and promoting a culture of goodwill, responsibility and continuous improvement. This policy is jointly signed by site management, presented to the Social and Economic Committee (SEC), displayed at all sites, published on the Intranet and available to all.

The extract on environmental issues (resource management, energy sobriety, renewable energy, waste management) and climate is as follows:

As a world leader [...] we have made a commitment to [...] :

- *Eliminate or minimize the use of hazardous substances; preserve natural resources; protect the environment by preventing pollution risks, reducing the carbon footprint of our activities and reducing waste production; anticipate and adapt our activities to reduce exposure to climate change.*
- *Improve the environmental performance of our solutions, products and services transitioning to a more sustainable portfolio.*
- *Fulfill legal and other requirements; continuously improve our health, safety and environmental management system, consult and involve worker participation and, when they exist, their representatives.*

This policy applies to all bioMérieux employees and subcontractors operating on the Company's sites, in all countries.

It is available to all affected stakeholders, whether in-house or external to the Company.

Governance: The Company has introduced a Health, Safety and Environment management system. It covers the design, manufacture and maintenance of instruments, software and reagents for *in vitro* diagnostic tests. It has been rolled out on bio-industrial sites, at R&D centers and subsidiaries. This management system is based on continuous improvement following the Plan-Do-Check-Act (PDCA) principle.

The HSE Director reports to the Executive Vice President, Global Quality, Manufacturing & Supply Chain, who is a member of the Executive Committee. She is supported by the SSE teams which deploy the HSE policy at all the Company's sites.

The HSE Department reports to the Executive Vice President, Global Quality, Manufacturing & Supply Chain, who is a member of the Company's Executive Committee. For its part, the CSR Committee helps shape the Group's direction, policies and objectives, and monitors outcomes.

These aspects are implemented locally through a network of HSE coordinators at each site and subsidiary:

- for each site, an HSE manager reports to the site manager. This function can be supplemented by other people (HSE engineers and technicians) depending on the site's size and risks. Approximately 50% of the sites have an energy manager responsible for managing the energy sobriety and efficiency program presented below;
- for each subsidiary, an appointed HSE representative is in charge of managing the process.

In order to support the HSE program throughout the organization, some functions are introducing dedicated roles to manage some very function-specific climate and environmental aspects (Purchasing, Supply Chain, Information Systems, etc.)

The Steering Committee (Climate SteerCo) consists of the managers of the relevant global functions (Manufacturing, Car Fleets, Purchasing, Supply Chain) under the supervision of the HSE Department.

Each entity is responsible for the implementation of policies that ensure the environmental impacts of bioMérieux's activities are managed.

The HSE Department has the following roles and responsibilities:

- regulatory monitoring in its field at international, national and local levels, including for hazardous substances: REACH [(1)], Biocides, GHS, CLP, ROHS;
- developing and implementing processes and procedures to ensure regulatory compliance;
- contributing to managing the risk of breakdowns in production and the supply chain (identifying major risks and managing business continuity plans);
- preliminary environmental impact analysis for new capital expenditure projects (expansion, new location, increase in production capacity, etc.). For new constructions, detailed guidelines are provided in the document entitled "HSE requirements for new constructions and major renovations."

In addition, the Company provides numerous training courses on environmental protection:

- upon the arrival of every new team member;
- as part of the deployment of the environmental management system on the sites, in accordance with ISO 14001: raising awareness of environmental impacts and best practices in prevention and training in internal environmental auditing;
- for projects to reduce waste and energy consumption: ad hoc training in the relevant functions (production operators, packaging teams, etc.) to reduce unwarranted product discharges.

The industrial sites for which the HSE management system is certified in accordance with ISO 14001 and 45001 standards are Craponne, Combourg, Marcy l'Etoile, La Balme, Saint-Vulbas, Grenoble and Verniolle (France), Tres Cantos (Spain), Florence (Italy), Durham, St. Louis and Lombard (United States), North Ryde – Sydney (Australia), Suzhou (China) representing 65% of industrial sites (the Company had 23 industrial sites in 2025, one more than in 2024, lowering the ratio from 68% to 65%).

The internal monitoring metric is 75% and relates to the percentage of certified industrial sites out of total industrial sites with over 50 full-time equivalent employees. At the end of December 2025, five sites with more than 50 FTEs – two in Salt Lake City, one in Philadelphia and one in San Jose (United States) plus Hybiome in China – are not yet certified.

Policies on value chain activities are detailed in the vigilance plan described in ESRS 2 GOV-4 – Statement on due diligence, and in the policies and actions described in G1-1 – Business conduct policies and corporate culture.

ESRS 2 GOV-3 – Integration of sustainability-related performance in incentive schemes

Integration of sustainability-related performance in incentive schemes is described in § 3.2.2 section GOV-3.

(1) *Registration, Evaluation, Authorization and Restriction of Chemicals.*

Climate change mitigation

E1-1 – Transition plan for climate change mitigation

bioMérieux integrates the transition plan for climate change mitigation into its GO•28 strategy, which is based on the GO RESPONSIBLE pillar dedicated to sustainability matters.

At a financial standpoint, the budget process requires the various bioMérieux entities to integrate sustainability considerations, including the transition plan and decarbonization, into its financial planning. This complete integration allows the implementation of the action plans established to meet sustainability challenges based on the objectives set within each entity, all of which contribute to the achievement of the Group's objectives. However, this management standard does not allow for isolating all capital expenditure made for the climate transition, in particular the elements related to Scope 3. This methodology is being fine-tuned in order to be able to disclose the capital expenditure amounts related to decarbonization that bioMérieux is unable to disclose this year.

With regard to the Group's Scopes 1 and 2, which represent 4% of the total, these emissions have already been reduced by 28.7% compared to 2019 through the sobriety, efficiency and decarbonization levers and through sustained capital expenditure. These emissions therefore currently represent only a small portion of the Company's overall commitment to sustainable development. Therefore, the €105 million of eligible CapEx currently accounted for under the European Taxonomy for Climate Change Mitigation (see § 3.3.1) does not fully reflect the extent and depth of the transformation of bioMérieux's activity.

Greenhouse gas emissions

Topic: Reducing Scopes 1, 2 and 3 greenhouse gas (GHG) emissions is a material issue for the Company. The benchmark indices aligned with the Paris Agreement apply to bioMérieux.

Impact: these emissions represent a negative impact on climate change. Additional emissions that may be generated by the Company's acquisitions are taken into account when considering impact. This impact falls within a short-term horizon for direct and energy-related emissions (Scopes 1 and 2), and a medium-term horizon for indirect emissions (Scope 3).

Opportunity: bioMérieux has also identified an opportunity related to managing Scope 3 greenhouse gas (GHG) emissions, specifically those related to transport. Managing transport-related emissions can represent a competitive advantage by optimizing logistics and generating cost savings. These initiatives can also attract capital expenditure and meet stakeholders' growing expectations, thereby strengthening the Company's reputation and long-term viability.

In order to reduce its greenhouse gas emissions throughout the value chain and for the long term, in compliance with the Paris Climate Agreement, the Company has adopted the Net Zero Emission pledge according to the Science-Based Target initiative (SBTi) criteria. This commitment was approved by SBTi on September 29, 2025 and is published on the organization's website [(1)]. This commitment is as ambitious as possible for the Company and is aligned with the Paris Agreement (COP21) aimed to limit global warming to +1.5 C and avoid the most serious impacts.

Locked-in emissions

As part of its plan to transition to net zero by 2050, bioMérieux has analyzed its locked-in emissions, i.e. the emissions generated by long-term assets, such as buildings and equipment that have not yet been fully depreciated and/or in anticipation of capital expenditure that will be made in the short-term.

To ensure the success of the decarbonization measures in which it has been engaged, bioMérieux has analyzed the locked-in GHG emissions from its own activities. The key assets managed by bioMérieux do not have significant locked-in emissions and remain well below the materiality threshold for Scopes 1 and 2 emissions. In addition, the transition to renewable energy and the sobriety efforts made at all sites reduce current emissions and avoid new locked-in emissions. This type of emission does not therefore compromise the implementation of the transition plan.

With regard to Scope 3, locked-in GHG emissions from bioMérieux activities are mainly located downstream of its value chain, in categories 11 and 12 of Scope 3 emissions according to the GHG Protocol, i.e., respectively, the use and end-of-life treatment of products sold, namely instruments installed at customers, in their current composition and whose use consumes energy. In accordance with the GHG Protocol standards, these emissions are estimated based on sales during the current fiscal year, taking into account their useful life. These Scope 3 categories include GHG emissions that will be produced over the forthcoming decades, since the average useful life of bioMérieux instruments is approximately ten years. By design, the approach used for the Company's GHG inventory does not result in locked-in emissions that would compromise the achievement of Scope 3 GHG emission reduction targets.

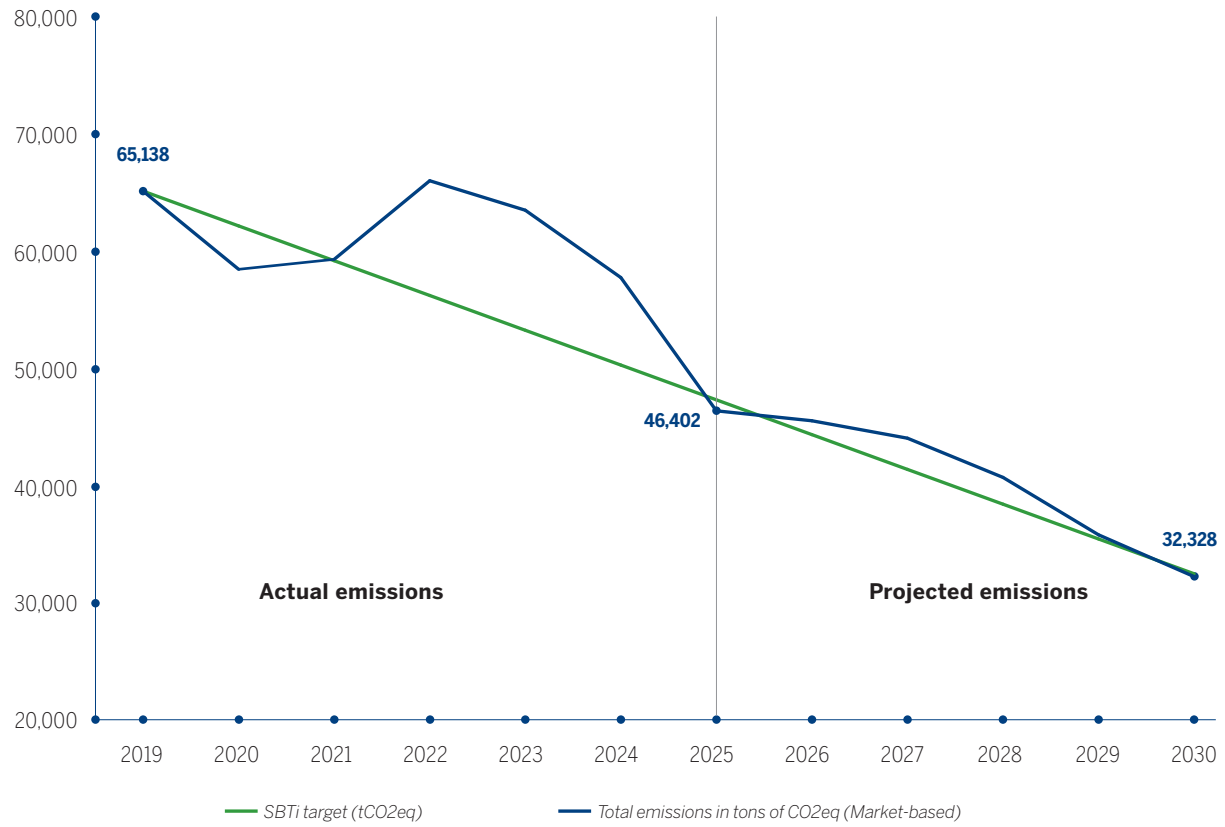
In conclusion, Scopes 1, 2 and 3 locked-in emissions do not reach material levels. They are nevertheless taken into account in the transition plan and do not compromise the achievement of the decarbonization targets set by bioMérieux and validated by the *Science Based Target Initiative*.

Reducing scopes 1 & 2 emissions

The Company roadmap developed to reduce its scopes 1 & 2 emissions is comprised of levers to reduce emissions from manufacturing energy usage and company car fleets. As presented below, this roadmap was designed in order to support the SBTi-approved target-related effort by 2030 (-50% emissions vs. 2019).

(1) https://sciencebasedtargets.org/target-dashboard : the pledge has been published on the website since November 27, 2025.

CARBON FOOTPRINT (T CO_2E) – SCOPES 1 AND 2 MARKET BASED – 2025 STRATEGIC PLAN



The roadmap related to energy usage includes both sobriety and efficiency actions as well as decarbonization actions (see section entitled Actions and resources in relation to climate change policies (E1-3) – Mitigation).

Reducing scope 3 emissions

Efforts to reduce these emissions are, in particular, supported by decarbonization of the bioMérieux upstream value chain: The Company encourages its key suppliers to reduce their GHG emissions and to adopt Climate Change strategies. bioMérieux set a 2026 target of engaging suppliers accounting for 67% of the targeted emissions, that is to say those covering purchased goods and services, such as fuel and energy, upstream transportation and distribution, business travel and employee commuting, to adopt science-based emissions reduction targets.

In order to support this target, the Purchasing Department is rolling out a program to raise purchasers' awareness and train them (see § 3.5.1 section G1-2), improve supplier selection, support suppliers in the SBTi target approval process and monitor their CO_2 performance.

At the end of 2025, suppliers accounting for 59.5% of greenhouse gas emissions related to purchases of goods and services, fuel and energy (compared with 28% in 2022, 40% in 2023 and 48.6% in 2024), had joined the SBTi.

Further initiatives are being implemented to reduce other Scope 3 emissions (see section entitled Actions and resources in relation to climate change policies (E1-3) – Mitigation).

Energy management

Topic: Energy management, which encompasses energy supply and energy sources, including both fossil fuels and renewable energy, is an issue that includes energy dependence and energy efficiency through energy saving programs such as sobriety, optimization of lighting, heating, ventilation and air conditioning.

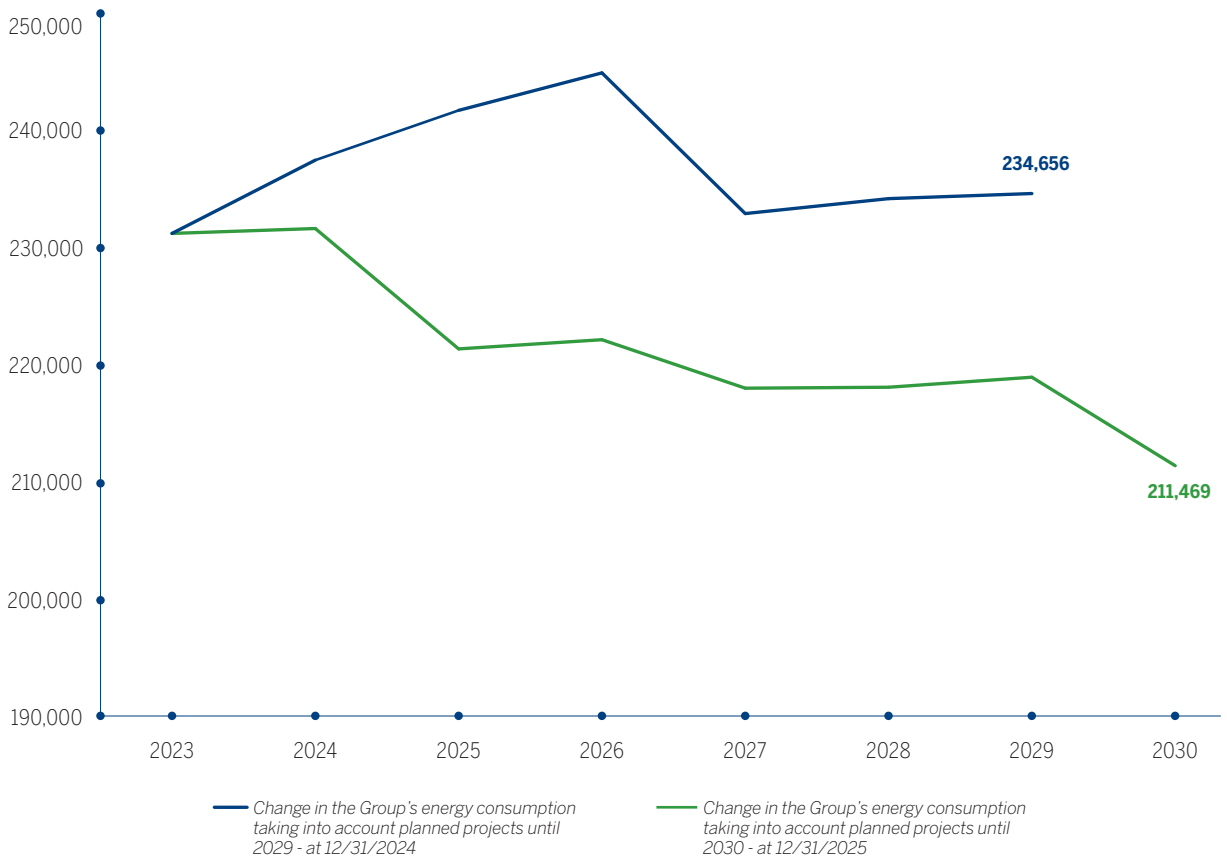
Impact: bioMérieux recognizes that this issue negatively impacts natural resources, particularly minerals and fossil fuels, making it even more necessary to find a balance between energy consumption and resource preservation.

The Company implements an energy sobriety and efficiency program, which is one of the levers of its transition plan:

- on the existing assets, utilities and processes, based on the following principles;
  - a detailed mapping of consumption by use (infrastructure and/or activity), updated over time. The industrial sites, such as those in Marcy l'Étoile and Craponne, are increasingly using digital tools for this monitoring;
  - performance of efficiency audits by external companies to gain technical insight on reduction actions. Such audits are conducted periodically for all French sites and for Durham, St. Louis and Lombard in the United States;
  - implementation of actions planned over several years in accordance with the Company's targets;
- on new projects: any project for the construction and/or renovation of all or part of buildings is the subject of preliminary studies to optimize the design and reduce the energy footprint of the operation after project phase.

SITE ENERGY CONSUMPTION (PRODUCTION AND SUBSIDIARIES, *IN MWH)*

The graph below shows the projected change in energy consumption at production sites and office buildings once planned energy-saving and energy-efficiency programs are implemented, taking into account assumptions for the Company's business growth. These projections are updated annually. The graph below illustrates the highly positive contribution to reducing the Group's energy consumption from additional projects added in the 2025 planning exercise.



E1-4 – Climate change mitigation targets

In order to reduce its greenhouse gas emissions throughout its value chain and over the long term, in compliance with the Paris Climate Agreement, the Company has adopted the Net Zero Emission Commitment by 2050 according to the SBTi criteria. This alignment reflects the highest ambition of the Paris Agreement: to limit global warming to 1.5 C compared to the pre-industrial era.

For bioMérieux, this approach translates into the following objectives:

2050 objective

Scopes 1, 2 and 3: reduce absolute emissions from Scopes 1, 2 and 3 by 90%, known as Net Zero, validated by SBTi in 2025, compared to 2023 (1,187 ktCO_2e).

The transition plan to 2050 is detailed in section E1-3.

2034 objective

Scopes 1 and 2: reduce direct greenhouse gas emissions (Scope 1) and those from energy purchases (Scope 2) by 63% in 2034 compared with 2019 (65,138 t CO_2e), with an interim target in 2030 of -50%.

This target, validated by SBTi in 2021, is aligned with the criteria for defining Scopes 1 & 2 short-term quantitative targets. This target covers all bioMérieux's Scope 1 & 2 emissions.

The decarbonization levers implemented and planned are described in § E1-3 in the graph of the scopes 1 & 2 2030 transition plan.

Scope 3 (new target set in 2025): reduce absolute greenhouse gas emissions by 35% compared to 2023 (1,127 kt CO2e). This target was validated by SBTi in 2025.

The decarbonization levers implemented and planned in order to meet these two objectives are described in § E1-3 in the graph of the Scopes 1 and 2 2030 transition plan.

2030 objective

2025 marks the end of the current energy consumption reduction target, which has been in place over the past few years (see below 2025 Objective), and new targets have been set for the next five years:

Energy: reduce site energy intensity by 35% compared to 2023 (65 MWh/€m base year).

Energy: cap the percentage of fossil fuels in direct energy uses at sites at 12% (fixed combustion sources).

2026 objective

Scope 3: suppliers covering 67% of CO_2 emissions [1] must be committed to reducing their GHG emissions in line with SBT (science-based targets) criteria (this target was validated by SBTi in 2021).

2025 objective

Energy: reduce site energy intensity by 50% compared to 2015 (106 MWh/€m).

In 2025, the Company reduced its energy intensity by 49%.

E1-3 – Actions and resources relating to climate change mitigation policies

Dissemination of the transition plan

The transition plan presented above is updated and approved annually by the CSR Committee (described in § ESRS 2 GOV-2). It is communicated to the CSR champions network in every country in which the Group operates.

To ensure that environmental criteria are incorporated at all stages of the Company's activities, an extensive network of eco-partners, made up of some 40 employees worldwide, has been created.

Reducing scopes 1 & 2 emissions

Most of bioMérieux's scopes 1 & 2 emissions are generated by the operation of the Company's production sites and other physical sites (85%).

For these activities, bioMérieux's decarbonization strategy is primarily based on reducing energy demand significantly. This is described in detail in the paragraph entitled "Energy management" below.

This decarbonization strategy also focuses on reducing the use of fossil fuels by (i) implementing low-carbon technologies and (ii) increasing the share of renewable energy in overall consumption, based on a three-level order of priority:

- priority 1: self-generation using on-site production facilities, as far as is technically feasible (e.g., solar panels);
- priority 2: procurement of renewable electricity via Purchase Power Agreements (PPAs). The Company's ability to enter into high value procurement agreements may be limited by the market availability of these recent mechanisms; for example, PPAs are not yet available at the Durham site (United States) due to the fact that North Carolina has a regulated electricity market;
- priority 3: procurement of renewable electricity with Guarantees of Origin in Europe and Energy Attribute Certificates (EACs).

The bioMérieux Renewable Energy Consumption Scheme at the end of 2025 is as follows:

- solar panels have been installed at the sites in Combourg, Grenoble, La Balme, Saint-Vulbas (France), Sydney (Australia), Rio de Janeiro (Brazil), Durham (United States) and Salt Lake City (United States). Installation of additional solar panels is in progress or is planned in the coming years;
- purchases of renewable electricity (from contractual instruments) represent 46% of the Group's energy purchases (Scope 2) and 52% of its electricity purchases, broken down as follows:
  - 40% will come from a PPA launched in France in 2024 and another launched in the United States in 2025. It is to be noted that another PPA already signed will start in 2026 in France,
  - 60% in the form of Renewable Energy Certificates (REC) and Guarantees of Origin (GO). Indeed:
    - all of bioMérieux's French sites are powered by GO certified "green" energy in addition to the PPA that began in 2025, with the result that 100% of the electricity consumption in France is covered. All the sites in Florence (Italy) and Madrid (Spain) were covered by GOs,
    - in 2025, a portion of electricity consumption in the United States was covered by EACs as follows:
      - in Lombard: 100%,
      - in Salt Lake City: 12%;
- heating oil consumption has decreased by 63% since 2019 at La Balme (France) following the introduction of heat recovery systems.

Total purchases of renewable energy and power generation from on-site solar panels amounted to 70,980 MWh in 2025. This accounted for 33% of total energy consumption versus 21% in 2023 and 12% between 2019 and 2022.

Based on the projects planned to date, it is estimated that nearly 80% of the expected renewable energy purchases in 2030 will be through PPP and VPPA contracts.

A smaller share (15%) of Scope 1 & 2 emissions also comes from the fuel consumption of the Company's car fleets (company cars and cars for customer-facing personnel).

The reduction of Car fleet emissions is therefore the second part of the scopes 1 & 2 emissions reduction roadmap. Company cars are provided to some specific employees in 32 countries, with a catalog that offers a range of hybrid and electric vehicles. bioMérieux developed a plan to convert the fleets to low-carbon vehicles by 2030.

This global plan is based on plans adapted to local contexts. For example, in France, new executive company cars must be electric as from 2024, and mobility options have been introduced as an alternative to vehicle use. Meanwhile, in the United States, new fleet vehicles are mainly hybrids (mild hybrid) until electric vehicles can meet the needs of sales representatives and technicians.

(1) *Emissions covering purchased goods and services, fuel and energy-related activities (upstream transportation and distribution, business travel and employee commuting).*

Reducing scope 3 emissions

To date, efforts to reduce these emissions are, in particular, supported by decarbonization of the bioMérieux upstream value chain, as described below, and the program developed by the Purchasing Department to commit suppliers to adopting strategies to reduce their emissions (see § 3.3.2 section E1 1 – Transition Plan for Climate Change Mitigation and § 3.5.1 section G1-2 – Management of Relationships with Key Partners) and through the Eco-Design Program (PEP Program) for decarbonization of the downstream value chain (see section E5-1 Resource Use and Circular Economy Policies).

Reducing CO_2 emissions in the transportation of finished products:

- incorporation of requirements relative to greenhouse gas emissions generated by services carried out by its co-contractors under international transportation and logistics contracts;
- the Company continuously increases the percentage of sea transport, and reduces the use of air transport, for its finished products. In 2025, maritime transport accounted for 59% of the shipment of reagents, instruments, and spare parts compared to air transport;
- other modal transfer actions are regularly initiated and are continued when they demonstrate their effectiveness. Thus, domestic transport in the United States, for example, is gradually being transferred to road freight, instead of air, and to rail transport in France from Brittany to the Lyon region;
- domestically, subsidiaries are gradually switching to transporters operating "last mile" transportation using low carbon vehicles;
- in 2025, the purchase of sustainable biofuels complying with the RED II European Directive was initiated for international maritime transport of its finished products. To encourage the use of sustainable biofuels for transportation, the Company purchased sustainable maritime fuels, which avoided the emission of 1,700 metric tons of CO_2 in 2025. Sustainable biofuels are subject to specific regulatory oversight, while improvements in terms of transparency and traceability are subject to monitoring;
- the location of various logistics centers for routing finished products from sites to subsidiaries, and then from subsidiaries to customers, is one component of the supply chain's CO_2 emissions. Accordingly, plans to relocate these logistics centers are carefully studied before being implemented. The aim is to increase distribution efficiency and reduce associated emissions.

Business travel: the Company is pursuing a voluntary policy to reduce and optimize travel. It has established guidelines to help employees drive their reduction efforts and the use of videoconference tools is deeply rooted in the Company's mindset. Deploying collaborative tools and encouraging their use also reduces travel.

Remote maintenance and upgrading of instruments: a new version of the VILINK™ IT solution, released in 2023, provides bioMérieux customers with remote incident resolution, as well as maintenance and upgrade services. This version increases security and speed and includes additional improvements to the VILINK™ solution.

In 2022, it is estimated that approximately 150,000 remote sessions were conducted by bioMérieux's engineers. VILINK™ has been used for around 5,000 software updates and the installation of some 30,000 security patches and has reduced bioMérieux's time to fix by approximately 25% for connected customers, ensuring a high level of customer satisfaction. VILINK™ has also reduced the engineer on-site dispatch rate by approximately 35% for connected customers, which significantly reduced bioMérieux's travel-related carbon footprint.

In 2024 bioMérieux increased VILINK™ connectivity by working with local authorities in China to ensure compliance with local regulations and cybersecurity laws to allow for seamless implementation of VILINK™.

Commuting: bioMérieux promotes carpooling through tangible initiatives in Grenoble, Marcy l'Étoile and Craponne (France) and Salt Lake City (United States), the use of public transport wherever possible, and the use of electric bicycles, by paying subsidies to employees. The Marcy l'Étoile and Craponne (France) sites have been members of the Greater Lyon regional carpooling platform for several years. Similar arrangements are in place in the Company's other sites and subsidiaries.

The Company also provides the option to: recharge electric or hybrid cars at the French sites, Durham (United States) and Salt Lake City (United States). Moreover, in France, bioMérieux encourages the use of soft mobility for its employees.

Since 2022, bioMérieux has made a fleet of electric bicycles available, free of charge, at the Marcy l'Étoile, Craponne and Grenoble sites (France) accessible via an application. The primary goal is to reduce the carbon footprint of commuting. The targeted employees are those who live less than 15 minutes by bicycle from the bioMérieux sites concerned.

For a number of years, the Company has had a remote working policy that helps to reduce commuting. Based on an assessment carried out in 2023, employees with indirect functions in nearly 40 countries are eligible for one to three days of remote work per week.

Employee commitment: the Company has chosen to raise awareness of climate change among its employees, in particular with the Climate Fresk tool, The Week program, the 2-ton workshop and a comprehensive range of courses, for different knowledge levels, from awareness to training for more advanced profiles. All of these training and awareness courses are accessible to all employees on an internal digital platform dedicated to training. After being initially rolled out to functions or roles related to the Company's Climate Action Plan (Supply Chain, Purchasing, Energy and HSE teams at production sites), the initiative has now been expanded to all functions in bioMérieux's host countries.

1,863 employees were trained on the Climate Fresk tool in 2025. These training sessions were conducted by a team of 56 internal facilitators located in several countries, including Australia, Belgium, China, South Korea, Côte d'Ivoire, United States, France, India, Italy and Kenya. Since 2021, training sessions have been delivered to 4,494 employees (some of these employees have since left the Company).

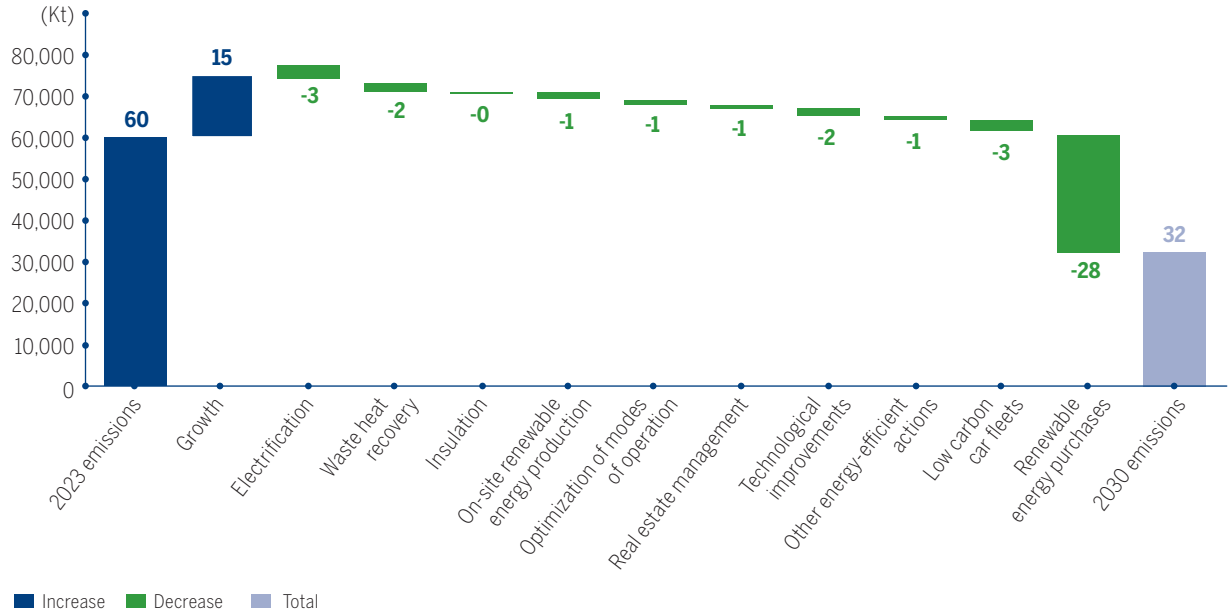
Energy management

Each year the Company updates its long-range capital expenditure planning with additional projects to continue reducing the consumption of energy on its industrial sites. Projects are continuously implemented in the following areas:

- **Lighting:** replacement of standard lighting with LED lighting and installation of automatic lighting as in Tres Cantos (Spain), Combourg, Marcy l'Étoile, Craponne (France), Durham and St. Louis (United States). The sites, such as the one in Tres Cantos, also endeavor to optimize lighting requirements in interior and exterior areas;
- **Insulating buildings and utilities:** like superheated water pipeworks at the Marcy l'Étoile site (France), all or some of the buildings in La Balme, Marcy l'Étoile (France) and St. Louis (United States);
- **Capital expenditure on more efficient infrastructure and equipment (obsolescence management):** including boilers in Marcy l'Étoile (France), HVAC (heating, ventilation and air conditioning) in Lombard (United States), and air compressors in Craponne (France);
- **Optimization of heating and cooling requirements:** including the automatic adjustment of energy production and/or air flows (air handling systems), heat recovery, and peak energy demand reduction.

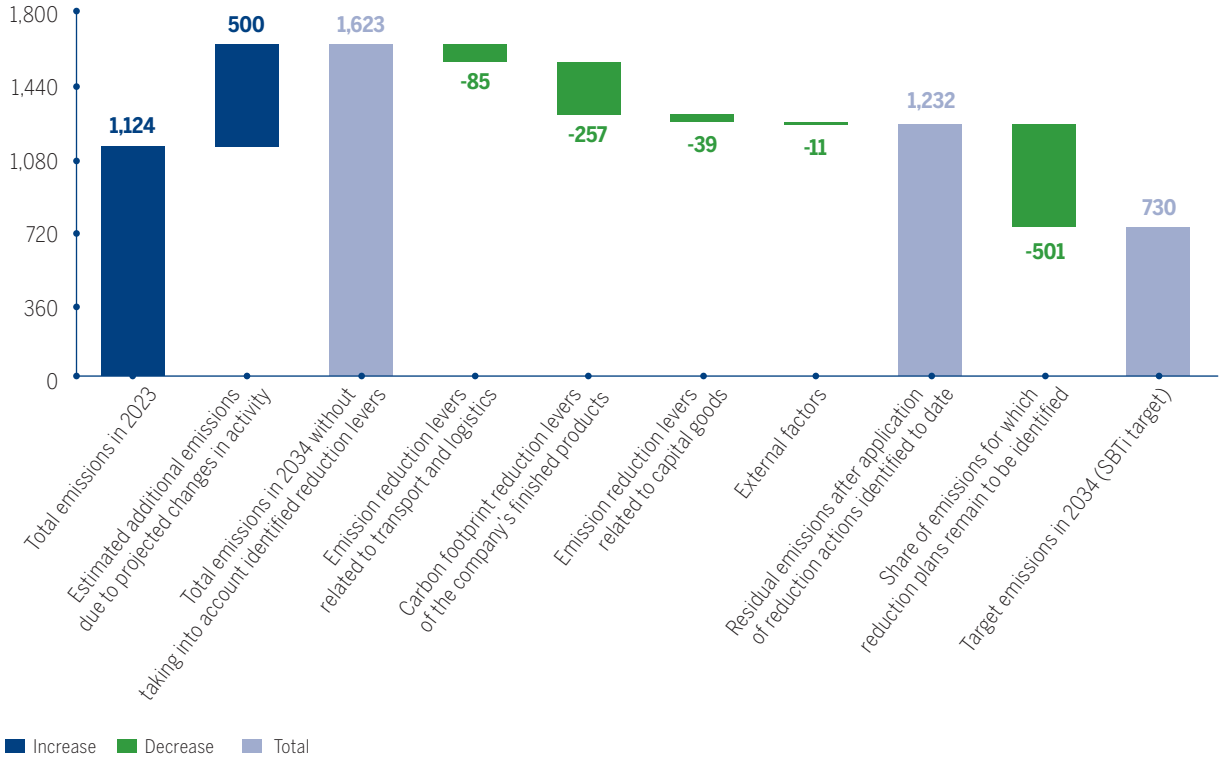
  The principles of energy sobriety and efficiency and decarbonization are integrated into new infrastructure and equipment projects, based on design standards such as HQE, BREEAM and LEED. The design of some new buildings is certified based on these eco-construction standards: new large buildings for tertiary activities are subject to environmental certification, including HQE in La Balme and Craponne (France), LEED in St. Louis (United States) and BREEAM in Marcy l'Étoile (France).

TRANSITION PLAN FOR SCOPES 1 AND 2 EMISSIONS BY 2030



Based on the projects planned to date, it is estimated that nearly 80% of renewable energy purchases in 2030 will be through PPP and VPPA contracts.

TRANSITION PLAN FOR SCOPE 3 EMISSIONS BY 2034



The planning of Scope 3 emission reduction levers is the result of a first exercise carried out in 2025. To date, the levers considered and assessed are not sufficient to reach the target by 2034. As a result, as is the case for Scopes 1 and 2 to date, the planning exercise will be continue every year to be gradually supplemented by new initiatives as the Company's situation changes (e.g.: adjustments to strategic directions, success of initiatives to be deployed on a larger scale, organizational changes, new tools, new skills, results of technological monitoring, projects brought by suppliers and customers, etc.).

Information on how bioMérieux addresses the impact of activities in the value chain can be found in § 3.2.2 section ESRS 2 GOV-4 – Statement on Due Diligence and § 3.5.1 section G1-2 – Management of Relationships With Partners.

E1-5 – Energy consumption and mix metrics

2025 achievements: total energy consumption and the breakdown by source for 2025 are shown below.

Energy consumption and mix	2025
(1) Fuel consumption from coal and coal products *(MWh)*	-
(2) Fuel consumption from crude oil and petroleum products *(MWh)*	44,358
(3) Fuel consumption from natural gas *(MWh)*	71,763
(4) Fuel consumption from other fossil sources *(MWh)*	-
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources *(MWh)*	39,033
(6) Total fossil energy consumption *(MWh)* (calculated as the sum of lines 1 to 5)	155,155
Share of fossil sources in total energy consumption *(%)*	**60%**
(7) Consumption from nuclear sources *(MWh)*	12,480
Share of consumption from nuclear sources in total energy consumption *(%)*	**4.8%**
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) *(MWh)*	-
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources *(MWh)*	86,726
(10) The consumption of self-generated non-fuel renewable energy *(MWh)*	4,682
Total renewable energy consumption *(MWh)* (calculated as the sum of lines 8 to 10)	**91,408**
Share of renewable sources in total energy consumption *(%)*	**35.3%**
TOTAL ENERGY CONSUMPTION *(MWH)* (CALCULATED AS THE SUM OF LINES 6, 7 AND 11)	**259,043**

In accordance with the requirements of the ESRS E1 standard, the Group does not break down its energy consumption by segment of activity, as it does not carry out any activity in sectors considered to have a high climate impact under European regulations.

This data includes the power generation mix of the countries in which bioMérieux operates and takes into account the purchase of renewable energy. Power generation mixes by country come from:

- e-GRID residual mix data published by the U.S. EPA [(1)] (2025 update applicable to 2023) for entities based in the United States;
- AIB [(2)] residual mix data for entities based in Europe (2025 update applicable to 2024);
- and by default, the IEA [(3)] average electricity mix data for countries with no residual mix data (2024 update applicable to 2022). This source is also used for Austria and Switzerland, for which residual mixes are not available via the AIB.

It is to be noted that the Company does not produce non-renewable secondary energy, the bulk of the secondary energy produced in its own operations is renewable and comes from solar panels.

In this exercise, total energy consumption included fuel consumed by the 32 vehicle fleets.

The results of the Energy Saving and Efficiency Plan of industrial sites and those of commercial entities' local plans are monitored annually, excluding vehicle fleet fuel consumption.

For instance, in 2025, total energy consumption excluding the vehicle fleet was 218,211 MWh (vs. 229,255 MWh in 2024), which translates to a relative intensity of 54 MWh/€m of sales, down 49% compared to 2015 (vs. a reduction of 45% in 2024 compared to 2015).

(1) The EPA (Environmental Protection Agency) is the United States' federal environmental protection agency.
(2) The AIB (Association of Issuing Bodies) is a European association that manages Guarantees of Origin (GOs) for electricity.
(3) The IEA (International Energy Agency) is an intergovernmental organization that provides analyses and statistics on global energy.

E1-6 Metrics: Gross Scopes 1, 2, 3 and Total GHG emissions

The emissions categories assessed include Scopes 1, 2 and 3 of the Greenhouse Gas (GHG) Protocol, as described below.

Scope	Significant emissions categories	2025 emissions in thousands of t CO_2e (± uncertainty)	2024 emissions in thousands of t CO_2e (± uncertainty)	2023 emissions in thousands of t CO_2e (± uncertainty)	Base year 2019 emissions in thousands of t CO_2e (± uncertainty)
Scope 1	Direct emissions	24	22	24	26 (good)
Scope 2	Energy procurement (Market-based)	22	32	36	39 (good)
	Energy procurement (Location-based)	37	40	37	33
Total Scopes 1 & 2 (Market-based)		**46**	**54**	**60**	**65**
Annual percentage change Scopes 1 & 2 vs. reference year (Market-based)		-28.7%	-13.30%	-5.30%	N/A
Scope 3 breakdown					
Purchased goods and services		*626*	*637*	*616*	*443*
Capital goods		*116*	*125*	*132*	*76*
Fuel and energy-related emissions not in scopes 1 & 2		*12*	*15*	*12*	*10*
Upstream transport and distribution		*145*	*159*	*154*	*152*
Upstream transport and distribution (including the purchase of SMF)*		*143*	*159*	*154*	*152*
Waste treatment		*5*	*6*	*6*	*6*
Business travel		*20*	*27*	*27*	*21*
Employee commuting		*26*	*26*	*25*	*38*
Product use		*81*	*79*	*79*	*78*
End of product life		*72*	*78*	*77*	*64*
Other emissions items				*Not applicable or non material*	
Total scope 3		**1,103**	**1,152**	**1,127**	**891 (high)**
Annual percentage change Scope 3 vs. base year (2023)		*-2%*	*+2%*	*N/A*	*N/A*
TOTAL SCOPES 1, 2 AND 3 (MARKET-BASED)		**1,150**	**1,207**	**1,187**	**956**
TOTAL SCOPES 1, 2 AND 3 (LOCATION-BASED)		**1,165**	**1,214**	**1,188**	**950**
GHG emissions intensity t CO_2e/€m of sales*****		**282**	**303**	**323**	**0.36**

Definition of uncertainties: Good: uncertainty < ±20% – Average: ±20%< uncertainty < ±50% – High: uncertainty > ±50%.

* *SMF: Sustainable Aviation Fuel.*

** *Calculated for total emissions using the Market-Based approach.*

*** *Intensity calculated with the numerator being the revenue as published in the financial statements (see Notes 3.1.1 of Chapter 6).*

Some of the past CO_2 emissions mentioned above have been updated following updates to certain emission factors (e.g. the annual update to the electricity emission factor) and the impact of some continuous improvements to the accounting methodologies used by the Company or its suppliers. It should be noted that 10% of Scope 3 emissions are calculated using primary data obtained from suppliers or other partners in the value chain.

Scopes 1 & 2 emissions

Scopes 1 & 2 CO_2 emissions, excluding vehicle fleet emissions, are calculated based on available energy consumption data covering all sites worldwide:

- consumption for the industrial sites is mainly based on actual data measured on site or data provided by suppliers on invoices:
  - some data may be estimated when not available from suppliers. In such cases, the estimate is based on the equivalent period of the previous year, so as to incorporate seasonal effects. However, more accurate estimates based on additional factors specific to the local context are permitted,
  - for one site with fewer than 50 FTEs located in Europe, all consumption data are estimated based on the actual data that an entity of the same size is able to provide,
  - for a site of equivalent size located in the United States, consumption data is estimated from bibliographic data (made available by the Energy Information Administration). The EIA is an official U.S. government agency that provides statistics, analysis and forecasts on energy in the U.S. and around the world;

- subsidiaries' activities are comparable to tertiary activities and account for less than 5% of energy consumption. Five of the main subsidiaries provide actual data, one of which serves as a basis for estimating the data of the other subsidiaries in proportion to their headcount.

Every year since 2023, bioMérieux has updated the residual electricity emission factors (including residual mix emission factors) that affect past Scope 2 emissions as well as some Scope 3 emissions items: depending on the region, the update frequency varies and applies to different years.

Specific case of emissions related to purchases of heated water and steam:

- for two sites located in France, emission factors are provided by suppliers;
- for one site located in China, steam is generated from natural gas and coal-fired power plants, but there are no further details about the proportion of each source. An average emission factor for these two fuels is then used.

Scope 1 emissions are calculated by taking into account the purchase of biomethane GOs to cover the natural gas needs of sites in France.

Vehicle fleet emissions have been calculated using actual fuel consumption data reported by 31 commercial subsidiaries (29 in 2024). The calculation of these emissions was previously based on theoretical kilometers traveled. For the last subsidiary included in this calculation and covering less than 3% of the total car fleet, data based on kilometers traveled is still used in the absence of fuel data. Work is ongoing to improve data reliability on the electricity consumption of electric and hybrid vehicles of certain subsidiaries to enable their comprehensive inclusion in future carbon reports. Following a phase of improvement of the reliability of fuel data obtained, bioMérieux is gradually improving data collection on electricity consumption for fleets that are equipped with electric vehicles. Today, the Company estimates that the electricity consumption of electric vehicles represents 0.7% of the total fleet CO_2 emissions. However this percentage is expected to increase as fleets switch to electric powertrains.

Scope 3 emissions

Purchased goods and services

Emissions for this category account for the majority of the Company's scope 3 emissions, a feature shared by undertakings in the same industrial sector.

These emissions are assessed based on a method that involves breaking down the Group's purchased goods and services by purchasing category, and using the monetary emission factors (purchased services monetary ratios) provided by France's environment and energy management agency, ADEME. Since 2023, reported emissions have been calculated using a constant exchange rate (2023 rate).

Upstream transportation and distribution

These emissions cover two families of logistics flows (roughly equivalent in terms of emissions):

- the supply of goods from suppliers' sites;
- the distribution of finished products to customers via the Company's subsidiaries or distributors.

Emissions from the first family are estimated based on the shipping of goods purchased by the Company, using ADEME monetary emission factors (purchased services monetary ratios). It should be noted that 45% of these emissions are based on the following assumption:

- where the destination country is the same as the departure country, the default mode of transport is assumed to be by road;
- otherwise, the mode of transport is assumed to be by air.

For some entities that do not use the Group's invoice management solution (entities whose purchasing expenditure represents less than 6% of the Group's total), transport-related emissions are estimated using the same methodology for breaking down expenditure by purchasing category as that mentioned for the purchased goods and services emissions item. This particular case accounts for less than 1% of the item's emissions.

Emissions related to the distribution of finished products are based on data collected from carriers.

Capital goods

Emissions in this category are calculated based on the amount of capitalized expenditure for the year (excluding the installed base, acquisitions and IFRS 16 CapEx[1]) and by applying ADEME monetary emissions factors (purchased services monetary ratios).

Fuel and energy-related emissions not in scopes 1 & 2

Emissions in this category are calculated based on the same energy consumption data used to calculate scopes 1 & 2 emissions. IEA emission factors are used to calculate upstream emissions from electricity, and ADEME emission factors are used to calculate upstream emissions from other energy sources.

Employee commuting

Emissions in this category are calculated on a theoretical basis using assumptions about work organization per entity (number of FTEs, days worked, use of remote working correlated with local business lines (30% of the group's FTEs assumed to travel to their site 5 days a week, and 3 days on-site for the others) and local practices and the main modes of transport used in each country (car or public transport)). ADEME emission factors are used for these calculations. In 2025, the Company updated IEA factors for 2023 and 2024 emissions; the previous version of the emission factors was from 2019.

Business travel

95% of emissions in this category are based on data provided by the overall travel agency service providers. For the few subsidiaries that do not utilize these suppliers but make up 5% of the Group's total headcount, emissions are estimated proportionally based on their headcount. A sharp drop in emissions is observed in 2025, which is explained by a decrease in the DEFRA UK emission factors used by these suppliers; this is due to an improved aircraft filling rate since 2023 compared to this post-COVID rate (e.g.: -37% on long-distance international journeys - source: thrustcarbon.com). Other than the issue of emission factors, travel intensity remained broadly stable between 2025 and 2024.

(1) *These CO_2 emissions are already taken into account in the category Purchased goods and services. This explains why the CapEx base used in the calculation of these emissions is different from that used for the taxonomy.*

Use of sold products

The emissions of our installed base are calculated considering the emissions of all the Company's diagnostic instruments used in the various customer countries during the year, a methodology that differs from those recommended by the GHG Protocol but is much more appropriate and relevant to bioMérieux's business model.

Sold software and small devices (battery-operated hand-held devices, temperature probes, etc.) are not included in the calculation.

The emission factors used are those of the IEA. Countries with only a small number of installed instruments are grouped by order of magnitude of emission factors.

In 2025, the calculation methodology was revised by (i) updating the operating time of instruments used based on life cycle analysis (LCA) assumptions for the applicable ranges, and (ii) refining the instruments' power consumption data based on measurements taken throughout the year. Theoretical power data represents 90% of the power data used in the calculation. Emissions from previous years have been included on this new basis.

The use phase of reagents is considered non-material based on the following assumptions:

- products stored at room temperature require little or no energy to maintain temperature;
- products that must be kept at 2–8°C are stored at customers' premises in refrigerated units that are also used to store products from other suppliers. The contribution to emissions of maintaining these products at a specific temperature is low relative to use of the instrument.

End-of-Life treatment of sold products

For end-of-life instruments, emissions in this category are based on the number of instruments removed from the installed base during the year and assumptions about the composition of theoretical instruments (metal, plastic, circuit boards). These assumptions will be further refined as LCAs are performed.

For reagent end-of-life, bioMérieux considers an average reagent, based on the compositions and sales volumes of our five largest ranges, representing 90% of our sales volumes.

For packaging end-of-life, bioMérieux uses sales volumes for each reference, and the composition of the packaging in terms of weight and materials (according to the internal Packaging Data Management database).

The final transport of a product at end of life is considered to be within a radius of 50 km from where that product was generated.

Other emissions items

Other emissions items are not considered relevant to the Company's business, or they are non-material or already included in other emissions items:

- Direct emissions from processes: bioMérieux processes are not likely to generate direct GHG emissions. The processes used are primarily assembly processes for manufacturing instruments, and mixing of raw materials (without chemical reaction) for reagents, and manual or automated packaging of these reagents. Indirect emissions related to energy consumption for these processes are included in the other emissions items of Scope 1 and Scope 2;
- upstream leased properties emissions: emissions related to entities (industrial sites or commercial subsidiary offices) based in leased premises are integrated into Scope 1 and Scope 2;
- other upstream emissions: we have not identified other upstream emissions;
- downstream transport and logistics: these are distributors' logistics activities. The transport of finished products to distributors is handled by bioMérieux and the associated emissions are included in upstream transport and distribution emissions. As bioMérieux's distributors operate on lower-volume markets, emissions are very low and are estimated as non-material (<1% of Scope 3 emissions);
- processing of finished products: bioMérieux's finished products are not intended for further processing.
- franchise: bioMérieux does not implement a franchise system;
- capital expenditure: emissions related to bioMérieux's capital expenditure are estimated at less than 1% of total Scope 3 emissions and are therefore considered non-material.

Biogenic emissions

Biogenic carbon is the carbon from organic materials that may be emitted due to the use of plant-based raw materials, organic waste degradation, fermentation, and biomass combustion.

Biogenic CO_2 emissions are linked to the biomass formed over a short and recent period and are part of carbon's natural life cycle, while fossil CO_2 emissions are based on carbon that has been stored for millions of years. They are emitted outside carbon's natural life cycle.

In 2025, biogenic emissions were calculated for the first time by bioMérieux, and represent 17,000 metric tons. They come mainly from:

- biomass combustion for the production of electricity consumed in the various countries where the Company operates (industrial sites, R&D centers, head offices and commercial subsidiary offices) and where its instruments are used by its customers;
- the treatment of organic waste (cardboard packaging, food waste, etc.) generated in its activities;
- the use of sustainable biofuel (SMF – Sustainable Marine Fuel) for part of the sea freight used to transport our finished products;
- the production of packaging cardboard for the products delivered by our suppliers and the cartons used for shipping our products to our customers, as well as the treatment of these carton packagings by our customers.

Climate change adaptation

E1-3 – Actions and resources relating to climate change adaptation policies

Impact of climate change on infectious diseases

Topic: climate change promotes the emergence of infectious diseases and their geographic spread.

Opportunity: In response to these challenges, bioMérieux can pursue and expand its public health mission by developing *in vitro* diagnostic tests to detect new infections. This approach enables the Company not only to safeguard its reputation and contribute actively to public health, but also to boost its sales, as illustrated by the success of the VIDAS® DENGUE test.

Climate change and health: contributing to the fight against the spread of new epidemics

Context: The effect of global warming on risks of epidemics is a complex issue at the heart of scientific thinking on how to anticipate the risks of future epidemics. In 2019, a consensus statement drafted by 33 scientists from nine countries was published in Nature Reviews Microbiology [(1)] to raise awareness of this issue and to urge that action be taken to ensure that research on microorganisms is increasingly incorporated into the fight against climate change.

One of the first consequences of climate change is that it facilitates the dissemination of mosquitoes, which multiply as a result of heat and humidity. With higher temperatures and stretches of stagnant water following flooding, they proliferate and spread viral diseases such as dengue fever and chikungunya through their bites. Cases of these viral diseases have already been recorded in new geographical areas, such as cases of chikungunya in the south of France [(2)]. In addition, the rise in global temperatures significantly increases the probability of malaria cases worldwide.

Another possible consequence is related to flooding, which worsens hygiene conditions in regions affected by extreme climate events (typhoons and cyclones). Contamination of drinking water sources is causing the re-emergence of cases of cholera and typhoid. Deforestation, which inevitably leads to global warming, is also a risk factor for the intrusion of animal species in urban areas, which are reservoirs of viruses that could be transmitted to humans.

As climate change accelerates, communities are under increasing pressure due to infectious diseases. Rising temperatures, extreme weather events and ecological disturbances expand the geographic area and seasonality of many viral and bacterial pathogens, while increasing the burden of antimicrobial resistance on public health. In this context, early detection and rapid response capabilities have become essential components of climate-resilient health systems.

Actions implemented

In this context, bioMérieux's remit is to provide health authorities, healthcare professionals and patients with new tests to quickly and easily diagnose these diseases. For instance, bioMérieux proposes three fully automated VIDAS® tests for the detection of dengue fever. These three serological tests are recommended by international guidelines [(3)].

In parallel, the BIOFIRE® Tropical Fever panel can be used to detect the origin of tropical fevers. All of these tests provide fast, reliable and better quality results than existing manual methods. This performance level responds to the medical need for an early and accurate diagnosis of dengue. There is also the VIDAS® Chikungunya test for detecting Anti-Chikungunya Virus IgM and IgG Antibodies [(4)].

In 2025, bioMérieux launched the WATCHFIRE™ solution, which responds directly to these challenges by enabling real-time monitoring of pathogens circulating in communities through wastewater analysis and environmental monitoring. Using molecular technology, the WATCHFIRE™ Panel provides rapid multiplex PCR detection of 22 pathogens in about 45 minutes. These capabilities allow public health authorities to identify epidemiological trends earlier, even before clinical cases increase, thereby supporting rapid interventions to protect vulnerable populations exposed to climate-related health risks. Integrated into the FIREWORKS™ software, WATCHFIRE™ offers automated data visualization and trend analysis, turning decentralized wastewater testing into a true early warning system. These systems are becoming increasingly essential as climate change causes a change in the transmission patterns of pathogens such as influenza, RSV, SARS-CoV-2 and other respiratory agents. Wastewater monitoring is also a cost-effective way to monitor large populations, especially in resource-limited environments where the effects of climate instability can be especially significant.

The adaptation plan mainly entails storing inventories in the right place thanks to the real-time measurement of the start of an epidemic.

At present, bioMérieux does not publish consolidated metrics or targets related to this issue. The actions deployed and described above are subject to specific internal monitoring.

Section ESRS-S4 describes the opportunity associated with our commitment to "help make the worls a healthier place."

---

(1) Cavicchioli, R., Ripple, W.J., Timmis, K.N. et al. Scientists' warning to humanity: microorganisms and climate change. Nat Rev Microbiol 17, 569–586 (2019). https://doi.org/10.1038/s41579–019–0222–5

(2) https://www.santepubliquefrance.fr/maladies-et-traumatismes/maladies-a-transmission-vectorielle/chikungunya/articles/donnees-en-france-metropolitaine/chikungunya-dengue-et-zika-donnees-de-la-surveillance-renforcee-en-france-hexagonale-2024

(3) Versiani AF, Kaboré A, Brossault L, Dromenq L, Dos Santos TMIL, Milhim BHGA, Estofolete CF, Cissé A, Sorgho PA, Senot F, Tessonneau M, Diagbouga S, Nogueira ML. Performance of VIDAS® Diagnostic Tests for the Automated Detection of Dengue Virus NS1 Antigen and of Anti-Dengue Virus IgM and IgG Antibodies: A Multicenter, International Study. Diagnostics (Basel). 2023 Mar 16;13(6):1137. doi: 10.3390/diagnostics13061137. PMID: 36980445; PMCID: PMC10047366.

(4) Pereira GM, Manuli ER, Coulon L, Côrtes MF, Ramundo MS, Dromenq L, Larue-Triolet A, Raymond F, Tourneur C, Lázari CDS, Brasil P, Filippis AMB, Paranhos-Baccalà G, Banz A, Sabino EC. Performance Evaluation of VIDAS® Diagnostic Assays Detecting Anti-Chikungunya Virus IgM and IgG Antibodies: An International Study. Diagnostics (Basel). 2023 Jul 7;13(13):2306. doi: 10.3390/diagnostics13132306. PMID: 37443699; PMCID: PMC10340453.

Impact of climate change on operations

Topic: climate hazards, whether chronic or acute, can affect bioMérieux's activities and represent a material risk. Such hazards can result in a more or less long interruption of activities at a major industrial site, put pressure on resources, disrupt logistics flow production and shelf life, and impact individuals, employees and workers in the value chain.

Risk: climate change poses a significant financial risk for bioMérieux given its physical impacts on the Company's sites. Such impacts can lead to an increase in costs for purchases, insurance, maintenance and equipment, as well as financial losses in the event of one-off shutdowns of operations. Working conditions can also be affected by heatwaves, which pose a risk to employee well-being. The value chain is also vulnerable, with physical risks to suppliers' critical assets. Lastly, bioMérieux's business model might be threatened by shortages of essential raw materials of natural origin due to the effects of climate change on biodiversity.

The transition plan outlined above includes measures aimed at mitigating this risk by addressing the root cause and reducing dependence on energy and water resources. It will be fine-tuned with a specific action plan for sites identified as high-risk based on the results of the risk study (carried out using the TCFD [1] method). An adaptation plan will also be developed in addition to the BCP (Business Continuity Plan) process.

The exposure and vulnerability of our sites to most climate risks are assessed through the insurance company's audits. For many years, these audits have provided inputs for the site business continuity plans and, where appropriate, for specific investments to reduce their exposure or severity.

Climate change considerations in this process are described above in § 3.3.2 sections ESRS 2 IRO-1 and ESRS 2 SBM-3.

The analysis of climate change and its impact on exposure to climate risks referred to above confirms that the Group's sites are located in areas that will face climate hazards that will become a lot more frequent and more intense by 2050, like everywhere else in the world. Hail, storms and heat waves are the hazards expected to impact most negatively a large majority of sites. The next steps in the vulnerability analysis update should confirm that, given the current level of site resilience, the need for exceptional protection investments can be excluded at this stage.

At present, bioMérieux does not publish consolidated metrics or targets related to this issue. The actions deployed and described above are subject to specific internal monitoring.

E1-7 – GHG removals and GHG mitigation projects financed through carbon credits

The Group does not currently have any GHG removals and GHG mitigation projects financed through carbon credits.

E1-8 – Internal carbon pricing

The Group does not use any internal carbon pricing schemes.

3.3.3 Pollution (ESRS E2)

ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities relating to pollution

Context: industrial installations have the potential to pose risks to health and the environment. In France, they are subject to the ICPE (Installations Classified for Environmental Protection) regulation. bioMérieux sites pose a low level of risk of environmental pollution (local and reversible impact). This assessment is based on document reviews (inventory of chemicals and their hazards, etc.) and on-site measurements. Since 2025, the Grenoble site is no longer required to submit a declaration for the use of toxic substances. bioMérieux remains committed to controlling the risks associated with the use of these substances.

Despite growing environmental concerns, the use of microplastics in *in vitro* diagnostics systems is marginal. Sector studies and the REACH regulation show that such professional usage results in minor environmental releases, accounting for only 0.00075% of total estimated releases in the EU. Given that its quantities are very limited, bioMérieux's impact is insignificant.

Finally, antibiotic pollution is mainly associated with pharmaceutical manufacturing and healthcare establishments, whereas the diagnostics industry is viewed as a solution to optimize their use. Concentrations of antibiotics in drinking water are low and bioMérieux's environmental footprint remains very small. Moreover, antibiotics are not considered pollutants and are not covered by the European Union's Water Framework Directive (WFD), which identifies chemical substances that pose a risk to the aquatic environment. However, bioMérieux is particularly mindful of antimicrobial resistance caused in particular by prolonged exposure of environmental bacteria to antibiotic residues. To assess its impact on the environment and health, bioMérieux conducted an internal study using the AMS (Antibiotic Manufacturing Standard) methodology recommended by the AMR Industry Alliance. The results obtained show a very low level of rejection, well below the materiality level recommended by this method.

(1) *Task Force on Climate-Related Financial Disclosures.*

Impact: The pollution-related impact and environmental risk posed by bioMérieux's industrial activities, whether by hazardous substances or microplastics, are low and have not been identified as material within its own operations. However, impact materiality is implied in the upstream and downstream value chain, with potential water, air and/or soil pollution in the short, medium and/or long term. For now, bioMérieux's visibility in this area is limited by a lack of access to its value chain data.

Description of IROs	Targets set for 2020–2025	Targets from 2026	Policy	SDGs
Pollution in the value chain *Potential water, air and soil pollution* **Upstream/Downstream** **ST**	Presented in G1: Long-term relationships with suppliers and key partners	Presented in G1: Long-term relationships with suppliers and key partners	The HSE policy seeks to eliminate or reduce the use of hazardous substances; protect the environment by preventing pollution risks, reducing the carbon footprint of our activities, and reducing waste production	13 CLIMATE ACTION

Ⓘ- = Negative impact / Ⓘ- = Potential negative impact / Ⓘ+ = Positive impact / Ⓞ = Opportunity / Ⓡ = Risk / Ⓡ = Climate-related physical risk
Time horizon = Short term **ST**, *Medium term* **MT**, *Long term* **LT**

Topic: this issue concerns the management of pollution sources in the value chain and the action plan implemented to mitigate them in order to protect the environment.

The upstream value chain includes the plastics industry, mineral extraction and the electronics industry, as well as the agro-industry (plant or animal raw material).

The downstream value chain includes all customers and potentially contaminated reagents incinerated by subcontractors.

Details of the double materiality assessment can be found in § 3.2.4 section IRO-1 – Description of the Process to Identify and Assess Material Impacts, Risks and Opportunities.

E2-1 – Policies related to pollution

To address these issues, bioMérieux relies on the overall HSE policy described above in § 3.3.2, section E1-2 and which states, in particular, that the Company is committed to protecting the environment by preventing pollution risks across the entire value chain. The scope and governance of this policy are also described in § 3.3.2 section E1-2.

The Group goes beyond the requirements of European regulations REACH (Registration, Evaluation, Authorization and Restriction of Chemicals), Biocides, GHS, CLP, RoHS (Directive on the Restriction of the Use of Certain Hazardous Substances) by committing to a proactive approach across its entire product portfolio and supply chain. It carried out research projects aimed at substituting the chemicals in its products, processes and supply chain. Where substitution is not technically possible, bioMérieux ensures that the risks associated with these chemicals are controlled throughout the life cycle in order to avoid any potential harm to the environment and health. In addition, bioMérieux has developed a vigilance plan (described in § 3.2.2, section GOV-4 – Statement on Due Diligence) in accordance with the requirements of Law no. 2017-399 on the duty of vigilance. The aim of this plan is to identify and prevent risks to human rights and fundamental freedoms, the risks of serious physical or environmental harm, and the health risks arising from the activities of the Company and its subsidiaries, subcontractors and suppliers.

Relations with bioMérieux's partners are governed by policies on ethical business conduct, reduction of greenhouse gas emissions, protection of the environment and respect for human rights, in accordance with the principles set out in its Global Code of Conduct and its Business principles for third parties (see also section G1-1 – Business Conduct Policies and Corporate Culture).

Purchasers are responsible for defining and managing CSR action plans with their suppliers based on the responsible procurement strategy.

bioMérieux requires distributors to apply rigorous processes to ensure compliance and conducts regular audits (see § 3.5 section G1-2, subsection "Distributor Network").

E2-2 – Actions and resources related to pollution

The materiality analysis concluded that the impacts, risks and opportunities related to pollution are not material for bioMérieux's own operations, which comply with regulatory requirements.

Information on how bioMérieux addresses the impact of activities in the value chain can be found in § 3.2.2 section GOV-4 – Statement on Due Diligence and in § 3.5.1 section G1-2 – Management of Relationships with Key Partners.

E2-3 – Targets related to pollution

For now, the Company has not set measurable targets for monitoring the impacts of its value chain. However, targets related to the overall management of the impacts generated by its value chain activities are set out in § 3.5.1 G1-2 – Management of Relationships with Key Partners.

3.3.4 Water and marine resources (ESRS E3)

ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities related to water and marine resources

Details of the double materiality assessment can be found in § 3.2.4 section IRO-1 – Description of the Process to Identify and Assess Material Impacts, Risks and Opportunities.

bioMérieux has been responding annually to the CDP Water questionnaire since 2024. In 2025, it maintained the B- score obtained for its 2024 response.

bioMérieux maintains an open dialogue with local elected officials and administrative authorities for project and installation management, enabling it to build stronger relations and ensure regulatory compliance.

For example, in 2022 Brittany's DREAL (Regional directorate for environment, development and housing) visited the industrial sites in the region, including the bioMérieux site in Combourg. This visit was an opportunity for bioMérieux to present its action plan and results, which the DREAL found to be satisfactory.

In 2024, bioMérieux also began constructive talks with the city of Lyon to obtain building permits to install solar panels at its sites (Marcy l'Étoile and Craponne parking lots), the idea being to ensure that the installations would not prevent rainwater from infiltrating the soil. bioMérieux also engaged in dialogue with the Combourg city hall for the installation of solar panels in the parking lot and on the roof. bioMérieux involves its insurance company prior to these solar panel installation projects (Marcy l'Étoile, Craponne, Combourg) in order to take on board its recommendations.

Water management is identified as a material issue based on Aquatic and marine resources / Water; Marine resources / Water consumption sustainability matters

	Description of IROs	Targets set for 2020–2025	Targets from 2026	Policy	SDGs
I-	Water management in direct activities *Pressure on water resources* **Own operations** **ST**	45% reduction in water use intensity in own activities compared to 2015 (ratio of water withdrawals to sales)	45% reduction in water withdrawals compared to 2023	The HSE policy provides for preservation of natural resources. The Company is committed to protecting the environment across the entire value chain.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 14 LIFE BELOW WATER
R	Water management in direct activities *Water stress. Vulnerability costs* **Own operations** **ST MT LT**				
I-	Water management in the value chain *Pressure on water resources* **Upstream/Downstream** **LT**	Presented in G1: Long-term relationships with suppliers and key partners	Presented in G1: Long-term relationships with suppliers and key partners		

I = Negative impact / I- = Potential negative impact / I+ = Positive impact / O = Opportunity / R = Risk / R = Climate-related physical risk
Time horizon = Short term **ST**, *Medium term* **MT**, *Long term* **LT**

Context: water is used by the Company in the formulation of its products. It is also used (i) in refrigerating facilities, such as cold storage rooms, in controlled atmosphere areas or (ii) as a coolant in the manufacturing process. In this case, the Company prioritizes closed-circuit systems.

Topic: safeguarding water as a resource is key to maintaining business continuity in areas subject to drought, water stress or flooding. Also crucial is the optimization of water withdrawals.

Impact: the potential negative impact identified is the pressure placed on water resources due to its use in value chain activities. This will have a real impact on the Company's manufacturing processes in the medium and long term. This pressure is more significant in geographic areas subject to water stress.

Risk: water stress can represent a short-, medium- and long-term risk for companies, especially those dependent on water in their production or sourcing processes. Severe water stress can result in higher water costs and stricter regulations regarding its use.

In 2024, bioMérieux conducted a water stress risk analysis for its industrial sites using the Aqueduct software developed by the World Resources Institute (WRI). The analysis considers each site's geographic location and uses a classification based on water stress level in accordance with the current state of water stress at each site (baseline) and projections for 2030, 2050 and 2080 based on three scenarios (pessimistic, *status quo* and optimistic). 13 sites are considered to be located in an area where the water stress level has reached or exceeded 40%.

According to the databases consulted, current local water stress levels are high for more than half the sites but stable over time, with the exception of the locations in San Jose in California (United States) and Combourg in Brittany (France). At present, these water stress levels have no material impacts on the activities of the sites in question. The water stress analysis for the San José site, based on its exposure and vulnerability, concludes that the level is low due to limited dependence on water resources. The risk assessment for the Combourg site appears to be average. However the site has already implemented a water dependency reduction plan that will continue at least until 2030.

Information on how bioMérieux addresses the impact of activities in the value chain can be found in § 3.2.2 section GOV-4 – Statement on Due Diligence and in § 3.5.1 sections G1-1 – Business Conduct Policies and Corporate Culture and G1-2 – Management of Relationships with Key Partners. Below is a description of how bioMérieux addresses the impact of its own activities on water resources.

E3-1 – Policies related to water and marine resources

To address these issues, bioMérieux relies on the overall HSE policy described above in § 3.3.2, section E1-2, which states, in particular, that the Company is committed to preserving natural resources, including water resources, across the entire value chain. The scope and governance of this policy are also described in E1-2.

Policies related to value chain activities are described in § 3.2.2 section GOV-4 – Statement on Due Diligence and in § 3.5.1 section G1-1 – Business Conduct Policies and Corporate Culture.

E3-4 – Water consumption

Note that both the CSRD and the CDP Water define water consumption as "the amount of water drawn into the boundaries of the undertaking and not discharged back to the water environment or a third party over the course of the reporting period." In other words, water consumption is the difference between withdrawals and discharges.

bioMérieux has chosen to go beyond the regulatory requirements of the CSRD by including rainwater harvesting among its consumption. This approach is based on a strong conviction: harvesting rainwater for future use deprives ecosystems and groundwater of essential replenishment, especially in spring. Therefore, rainwater use is not considered as a simple measure of saving drinking water, but as water withdrawals with a real ecological impact. This choice of an expanded reporting reflects the Company's commitment to transparently managing its water footprint. This approach is reflected in the "historical metrics" presented after the CSRD metrics.

In 2025, bioMérieux's water withdrawals totaled 995,841 m^3 (vs. 922,864 m^3 in 2024), of which 901,250 m^3 were re-injected (vs. 832,698 m^3 in 2024):

- 414,826 m^3 is water withdrawn and re-injected into the groundwater for cooling, with no loss;
- 486,424 m^3 is wastewater released into the networks.

bioMérieux's water consumption in 2024 was therefore 94,591 m^3 (vs. 90,166 m^3 in 2024). This consumption by sites located in regions of extreme water stress amounted to 62,585 m^3 (vs. 64,110 m^3 in 2024).

Water intensity for 2025 was 23 m^3/€m (calculated as total water consumption in cubic meters from own operations per million euros of sales), as in 2024.

The total volume of water stored and changes in storage are not material.

Monitoring of historical water use metrics

Since 2015, bioMérieux's strategy for reducing pressure on water resources has been based on water withdrawals (excluding water re-injected into the groundwater) and intensity-of-use metric (see target described below).

As such, 581,015 m^3 was withdrawn in 2025 (compared with 593,475 m^3 of water in 2024), representing 143 m^3/€m of sales, down 53% compared to 2015.

This quantitative data is calculated based on the information available for all industrial sites and subsidiaries worldwide:

- the amounts for the industrial sites are mainly based on actual data measured on site or data provided by water suppliers on invoices:
  - from time to time, some data may be estimated when not available from suppliers. In such cases, the estimate is based on the equivalent period of the previous year, so as to incorporate seasonal effects. However, more accurate estimates based on additional factors specific to the local context are permitted,
  - for some sites, when water discharges are not measured, the share of water consumed is estimated based on the share of water used in the composition of finished products. The extracted water in preparations mixed with chemicals or biological products to be disposed of is not taken into account in discharges because the entire preparation is incinerated as hazardous waste,
  - for one U.S.-based site, water used in the composition of finished products is purchased in containers and not included in this data,
  - for two sites with fewer than 50 FTEs, all consumption data is estimated based on the actual data of an entity of the same size;

- subsidiaries' activities are comparable to tertiary activities and account for less than 5% of total water consumption. Five of the main subsidiaries provide actual data, one of which serves as a basis for estimating the data of the other subsidiaries in proportion to their headcount;
- under its plan to reduce its impact on water resources, bioMérieux monitors and takes action, as described below, to reduce its water usage (mainly composition of finished products, sanitary use, cleaning processes in production and cooling tower circuits), aside from water withdrawn and re-injected without loss into the natural environment (as is the case with groundwater in Saint-Vulbas).

E3-3 – Targets related to water and marine resources

The voluntary target for 2025 is a 45% reduction in water use intensity in own activities compared to 2015 (ratio of water withdrawals to sales). For this purpose, water withdrawals from the Saint-Vulbas logistics platform as described in E3-2, fully re-injected into the same groundwater after use, are not taken into account.

2025 achievements: 581,015 m^3 of water was withdrawn, or 143 m^3/€m of sales, corresponding to a 53% reduction compared to 2015 (593,324 m^3).

In 2025, the Company specified the new Group target for water withdrawals by 2030 considering the risk of local water stress. The aim is to reduce withdrawals in own operations by 45% compared to 2023 (water withdrawals to sales ratio – 184 m^3/€m in 2023). This new overall target is broken down into site-specific targets, taking into account for the first time whether the sites are located in severe or non-severe water stress areas. Each site now has a set target; this target is more stringent where the site is located in a region of extreme water stress.

For now, the Company has not set targets for the impact of its value chain activities on water resources. However, targets related to the overall management of the impacts generated by its value chain activities are set out in § 3.5.1 G1-2 – Management of Relationships with Key Partners.

E3-2 – Actions and resources related to water and marine resources

bioMérieux uses the local water supply to meet water requirements at its manufacturing sites. The Company does not extract water directly from the natural environment, except for groundwater withdrawals from its logistics platform located in Saint-Vulbas (France), mainly (99% of the groundwater withdrawals) and, to a much lesser extent (< 1%), at its Hyderabad (India) site.

Saint-Vulbas groundwater withdrawals are for cooling purposes: a heat exchanger makes it possible to utilize the temperature difference with the local groundwater. Water extracted from the groundwater is discharged after heat exchange and has no direct contact with the cooling circuit water. Official authorization is required to use the groundwater in this way.

The Company is not subject to any permanent specific local restrictions on water supply in the areas where it operates. As regards possible seasonal restrictions, bioMérieux strives to comply with occasional water-use restrictions issued at times by local authorities in the event of drought.

To reduce water withdrawals from its industrial sites in view of the target by 2025, then the target by 2030, the Company is implementing an action plan to reduce its water use at all production sites. This water efficiency plan introduced in 2015 is primarily based on a five-year capital expenditure plan that is updated and enhanced annually by local teams. The output data from the water stress analysis, presented above, was integrated as input data to this exercise in 2025 through the 2030 withdrawal reduction targets that were defined for each site.

This action plan is based on projects aimed at:

- developing projects to recover water from certain processes for its reuse;
- replacing existing equipment with more water-efficient equipment;
- optimizing water withdrawals to reflect actual consumption requirements;
- preventing water leaks (stoppage/control);
- dismantling cooling towers and replacing refrigeration units with waste heat recovery systems at new installations;
- improving production equipment cleaning practices to reduce water use.

This five-year action plan follows the same approach as described for Scopes 1 and 2 CO_2 emission reduction plan. Therefore, validated actions are assessed in terms of contribution to the achievement of the Group's target, and complemented in the following planning exercise until the target is achieved. The subsequent planning exercise is also updated taking into account the performance of the previous year and thus serves for planning and steering performance in order to achieve the set target.

Soil desealing projects currently underway at certain sites also play a role in restoring water resources (see the land de-artificialization project in Grenoble below in section E4).

Information on how bioMérieux addresses the impact of activities in the value chain can be found in § 3.2.2 section GOV-4 – Statement on Due Diligence and in § 3.5.1 sections G1-1 – Business Conduct Policies and Corporate Culture and G1-2 – Management of Relationships with Key Partners.

3.3.5 Biodiversity (ESRS E4)

The five main pressures on biodiversity from human activities, identified by IPBES [1], are:

1. Destruction and artificialization of natural environments: the conversion of natural habitats into agricultural or urban areas leads to the fragmentation and degradation of ecosystems.
2. Overexploitation of natural resources and illegal trafficking: overfishing, deforestation and poaching exceed the regeneration capacity of ecosystems.
3. Global climate change: greenhouse gas emissions alter climatic conditions, disrupting species' habitats and life cycles.
4. Ocean, freshwater, soil and air pollution: discharges of harmful substances affect the quality of natural environments and the health of living organisms.
5. Introduction of invasive alien species: the arrival of non-native species can destabilize ecosystems and threaten local species.

These interconnected pressures contribute significantly to the collapse of biodiversity worldwide.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Seventeen of our industrial sites (out of twenty-one) are located less than three kilometers from a sensitive area in terms of fauna or flora, according to the IBAT [2] online tool and ZNIEFF [3] list for France. Of those, eleven are in urbanized areas.

One of these sites is located within a sensitive area, as is more than two-thirds of the surface area of the industrial area under which the site falls.

ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities related to biodiversity and ecosystems

Details of the double materiality assessment can be found in § 3.2.4 section IRO-1 – Description of the Process to Identify and Assess Material Impacts, Risks and Opportunities.

bioMérieux supports the One Health approach, which recognizes that individual health depends on the health of the planet. The Company contributes to biodiversity preservation by developing diagnostic solutions that help to improve the health of human and animal populations, as healthy populations promote balanced ecosystems and the stability of natural environments. At the same time, its products allow appropriate use of antibiotics, the excessive use of which leads to pathogen resistance to these treatments, thereby affecting ecosystems.

However, based on available documentation, the production of medical devices can have a negative impact on biodiversity. bioMérieux is aware that the healthcare industry plays a crucial role in protecting the health of people and animals, and that it must adopt sustainable practices to minimize its impact on biodiversity. To this end, in 2024 bioMérieux launched an impact study that will enable it to know and understand how it impacts biodiversity. The Company's strength lies in knowledge of its activities, its monitoring and its actions in terms of pollution management and site location; however, it is currently unable to identify its impact on biodiversity. Its activities appear to mainly impact the artificialization of land, while the activities in its value chain have pollution, water and waste impacts, as described in this report (see § 3.3.3, § 3.3.4 and § 3.3.5).

In 2026, the Company will conduct a broader study to identify the material impacts that will be analyzed in greater depth. The findings will provide inputs for relevant, targeted action plans with the aim of minimizing these impacts and contributing to the restoration of natural ecosystems.

Nevertheless, the initial results of the materiality assessment are presented below. The materiality of potential impacts has yet to be determined.

(1) *IPBES is the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services. It is an international organization established in 2012 under the auspices of the United Nations. Its role is to assess the state of biodiversity and ecosystems, as well as their interactions with human societies, in order to inform policy decisions and promote actions in support of conservation and sustainable development.*
(2) *Integrated Biodiversity Assessment Tool.*
(3) *In France, a natural zone of ecological, faunistic and floristic interest (abbreviated as ZNIEFF) is a natural area documented for its noteworthy ecological features. It complements regulatory zoning to guide land-use planning decisions and prevent the artificialization of areas of major environmental significance.*

	Description of IROs	Targets set for 2020–2025	Targets from 2026	Policy	SDGs
(I-)	Biodiversity – destruction and artificialization of natural environments *The construction of new buildings leads to the artificialization of land* **Own operations** **MT**	Specific targets for biodiversity preservation at each site	Specific targets for biodiversity preservation at each site	The HSE policy provides for preservation of natural resources. The Company is committed to protecting the environment, including biodiversity, throughout the value chain	15 LIFE ON LAND
	Biodiversity – contribution to the destruction of ecosystems *Potential pollution, pressure on water resources, waste management* **Upstream/Downstream** **MT**	Presented in G1: Long-term relationships with suppliers and key partners	Presented in G1: Long-term relationships with suppliers and key partners		

(I) = Negative impact / (I-) = Potential negative impact / (I+) = Positive impact / (O) = Opportunity / (R) = Risk / (R) = Climate-related physical risk
Time horizon = Short term **ST**, *Medium term* **MT**, *Long term* **LT**

E4-5 – Impact metrics related to biodiversity and ecosystems change

One of these sites is located within a sensitive area, as is more than two-thirds of the surface area of the commune. The surface area of this site is 0.18 hectares.

E4-1 – Transition plan and consideration of biodiversity and ecosystems in strategy and business model

Based on the studies, the results of which are expected in 2026, the Company will update its transition plan described in § 3.3.2 section E1-1 to specifically include impacts on biodiversity.

Information on how bioMérieux addresses the impact of activities in the value chain can be found in § 3.2.2 section GOV-4 – Statement on Due Diligence and in § 3.5.1 sections G1-1 – Business Conduct Policies and Corporate Culture and G1-2 – Management of Relationships with Key Partners.

E4-2 – Policies related to biodiversity and ecosystems

To address these issues, bioMérieux relies on the overall HSE policy described in § 3.3.2, section E1-2 and which states, in particular, that the Company is committed to protecting the environment, including biodiversity, across the entire value chain. The scope and governance of this policy are also described in § 3.3.2 section E1-2.

The policies related to activities in the value chain are described in § 3.2.2 section GOV-4 – Statement on Due Diligence and in § 3.5.1 section G1-2 – Management of Relationships with Key Partners.

E4-3 – Actions and resources related to biodiversity and ecosystems

Specific actions mainly entail studying the impacts of the Company's business and of its value chain on biodiversity. However, as ESRS E4 is related to the other Environmental pillar ESRS, the actions related to climate change, water and resource use contribute directly to mitigating impacts on biodiversity.

Although the assessment of the business's impacts is not yet complete, the initial results already make it possible to incorporate specific requirements into the specifications of current projects. An example of this is the planned extension of the Grenoble site, work on which began in 2025 and now includes:

- requirements that all future buildings have rainwater infiltration systems at the site and that all traffic areas created be permeable;

- revamping of 2,792 sq.m. of existing traffic areas to make them permeable;
- technical design requirements for new outdoor areas and re-work of many existing ones to limit the impacts of development on biodiversity and facilitate support for this biodiversity:
  - development of infiltration swales with proper slopes and revegetation,
  - hedge planting,
  - development of site boundaries so as not to hinder biodiversity,
  - choice of varieties of vegetation to add.

These factors are in keeping with the site's proximity to a sensitive wetland area (a river classified as a ZNIEFF) and predicated on two concerns: the impact of the Company's activities on the wetland and the flood risk it represents.

Consequently, once the project is completed:

- 68% of the total area of the site (38,331 sq.m.) will be permeable. The remaining 32% will consist of 5,000 sq.m. of roads for truck traffic and 7,200 sq.m of area of ground occupied by buildings;
- 100% of rainwater run-off from the buildings will be infiltrated at the site.

In addition to contributing to the blue infrastructure (water management) by allowing natural water infiltration, this project includes actions contributing to the green infrastructure (biodiversity), particularly by defining a special site organization to limit its impacts on biodiversity during its implementation phase, and by integrating in the specifications many actions supporting revegetation and local fauna based on the recommendations of ecologists (development of water infiltration swales with gentle slopes preserving fauna from the risk of trap and plants of high and low stems, property boundary fencing, selection of plant species, identification and removal of harmful invasive plant species, etc.).

To date, the Company has not used any biodiversity loss offsetting measures in its action plans.

To raise employee awareness, the Company organized a hybrid face-to-face and remote conference in October 2025 with the help of Institut Mérieux focused on factoring biodiversity into the Group's activities, which was attended by 700 employees. This conference was an opportunity to highlight the different concrete development projects carried out at the different sites by representatives of the teams involved in these projects.

Information on how bioMérieux addresses the impact of activities in the value chain can be found in § 3.2.2 section GOV-4 – Statement on due diligence and in § 3.5.1 section G1-2 – Management of Relationships with Key Partners.

E4-4 – Targets related to biodiversity and ecosystems

For many years, the Company has implemented specific actions at each of its sites to preserve biodiversity and natural ecosystems based on advice from external experts (see § 3.7.2). For now, the Company has not set measurable targets for monitoring the impacts on biodiversity of activities in its value chain or its own activities. These targets will be established following the above-mentioned study. Targets related to the management of material impacts generated by value chain activities are detailed in § 3.5.1 section G1-2 – Management of Relationships with Key Partners.

3.3.6 Resource use and circular economy (ESRS E5)

ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities related to resource use and circular economy

Details of the double materiality assessment can be found in § 3.2.4 section IRO-1 – Description of the Process to Identify and Assess Material Impacts, Risks and Opportunities.

In an effort to be proactive, bioMérieux has addressed the topic of the circular economy without waiting for regulatory requirements.

In 2020, the Company restructured its services to incorporate eco-design into the new product development process. This approach is also applied when existing products are updated. Eco-design was, therefore, the first topic presented to the Stakeholder Committee at its first meeting in 2022.

The material impacts and risks identified for this topic are as follows:

Description of IROs	Targets set for 2020–2025	Targets from 2026	Policy	SDGs
Environmental impact of products *Pressure on resources* **Own operations** **LT**	90% of products covered by a life cycle analysis (in number of tests sold).	25% reduction in virgin (non-recycled) plastic per test sold by 2034 vs. 2023, with a milestone of -5% in 2028	The HSE policy seeks to eliminate or reduce the use of hazardous substances; preserve natural resources; protect the environment by preventing pollution risks, reducing the carbon footprint of our activities and reducing waste production	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
Sustainable sourcing *Sourcing costs arising from failure to adapt* **Own operations** **MT**	Convert 95% of reagent kit cardboard packaging into eco-designed cardboard			
Waste management in direct activities *Pressure on resources* **Own operations** **ST**	50% reduction in waste generation intensity compared to 2015	45% reduction in the amount of waste from own activities compared to 2023 by 2030 Recovery of a minimum of 85% of waste from the Company's normal activities by 2030		
Waste management in the value chain *Potential toxicity, contamination* **Upstream/Downstream** **MT**	Presented in G1: Long-term relationships with suppliers and key partners	Presented in G1: Long-term relationships with suppliers and key partners		
Waste management in the value chain *Reputational risk* **Upstream/Downstream** **MT**				

Ⓘ- = Negative impact / Ⓘ- = Potential negative impact / Ⓘ+ = Positive impact / ⓞ = Opportunity / Ⓡ = Risk / Ⓡ = Climate-related physical risk
Time horizon = Short term **ST**, *Medium term* **MT**, *Long term* **LT**

All are identified as material over the long term. A description of these issues and related IROs is given below.

Environmental impact of products

Topic: the main issue for bioMérieux in terms of circular economy and resource use involves the integration of eco-design practices throughout the value chain. This includes optimizing the environmental performance of products under development as well as products already on the market. A product's environmental performance covers its entire life cycle: starting with the sourcing phase, then production at manufacturing sites, distribution, use by the customer, and finally end-of-life management.

In addition, regulations on these matters are becoming increasingly stringent, as illustrated by the EU Eco-design for Sustainable Products Regulation [1] (ESPR), which aims to promote more sustainable and circular products, and the EU Packaging and Packaging Waste Regulation (PPWR).

Impact: ineffective management of the environmental impact associated with the life cycle of products may affect resource management, putting greater pressure on raw materials and increasing demand for limited resources. This applies, in particular, to energy used by our instruments at customer sites, waste production and pollution associated with the life cycle of products, including as a result of the use of packaging and consumables that must be incinerated at end-of-life to prevent biohazards.

To minimize these impacts, bioMérieux implements eco-design strategies that contribute to circular and sustainable resource management.

This long-term impact covers the following issues, which include sustainable sourcing and waste management (see § 3.3.2 section Climate Change Mitigation).

(1) *Regulation (EU) 2024/1781 of the European Parliament and of the Council of June 13, 2024 establishing a framework for the setting of ecodesign requirements for sustainable products, amending Directive (EU) 2020/1828 and Regulation (EU) 2023/1542 and repealing Directive 2009/125/EC.*

Sustainable sourcing

Topic: the viability of bioMérieux's supplies, including raw materials, electronic components and strategic resources, is a critical issue. It takes into account legislation, the geopolitical environment and pressure on natural resources. Biodiversity plays a key role in providing sourcing services necessary for human activities. The availability and cost of raw materials is directly linked to the state of biodiversity, creating dependencies on animal- or plant-based resources, such as algae.

Risk: the costs and financial losses resulting from the inability to adapt purchasing strategy to new supply conditions represents a major risk for bioMérieux (see § 3.3.2 section Climate Change Adaptation). This risk includes shortages, geopolitical instability and new regulations. These factors can disrupt the supply chain, resulting in financial and operational difficulties for the Company.

Waste management in direct activities

Topic: waste management at bioMérieux is a crucial issue in terms of the Company's direct activities. It entails the management, sorting and recovery of various types of waste. The main issue is the Company's ability to develop effective processes for sorting waste correctly, reducing waste volume and facilitating its recovery (recycling, reuse, etc.). Appropriate management of this waste is key to minimizing the Company's environmental impact and complying with strict regulations on industrial waste management.

Impact: non-recycled, landfill and incinerated waste releases pollutants into the environment, which affects air, soil and groundwater quality. Improperly sorted waste is not recovered and the Company's waste recovery rate can be improved.

Waste management in the value chain

Topic: waste management in the value chain, at the end-of-life of reagents, consumables, instruments and their packaging, is a major issue for bioMérieux. This relates specifically to plastics and other single-use products, as well as electrical and electronic components. It is worth noting that once reagents are in contact with a potentially infectious sample, they are considered biohazardous and are required to be incinerated in most countries where they are used.

Although the Company implements strategies to reduce its environmental footprint, transparency on downstream waste management remains limited.

One impact and one risk have been identified in terms of waste management in the value chain.

Impact: the impact of ineffective waste management primarily concerns plastic and electronic waste in areas where sorting and recovery processes are still relatively underdeveloped, and biohazardous waste which is required to be incinerated under most regulations. The lack of appropriate infrastructure for the recycling and recovery of materials leads to increased pollution caused by incineration or landfill. These practices can result in greenhouse gas emissions as well as toxic gas emissions, soil and water contamination and an accumulation of non-recycled waste in the environment.

Risk: the disposal of end-of-life plastics and electronic instruments, especially in developing countries, may generate a reputational risk for bioMérieux. The lack of efficient waste management systems in these regions often results in the improper treatment of products, causing pollution.

Below is a description of how bioMérieux addresses the impact of its own activities. Information on how bioMérieux addresses the impact of activities in the value chain can be found in § 3.2.2 section GOV-4 – Statement on Due Diligence and in § 3.5.1 sections G1-1 – Business Conduct Policies and Corporate Culture and G1-2 – Management of Relationships with Key Partners.

E5-1 – Policies Related to Resource Use and Circular Economy

To address these issues, bioMérieux relies on the overall HSE policy described in § 3.3.2 section E1-2 which states, in particular, that the Company is committed to protecting the environment (i) by improving the environmental performance of its solutions, products and services, for a transition to a more sustainable portfolio, and (ii) by reducing waste production throughout the value chain. The scope and governance of this policy are also described in § 3.3.2 section E1-2.

To implement eco-design in a systemic manner within the Company, eco-partners are employees who have the necessary business skills to implement eco-design within the functions directly concerned: R&D, Purchasing, Packaging, Marketing and Supply Chain. The Product Environmental Performance (PEP) team consists of a network of some 40 employees. These eco-partners have dedicated time allocated to the PEP Program, ranging from 5% to 100% of their time. Their role is to manage the network, jointly develop the roadmap, and identify relevant KPIs so that the eco-design strategy can be implemented in their segments. They also help structure processes for developing future products and optimizing existing ones. Eco-partners are also responsible for designing and rolling out training to upgrade the skills of all business lines concerned. They also conduct technical and strategic monitoring in the area of eco-design, delivering tools, techniques and recommendations to create an eco-design culture in the Company at all levels, in all departments and in all regions.

Thanks to the coverage of the majority of its key ranges by Life Cycle Analyzes (LCA), the Company has identified two major issues impacting both the depletion of fossil resources and climate change:

- the amount of energy used to operate equipment installed at customer premises;
- the amount of virgin (non-recycled) plastic used across its value chain for the marketing of its reagent kits.

The Company has therefore chosen to set targets (with KPIs) for these key aspects, in order to systematically integrate them into the design or revision of its product ranges.

For hazardous waste consisting mainly of waste contaminated by chemical or biological agents related to production or laboratory activities, the Company has implemented a strict policy of sorting at source and disposal by companies licensed to treat such waste. All of the Company's sites have waste storage facilities.

Policies related to value chain activities are described in § 3.2.2 section GOV-4 – Statement on Due Diligence and in § 3.5.1 section G1-1 – Business Conduct Policies and Corporate Culture.

E5-2 – Actions and resources related to resource use and circular economy

The Company is implementing several actions to reduce its environmental impact. These include enhancing the energy efficiency of instruments, optimizing the resources used, such as plastic, chemicals, packaging, rare and critical minerals, etc. Implementing circularity strategies is also essential, particularly through design for recycling, use of recycled materials, extension of the useful life of reagents and instruments.

These strategies enable us to minimize our environmental impact, including by making products more sustainable. Product repairability and reuse are also essential and contribute to a circular economy and more responsible resource management.

The following actions are taken to address issues identified as material for the "resource use and circular economy" topic. They are planned in all regions where the Company operates to reduce the pressure on natural resources and the volume of waste produced and limit the associated environmental impact. This mitigates the risk of supply mismatch costs and reputational risk. These actions correspond to the pillars of the circular economy described below.

Circular economy

The circular economy is made up of seven pillars: sustainable sourcing, eco-design, industrial and territorial ecology (EIT), the functional economy, responsible consumption, extended useful life, and recycling.

Initiatives related to five of the circular economy pillars are presented in detail below. Some innovative projects are conducted in partnership with key customers (from the clinical and industrial sectors).

In addition, bioMérieux works in collaboration with other public health organizations through professional federations (MedTech in Europe, SIDIV in France, etc.) and other regional manufacturers, both inside and outside the medical sector, seeking every possible synergy to make concrete progress on these crucial issues.

Eco-design

Eco-design involves incorporating environmental criteria from the product (or service) design stage. The aim is to reduce its impact on the environment and increase its environmental performance throughout its life cycle.

The product life cycle includes all the stages necessary for its production (extraction of raw materials, transport, processing, manufacture of materials and parts, product manufacture, etc.), its distribution, its use and end of life.

bioMérieux's eco-design approach aims to optimize the environmental impact of the Company's activities, as well as those of its suppliers and customers.

To identify the main components of its diagnostic solutions that have an environmental impact (instruments/software, reagents and consumables), bioMérieux takes a robust approach that entails developing a scientific database that includes life cycle analyses (LCAs) for all the key ranges, currently covering 97% of volume by quantity of products sold (LCA 2024 and 2025 with critical review: GENE-UP®, TEMPO®, BIOBALL®, BACT/ALERT®, FILMARRAY®, VITEK® MS PRIME, culture media; LCAs prior to 2024 without critical review: VIDAS®, VITEK®, D-COUNT® and ARGENE® SOLUTION) and is gradually continuing the roll-out plan for LCAs in its ranges as well as their critical reviews. These LCAs serve as a starting point for developing environmental optimization plans for each range.

The results of the first LCAs have enabled the Company to prioritize its actions, according to the potential environmental benefits, in order to make its eco-design approach as effective as possible.

Eco-design was integrated into the development process for new products in 2020. Thus, every new product development project is subject to at least three eco-design actions. The environmental assessment of each project is based on some 60 questions (manufacturing, use of recycled materials, reduction of the unit weight of packaging components, transport, energy consumption, maintenance, repairability and recyclability).

The product development process is being revised to strengthen the technical and operational requirements in terms of eco-design.

Eco-design is also applied when existing products are reviewed. For example, many improvements have already been made to the VIDAS® immunoassay range, a pilot in this eco-design approach:

- The extension of the shelf life of three VIDAS® tests from 12 to 18 months makes it possible to reduce the quantities of scrapped reagents in our warehouses due to expiration (860,000 tests scrapped annually – average between December 2021 and April 2024);
- optimizing the recalibration frequency of machines has enabled us to reduce the volumes of liquid calibrators (reduced by a factor of 1.8 on average) and therefore material consumption:
  - from 14 to 28 days (one VIDAS® parameter),
  - from 14 to 56 days (six VIDAS® parameters),
  - and from 28 to 56 days (two VIDAS® parameters);
- optimizing the molding process for VIDAS® SPRs (Solid Phase Receptacles) halved the amount of plastic used to produce them;
- improving the sourcing of raw materials by giving priority to more local supplies has reduced the environmental transport weight;
- developing multiplex tests such as VIDAS® HIV DUO Ultra and VIDAS® NEPHROCHECK® allows several immunological responses to be obtained from a single set of SPRs and cartridges;
- changing the cardboard packaging for the reagent case and the plastic cartridge containers resulted in 36 fewer metric tons of cardboard and 21 fewer metric tons of plastic, respectively, in 2024.

To implement the environmental improvement plan for ranges across all the Company's business lines, regions and franchises, holistic governance has been put in place based on:

- a dedicated Steering Committee composed of the R&D Director (member of the Executive Committee) and heads of the Purchasing, Manufacturing, Supply Chain and Marketing functions, which meets three times a year;
- around 40 eco-partners covering the Company's main functions in the various regions, sites and franchises for both clinical and industrial activities. The aim of this network is to implement the eco-design rules within the business lines in a practical way, to encourage the teams on the ground to express innovative ideas, and facilitate synergies among all the functions contributing to the environmental optimization of products throughout their life cycle.

In parallel to this, a training plan is already being rolled out to instill an eco-design culture at every level:

- awareness training is offered through the eco-design Fresk workshop, in collaboration with Mérieux Université; (105 trainees in 2025, in France and Italy); as well as e-learning developed by bioMérieux, which will be widely deployed; deployment in the United States will be carried out in 2026;
- a 2-day training course "Implementing an eco-design approach" is now deployed, in collaboration with Mérieux Université (72 trainees in 2025, in France and Italy); deployment in the United States will be carried out in 2026;
- a training course is being developed for managers, as well as more technical training courses specific to key functions.

Sustainable sourcing

Since 2022, bioMérieux has been committed to redesigning the cardboard packaging for its reagent kits. At the end of 2025, more than 95% of market volumes (in terms of test units sold) had been redesigned in a more sustainable manner.

The improvements made include reducing the thickness and dimensions of boxes, incorporating recycled material, sourcing exclusively from sustainably managed forests (FSC [1]), switching from glossy white cardboard to plain brown cardboard (unbleached and without pigment) and using solvent-free ink.

The Company's Supply Chain function has also set up a multi-annual program seeking to improve its tertiary packaging practices. Every year, actions are taken to identify improvements in each country where packaging operations are carried out.

For example, since 2022:

- the Brazil subsidiary conducted actions to eliminate polystyrene foam as thermal insulation for finished products that must be kept at a controlled temperature;
- initiatives have been launched in several Asia Pacific countries to validate and replace polymer foam-based cold packaging with biodegradable packaging;
- since the footprint of finished products is also partly due to CO_2 emissions related to their transport, actions are also being taken in this area (see sections E1-1 – Transition Plan, and E1-3 – Actions);
- an inventory of all packaging used at the distribution centers began in 2024 using a tool that tracks the mass of each packaging material used by a center for a given period.

Responsible consumption

VIDAS® KUBE™, the next-generation automated immunoassay system launched in 2022, was developed as a result of lessons learned from the life cycle analysis of the VIDAS® solution (instruments and reagents). Since environmental impacts related to energy consumption represent the most significant environmental impact, VIDAS® KUBE™ has been equipped with a "sleep" mode: it can be paused overnight when not in use (and therefore not kept at a temperature of 37°C) and programmed to start again in the morning at the time desired by the operator. Energy consumption (and therefore associated greenhouse gas emissions, in CO_2 equivalent) has, therefore, been reduced by as much as 52%. Other eco-design features have been implemented, such as repairability to extend its useful life, modularity, which makes it easier to adapt its capacity to laboratory requirements, reduction in its mass to optimize resource consumption and the impact related to its transport (it weighs 14 kg less than its predecessor, the MINI VIDAS®), as well as the ability to connect three to six instruments to a single computer.

(1) Established in 1993, FSC (Forest Stewardship Council®) is an international label that guarantees that wood complies with sustainable forest management procedures.

Extension of useful life through repair

Several sites within bioMérieux, located in St. Louis and Salt Lake City (United States), Florence (Italy) and Combourg (France), are responsible for repair and refurbishing operations.

Recycling

As part of its continuous improvement, bioMérieux has introduced initiatives to improve its waste management.

Waste reduction: the Company optimizes the quantity of materials used for the packaging of its products (wood, paper, cardboard and plastic). For example, the switch from printed to electronic format for instruction notices for reagents has made it possible to reduce the size of secondary packaging.

Waste recovery: the Company is increasing the proportion of recycled, composted, regenerated or incinerated waste from which energy can be recovered. The Marcy l'Étoile and Combourg sites in France are "zero landfill" sites. The Durham and Salt Lake City sites in the United States deploy a 0 waste to landfill roadmap. Furthermore, organic waste at the Corporate restaurants in Marcy l'Étoile, Durham, Craponne and La Balme is sorted and sent to a composting facility.

Waste sorting: sorting and recycling guides are available to employees. The Company raises awareness among employees of best practices in this area at events such as national sustainable development week in France. Containers for sorting waste (electronics, batteries, masks, etc.) are provided to employees who can use them for personal waste.

Food waste: the Company uses a subcontractor to manage its corporate restaurants – in particular for its sites in La Balme, Craponne and Marcy l'Étoile (France). As part of the fight against food waste, bioMérieux and its subcontractor periodically undertake an analysis of thrown-out food in order to assess its origins and reduce volumes.

RECYCLING – FOCUS ON A CIRCULAR ECONOMY SOLUTION FOR SOME PRODUCTS

The initiative, which is currently the subject of a feasibility study, aims to provide significant environmental gains for bioMérieux and its customers by avoiding the incineration of plastic Petri dishes and reducing the use of new plastic materials. In 2024, small-scale tests were conducted on a sorting, collection and disinfection process to safely recover plastic from culture media waste.

In December 2024, a sorting and collection pre-pilot program was launched with ambassador customers to analyze flows. The next steps include the validation of disinfection and the upscaling of the recycling and injection molding tests, with the aim of reusing this recycled plastic in the production of new culture media. In 2025, the project continued, particularly through operationalization work carried out with the identified potential service providers. Information on how bioMérieux addresses the impact of activities in the value chain can be found in § 3.2.2 section GOV-4 – Statement on due diligence and in § 3.5.1 section G1-2 – Management of Relationships with Key Partners.

E5-3 – Targets related to resource use and circular economy

To reduce its negative impact on resources, bioMérieux has identified two major issues within its product portfolio: the use of virgin plastic in its reagents and the energy consumption of its instruments. It has set a target to reduce the use of virgin (non-recycled) plastic by 25% per test and the energy consumed per instrument by 25% across all its product ranges by 2034 compared to 2023.

- Understand a product's environmental impact.
  - **Target:** 90% of the product portfolio to be covered by a life cycle analysis by 2025 (by number of tests sold) compared to reference year 2022.
  - **2025 Results:** 97.4% (all LCAs scheduled for 2025 were completed) versus 55.73% in 2024 (all LCAs scheduled for 2024 were completed).
- Convert reagent kit cardboard packaging into eco-designed boxes.
  - **Target:** 95% of the product portfolio's packaging to be converted by the end of 2025 (by number of test units sold) compared with the quantities sold in the previous year.
  - **2025 Results:** 95.2% (versus 89% in 2024).
- These metrics are voluntary.

Targets set by the Company to reduce the negative impact of waste produced from direct operations:

- **Target:** 50% reduction in waste generation intensity by 2025 compared with 2015 (ratio of waste generation to sales);
- **2025 Results:** 10,957 metric tons (vs. 11,932 metric tons in 2024), which is 2.7 metric tons per million euros and a 50.5% reduction from 2015 (base year).
- This metric is mandatory.

2030 targets were defined in 2025:

- a 45% reduction in the quantities of waste from own activities compared to 2023 (ratio of waste generation to sales the base year: 2.7 metric tons/€m), restricted to waste from the Company's normal activities (as explained in E5-5);
- a minimum waste recovery rate of 85% for waste from the Company's normal operations (as explained in E5-5).

For now, the Company has not set measurable targets for monitoring the impacts caused by activities in its value chain. Targets related to the management of material impacts generated by value chain activities are detailed in section G1-2 – Management of Relationships with Key Partners.

E5-4 – Resource inflows

The Group's diagnostic solutions are made up of equipment/software, reagents and services (see § 1.2.2 - Areas of expertise). Equipment (also referred to as instruments, platforms or automated systems) are used to conduct tests. Reagents and consumables are used to carry out biological tests, in order to perform screening, diagnostic assistance, prognosis and treatment monitoring.

The Group purchases approximately 30,000 metric tons of materials per year. These purchases consist primarily of packaging (50–60%), reagents (40–50%), and machines (1–5%). These are calculated on the basis of estimates with a high degree of uncertainty. The Company plans to fine-tune this calculation to produce more accurate data.

Mindful of the importance of resource inflows, bioMérieux is currently working to make related reporting more complete.

The reduction in incoming and outgoing flows is correlated: a decrease in incoming flows mechanically leads to a decrease in outgoing flows, and vice versa. In particular, eco-design, by extending the useful life of machines (see the average age, and repairability below), reduces outflows, which also means a reduced need for inflows.

E5-5 – Resource outflows, product and material outflows

Lifespan

In bioMérieux's industry sector, there are currently no averages for a product's lifespan. This information would only apply to instruments, since reagents are single-use and used within a limited time of becoming available. The shelf life of reagents varies significantly, from three months to more than two years. The lifespan of instruments also varies, with a very low rotation of the installed base. To account for this sustainability, the Company calculated the average age of the instruments at the time they leave the installed base. In 2024, the average age of instruments at their exit was 9.4 years. In 2025, it was 9.1 years. The calculation does not currently allow for the integration of the SPOTFIRE® and TORCH® instruments for 2025. These instruments go back and forth for repair, making it difficult to date to determine the final number of instruments actually removed from the installed base at the end of 2025 to be included in the calculation. The analysis reveals a disparity between the ranges, with a standard deviation of 2.4 years. Thus, for the FILMARRAY® 2.0 instrument, the average age is 7.1 years, while for the MINI VIDAS® instrument, the average age is 9.7 years. This indicator will be monitored annually to enable a more dynamic and fine-tuned interpretation over time.

Repairability

bioMérieux considers equipment repairability to be a key issue. Mindful of the environmental impact of its industry, the Company designs and develops products that combine sustainability and repairability, thereby helping to reduce its environmental footprint.

Repairability extends the useful life of equipment and maintains its performance at an optimal level. To this end, the Company has implemented rigorous, closely managed processes, including spare parts availability, training of qualified engineers and the publication of detailed service manuals (instrument service manuals) available on the digital platform Resource Center [(1)].

By making its equipment easy to repair, bioMérieux offers its customers more sustainable solutions, while also boosting their trust and satisfaction. Repairability also helps to reduce maintenance costs and optimize equipment performance.

bioMérieux's innovative approach also includes investments in remote repair capabilities. Through the VILINK™ platform and by leveraging the know-how of its technical support teams, bioMérieux can diagnose and resolve more than 70% of failures without having to go to the customer's site. This solution reduces downtime, improves operational efficiency and lowers the travel-related carbon footprint.

Recyclability

Secondary packaging is mainly cardboard with a recyclability rate for Europe of 83.2% according to Eurostat [(2)]. According to the EPA [(3)], this rate is 68% for the United States. This rate is not currently available for the rest of the world.

Reagent recyclability is not considered a priority at this stage, as once used, reagents are classified as an "infection hazard" and regulations require incineration in most countries of sale. As a result, they are incinerated with their primary packaging(s) in most cases. The Company is currently working on alternatives to incineration and has in particular launched the BIOLOOP™ project, currently in the feasibility study phase, to develop plastic recovery solutions, currently focusing on Petri dishes.

The proportion of recyclable content in instruments depends on W3E (or WEEE – Waste Electrical and Electronic Equipment) arrangements in the country concerned. The average recycling rate of WEEE worldwide is estimated at 22.3% in 2024 according to the United Nations [(4)].

(1) https://resourcecenter.biomerieux.com
(2) https://ec.europa.eu/eurostat/databrowser/view/cei_wm020/default/table?
(3) https://www.epa.gov/facts-and-figures-about-materials-waste-and-recycling/paper-and-paperboard-material-specific-data
(4) https://ewastemonitor.info/wp-content/uploads/2024/12/GEM_2024_EN_11_NOV-web.pdf

E5-5 – Resource outflows, waste outflows

The waste generated (including hazardous waste) by the Company in 2025 is detailed below.

In 2025, the total weight of waste generated by the Company's own operations was 12,402 metric tons (vs. 20,238 metric tons in 2024 and 9,941 metric tons in 2023). The major year-on-year variations in these quantities are due to the proportion of waste from building construction/demolition sites. This obviously depends on whether or not such sites are carried out every year. For example, over the last two years, such waste from building construction/demolition sites has represented:

- 1,445 metric tons in 2025;
- 8,306 metric tons in 2024.

For that reason, this type of waste is not included when defining the target for reducing the Company's waste production. That target is in fact designed to provide a framework for efforts to reduce the waste generated during the Company's routine operations. The amount of waste generated during normal operations (excluding sites) was 10,957 metric tons in 2025 (vs. 11,932 metric tons in 2024), which represents 2.7 metric tons/€ million (down 50.5% compared to 2015).

The new 2030 target is based on the same format for the sake of continuity: less 45% of waste production (in metric tons per million euros of sales) from normal activities compared to 2023.

BREAKDOWN OF THE TOTAL AMOUNT OF WASTE GENERATED IN 2025, INCLUDING WASTE FROM BUILDING CONSTRUCTION/DEMOLITION SITES

	2025	2024
Total quantity of non-recovered waste (landfill, incineration without energy recovery)	**3,238 metric tons (26%)**	**4,615 metric tons (23%)**
Total quantity of recovered waste (recycling, incineration with energy recovery, composting, etc.)	**9,165 metric tons (74%)**	**15,431 metric tons (77%)**
• Of which quantity of recycled waste (recovery excluding incineration with energy recovery)	5,492 metric tons (44%)	12,157 metric tons (61%)
Total quantity of non-recycled waste	**6,910 metric tons (56%)**	**7,889 metric tons (39%)**
Total quantity of non-hazardous waste recovered	**7,337 metric tons**	**13,803 metric tons**
• Of which quantity of recycled waste	4,840 metric tons	11,490 metric tons
• Of which the quantity of waste using other recovery processes (incineration with mainly energy recovery, composting of food waste, etc.)	2,496 metric tons	2,313 metric tons
Total quantity of non-hazardous waste not recovered	**2,674 metric tons**	**3,906 metric tons**
• Of which quantity incinerated without energy recovery,	259 metric tons	600 metric tons
• Of which quantity disposed of in landfills designated for this purpose	2,415 metric tons	3,306 metric tons
TOTAL QUANTITY OF HAZARDOUS WASTE	**2,392 METRIC TONS**	**2,338 METRIC TONS**
• Including radioactive waste	0	0
• Including recycled or re-refined waste (used oils)	653 metric tons	667 metric tons
• Including waste recovered using other processes (such as incineration with energy recovery)	1,175 metric tons	961 metric tons
• Including non-recovered waste (incineration without energy recovery)	457 metric tons	496 metric tons
• Of which non-recovered waste disposed of in landfills designated for this purpose	107 metric tons	213 metric tons

- Non-hazardous and recovered waste primarily consists of packaging waste from deliveries of raw materials and various consumables, as well as ordinary industrial waste that can be incinerated to recover energy.

  The vast majority of non-hazardous waste that is not recovered consists of ordinary industrial waste.
- The flows of hazardous waste recovered are mainly waste from electrical or electronic equipment and waste containing chemicals, such as rejects during quality controls or products with a shelf life that has expired.

This data is calculated based on the information available for all industrial sites and subsidiaries worldwide:

- the amounts for the industrial sites are based on actual data provided by waste treatment services providers:
  - from time to time, some data may be estimated when source data is not available from the supplier. In such cases, the estimate is based on the equivalent time period of the previous year, so as to incorporate seasonal effects. However, more accurate estimates based on additional factors specific to the local context are permitted,
  - for two sites with fewer than 50 FTEs, this data is estimated based on the actual data that an entity of the same size as this entity is able to provide;
- the activities of the Company's subsidiaries are comparable to tertiary activities and account for less than 5% of total waste generated. Five of the main subsidiaries provide actual data, one of which serves as a basis for estimating the data of the other subsidiaries in proportion to their headcount.

3.4 Social information

3.4.1 bioMérieux workforce (ESRS S1)

ESRS 2 SBM-2 – Interests and views of stakeholders

Disclosures regarding the interests and views of stakeholders can be found in § 3.2.3 section ESRS 2 SBM-2 – Interests and Views of Stakeholders.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Details of the double materiality assessment can be found in § 3.2.4 section IRO-1 – Description of the Process to Identify and Assess Material Impacts, Risks and Opportunities.

The material impacts, risks and opportunities (IROs) identified with regard to well-being and working conditions in the Company are described below:

Description of IROs	Targets set for 2020–2025	Targets from 2026	Policy	SDGs
I- Working conditions, employee safety and well-being *Accidents, occupational diseases* **Own operations** **ST**	Reduce the number of accidents by 50% compared with 2020	Improve the results obtained on health, safety and well-being in the workplace every year	The HSE policy seeks to provide its team members with a safe and healthy workplace; prevent occupational injuries and diseases by eliminating hazards, reducing occupational health and safety hazards, and cultivating both physical and mental health	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH
I- Diversity and inclusion *Respect for diversity and inclusion* **Own operations** **ST**	At least 40% women and 35% international profiles for its Executive Committee and corporate leadership team with a global role 75% of participants in the Global Engagement Survey and in the Top 25 of the *Healthcare – Pharmaceuticals, Biotechnology & Life Science industry*	Ensure adequate wages for all employees and reduce gender pay gaps No fines, penalties or compensation for damages resulting from alerts including discrimination alerts 75% of participants in the Global Engagement Survey and in the Top 25 of the *Healthcare – Pharmaceuticals, Biotechnology & Life Science industry*	Create a culture of belonging and acceptance where everyone feels respected, supported and included	10 REDUCED INEQUALITIES

Description of IROs	Targets set for 2020–2025	Targets from 2026	Policy	SDGs
Skills development and career management *Employability of employees* **Own operations** **MT**				
Skills development and career management *Attractiveness, employee retention* **Own operations** **MT**	No quantitative training-related target Annual performance reviews (training, compensation, career development goals, etc.) available to all eligible employees	Annual performance reviews (training, compensation, career development goals, etc.) available to all eligible employees	Ensure training and development for all	
Skills development and career management *Mismatch between skills and the Company's requirements* **Own operations** **MT**				
Data confidentiality and protection – Own headcount *Breach of data protection rights* **Own operations** **ST**	No data breaches	No data breaches	Protect personal data by applying the Global Information Systems Security Policy and the Personal Data Protection Charter	
Data confidentiality and protection – Own headcount *Damage to reputation and fine for non-compliance with regulations* **Own operations** **ST**	No fines	No fines		

(I-) = Negative impact / (I-) = Potential negative impact / (I+) = Positive impact / (O) = Opportunity / (R) = Risk / (R) = Climate-related physical risk
Time horizon = Short term **ST**, *Medium term* **MT**, *Long term* **LT**

The IROs are described below in the introduction to the associated policies.

S1-1 – Policies related to own workforce

bioMérieux places human beings at the heart of its priorities. Its employees contribute every day to pushing the boundaries of biology to save lives. It is thanks to their passion, talent and commitment that the ideas promoted by the Company are successful. Today, bioMérieux has 15,226 employees, each with a unique story. This is why the Group strives to build a working environment that is conducive to well-being, inclusion and development, so that everyone can thrive and offer the best of themselves.

The human resource (HR) policies implemented over many years support this goal and comply with the framework established by international guidelines and fundamental principles on respect for human rights, as outlined in the introduction (see § 3.1), as well as local regulations. In addition to these regulations, bioMérieux applies its own Code of Conduct (see § 3.5.1, section G1-1), which covers aspects of human trafficking, forced or compulsory labor and child labor. These policies concern all bioMérieux employees, but some actions implemented mainly refer to the United States and France, which represent 70.7% of employees on average in 2025. These countries act as pilot studies and serve as a reference before being extended to the other Group countries, in accordance with local laws and cultures. Many procedures, especially recruitment, salary practices, training policy and annual performance reviews, apply to all team members. In each country of operation, the Company complies with all applicable hiring and employment laws.

This chapter specifically addresses these material issues, the policies, action plans and results related to employees, with a focus on working conditions, safety, well-being and diversity, equity and inclusion, training, which are at the heart of bioMérieux's culture and its commitment to respect for everyone.

In accordance with the requirements of Act No.°2025-1249 of December 22, 2025 and Article L.°22-10-35 of the French Commercial Code, bioMérieux presents below information relating to the promotion of civic participation in local democracy.

bioMérieux employs one or more local elected representatives. The Company does not have, to its knowledge, any agreement entered into with a territorial authority or a public establishment for cooperation between local authorities that levy their own taxes, to facilitate the exercise of the local mandate, as provided for in Article L.°1621-6 of the General Local Authorities Code.

Furthermore, the Company has not implemented any specific measures to support the exercise of a local mandate beyond the legal arrangements already applicable.

Governance

The organization called People & Culture is made up of three departments:

- the CSR Department defines strategy and implements actions in line with bioMérieux's social responsibility, according to a precise roadmap built on five pillars;
- the Communications Department defines the Company's CSR strategy for various internal (employees) and external audiences (customers, prospects, candidates, journalists, investors, the general public, etc.) using all channels (digital, events, print, etc.). The Department implements the related actions with the help of regional contacts within the functions;
- the Human Resources Department, supported by four global and regional Centers of Expertise (CoEs) that support key strategic issues in the area of Human Resources:
  - Talent Acquisition CoE to identify, attract and select candidates that meet bioMérieux's needs,
  - Engagement CoE to ensure a stimulating experience throughout all the key stages of team members' professional life (integration, pay and benefits, recognition, travel and international mobility experience),
  - Learning & Development CoE to support employee development (skills, behaviors, career development),
  - Human Resources Performance CoE to support the activities of the Human Resources and Communication teams (project management, performance metrics, processes, etc.).

  These CoEs also ensure harmonious collaboration with new teams joining the Company following acquisitions:
  - 6 global HR Business Partners who act as partners to Executive Committee members,
  - 2 regional HR Business Partners in France and the United States, where most of the headcount is located.

The whole Human Resources team supports the organization, managers and all employees. Its function is to offer a unique experience that embodies the BELONG•DARE•IMPACT mindset, foster a sense of belonging and engagement, leverage the relevant skills and enhance the impact of all those who contribute to bioMérieux's mission.

To achieve this goal, the HR teams rely on an internal network of local HR partners (on a site, in a country, a cluster or globally), who are the preferred points of contact for employees and managers on all subjects relating to human resources.

The following paragraphs describe the related impacts, risks and opportunities, along with the specific policies, action plans and related metrics for each material issue.

Diversity and inclusion

Context: bioMérieux values diversity and inclusion within its teams, promotes the employment of individuals with disabilities, and combats any form of workplace discrimination to enhance its operations.

Topic: working conditions and equal opportunities are central to team member diversity and inclusion. This includes work-life balance and social dialogue.

Impact: non-compliance with diversity and inclusion standards can negatively affect employee well-being, motivation and team cohesion.

Policy: bioMérieux actively promotes an inclusive working environment as reflected in the Group HR vision:

At bioMérieux, we value the differences of our team members, our partners and our customers. We are committed to creating a culture of belonging and acceptance where all feel respected, supported and included. We know that the diversity of our team fosters innovation and competitive differentiation and supports our ability to achieve our public health mission. We believe that the wealth of difference supports the Company's ability to grow and evolve.

To ensure diversity in its Board of Directors and Executive management, bioMérieux has established policies as described in § 2.2.6.3.

In France, bioMérieux relies on "Workplace gender equality" agreements. They are renegotiated every three years and have enabled various measures to be put in place. The two main objectives of these agreements are to respect equal pay for men and women, and to facilitate the organization of work, so that both men and women can enjoy the working conditions they need to achieve personal and professional fulfillment.

The last agreement was signed in France in January 2021. At this time, its scope was broadened to include diversity and inclusion. This agreement emphasizes the implementation of tools for monitoring performance indicators reviewed by a commission made up of Management and elected representatives. It focuses on training all internal parties to prevent sexist comments and behavior, with a gender equality training module for managers. Finally, this agreement sets a specific target for increasing the representation of women at senior executive levels and creates parental leave for the "second parent." Over the three years of the agreement's application, the number of women at the highest management levels has improved, exceeding the target figure. Negotiations for the renewal of the agreement are still in progress at the time of writing. The arrangements provided for in the agreement signed in January 2021 are maintained until the entry into force of the new agreement, which is currently being negotiated with the social partners.

In terms of recruitment, bioMérieux applies a non-discrimination policy under which only skills take precedence when considering an internal or external candidate. The recruitment teams receive regular training in non-discriminatory hiring practices, including in terms of gender equality.

Governance: the subject of diversity and inclusion is regularly discussed at meetings of the Board of Directors and the Executive Committee. The Company ensures that awareness is raised on this topic amongst its managers and employees, through actions that consider the specific local characteristics of the various countries in which the Company operates. In each country of operation, the Company complies with all applicable hiring and employment laws. The Human Resources Department measures progress in this area and has created globally a dedicated Center of Expertise operated as part of the Employee Engagement center of expertise. At the same time, a European Committee and five health and safety committees in France enable staff representatives, together with Management, to ensure that these issues are addressed.

Actions to promote gender equality

bioMérieux holds events on specific topics such as women's leadership and well-being in the workplace.

A network was launched in Africa in 2019 to support women called the bioBasadi Women's Network and is still very active.

In the United States, the Company offers gender equitable benefits such as medical assistance for parents and families (parental leave, breast milk shipping, adoption and medically assisted reproduction, etc.). One of the most important benefits offered is comprehensive reproductive health coverage.

The Company remains committed to providing comprehensive access to quality and affordable healthcare for all its employees and their families, including family planning and reproductive care.

bioMérieux also promotes work-life balance by providing access to on-site health facilities and 24-hour remote medical care, access to a service provider for working carers (70% of whom are women), and to a parenting support platform.

In addition, the Company offers support through its Human Resources Partners for direct discussion and reporting of any inequalities. The Company also provides access to an ethics hotline (EthicsLine, see § 3.5.1 section G1-1).

Lastly, in France, several conferences and training courses for employees and managers have been organized on the theme of gender equality, and a pilot leadership development program for women was set up for 2023-2024.

Achievements and targets: in 2022, bioMérieux set the aspiration of having, by 2025, at least 40% women and 35% international profiles for its Executive Committee and corporate leadership team with a global role (N-1 of the Executive Committee).

In 2025, the results were 37.04% women and 34.57% international profiles. bioMérieux is continuing its efforts on this partially achieved metric, which is highly volatile because it concerns a population of around 80 people.

bioMérieux has set a new diversity and inclusion target for 2028. The Company is committed to ensuring an adequate wage for each employee and reducing the gender pay gap each year compared to the previous year. (see ESRS S1-10 and S1-16).

GENDER EQUALITY INDEX IN FRANCE: 94/100

Since March 2019, French businesses have been required to publish their gender equality index so as to promote equal pay. This index is shared with their Social and Economic Committee and the Labor Inspectorate and must be reported on the Company's website. Businesses with a score under 75 must implement corrective measures to achieve this score within a three-year period.

This index is based on the following five indicators:

- the gender pay gap;
- the pay increase gap;
- the promotion gap (only in undertakings with over 250 employees);
- the number of employees receiving a pay increase on their return from maternity leave;
- and parity in the ten highest compensation bands.

The index was published on the Company's website in February 2026. It was 94/100 in March 2025.

THE RIXAIN LAW

In France, in order to accelerate women's participation in economic and professional life, the "Rixain" law of December 24, 2021 contains several measures aimed at greater gender equality in companies. This law requires French companies with more than 1,000 employees, from March 1, 2029, to have at least 40% women and men in corporate leadership positions and at least 40% women and men as members of management bodies.

Since 2024, bioMérieux has met the 2029 legal target, reaching a rate of 44% of women in the Executive Committee in 2025 (compared with 42% in 2024), and is continuing its efforts with regard to the corporate leadership team, with 20% women (compared with 27% in 2024).

Promoting the workplace inclusion of employees with disabilities

Policy: for more than 20 years, bioMérieux has promoted the inclusion of individuals with disabilities, starting with first initiative in France with the signing of a first site-level agreement on the subject in 1996 at the La Balme/Saint Vulbas site. This agreement is renewed regularly and applies to all bioMérieux France employees within the framework of the Company's commitment to diversity and inclusion. bioMérieux's policy in France and all the awareness initiatives are helping to increase the proportion of employees with disabilities, as stated in the mandatory employment of disabled persons declaration (Déclaration obligatoire d'emploi des travailleurs handicapés – DOETH).

Governance: in France, the Human Resources Department is responsible for drawing up the Group's disability policy. This policy is then implemented at all sites with the help of the Occupational Health Department (which includes occupational physicians, nurses and social workers) and thanks to a network of disability correspondents, who work on a daily basis and closely with employees on the implementation of this policy.

In 2024, bioMérieux launched a global working group that meets monthly, allowing regional representatives to exchange best practices. An audit was conducted in each region (North America, Latin America, Europe inclusive of France, Middle East, Africa, and Asia Pacific) to understand local strengths and opportunities. The audit aimed at developing a roadmap that strengthens the sense of belonging of team members in these regions while adhering to all legal requirements and obligations applicable in the different countries.

Actions implemented: bioMérieux implements awareness-raising and communication actions to promote the employment of people with disabilities and to keep them in employment.

The Company implements numerous actions to raise awareness among its employees on this subject such as specific Recruitment days called Handibio Days, conferences, exhibitions, workshops for Pink October, challenges, an e-learning training course around four themes (understanding the basics of disability/good managerial posture/recruiting a person with a disability/keeping a person with a disability in employment).

Result: the signing of a new agreement with the social partners in December 2025, covering the period 2026 to 2029.

This new agreement provides for an increase in the budget dedicated to disability, the continuation of an active recruitment drive with quantified targets (40 recruitment assignments over 2026–2029), actions to maintain employment, and assistance to employees (benefits on the amount of Checks for Universal Employment Services (CESU), 10 days of family-related leave for parents who are informed of their child's disability, chronic illness or cancer (compared to 5 days) with an extension of the possibility to use the 2 days of authorized absence to attend meetings organized by disability-related associations. An end-of-career scheme with flexible part-time arrangements (80%, paid 90%) for RQTH employees who have worked at bioMérieux for at least 7 years (compared to 10 years). This agreement also provides for awareness-raising activities on the following topics:

- Cancer & work;
- Neuro-atypical conditions;
- Hidden disabilities;
- Mental health.

In 2024, the actual percentage of employees with disabilities was 6.63%, a very slight drop from the 2023 rate of 6.78%. This employment rate remains above the 6% legal minimum target required in France. The 2025 employment rate will be available in April 2026.

In line with its commitments to diversity and inclusion, bioMérieux has exceeded the minimum legal employment rate for persons with disabilities required in France since 2019.

Combating acts of discrimination

Policies and actions to promote diversity and inclusion are reinforced by anti-discrimination measures.

Context: acts of discrimination are serious human rights violations. Discrimination related to gender, sexual orientation and gender identity, disability, family situation, age, political and philosophical opinions, religious beliefs, union activities or related to ethnic, social or cultural origins or national origin are prohibited, as are intimidation and sexual harassment. Discrimination related to pregnancy is also prohibited.

Policy: the Company's Global Code of Conduct underlines the importance of diversity and inclusion within bioMérieux and emphasizes the prohibition of any form of discrimination. It is made available to all team members, who are encouraged to inform their manager and/or contact the Human Resources Department, the Legal Department and the Compliance Department if they witness a breach of this policy. The ethics hotline (EthicsLine, see § 3.5.1 section G1-1), accessible by email, Intranet or telephone, is also used to collect and process reports made by whistleblowers, anonymously if desired.

Actions implemented: bioMérieux takes allegations of discrimination or harassment seriously. In the event of an issue of discrimination, bioMérieux advises employees to freely express themselves and report cases of noncompliance.

The whistleblowing procedure is identical to the one described in § 3.5.1 section G1-1. All cases of discrimination reported are processed and investigated.

In France, to reinforce the fight against discrimination, a dedicated Intranet page was created early 2024. This page brings together legal information and resources (links to institutional sites, video on discrimination, etc.) enabling everyone to become aware of these issues and to receive guidance if necessary.

S1-9 – Diversity metrics

The tables below present data on gender diversity within top management and age diversity within the Company, expressed in number of employees. Top management refers to a group of leaders whose role makes a significant contribution to the construction and implementation of the Company's strategy and its long-term success.

BREAKDOWN OF HEADCOUNT BY GENDER WITHIN TOP MANAGEMENT

	2025	2024
Men	60 (61.86%)	144 (66.7%)
Women	37 (38.14%)	72 (33.3%)
TOTAL	**97**	**216**

BREAKDOWN OF HEADCOUNT BY AGE GROUP

	2025	2024
Under age 30	2,108 (13.8%)	2,176 (14.7%)
Age 30 to 50	9,494 (62.4%)	9,074 (61.5%)
Over age 50	3,624 (23.8%)	3,504 (23.7%)
TOTAL	**15,226**	**14,754**

S1-12 – Metrics for people with disabilities

BREAKDOWN OF EMPLOYEES WITH DISABILITIES

	2025	2024
France	N/A [(a)]	6.63%
EMEA (excluding France)	0.75%	0.78%
Americas	10.84%	5.62%
Asia Pacific	0.14%	0.07%

(a) The employment rate in France in 2025 cannot be reported at the time of writing. This is because the French body responsible for collecting employee and employer social security contributions, Urssaf, has indicated on its website that employers must declare their obligation to employ workers with disabilities (DOETH) with their April 2026 salary declaration. The 2025 rate will therefore be published in the 2026 Universal Registration Document.
This data does not include Hybiome employees, i.e. 2.6% of total employees.

Skills development and career management

Topic: bioMérieux has long been committed to a proactive approach to training and developing the skills of its employees. This approach, deep-rooted in the Company's culture, is driven by the conviction that training is an important lever to promote equal treatment and equal opportunities for all. In parallel, the Company's commitment to training aims to promote their professional development, career and progression, ensuring their employability by adapting their skills to meet the changing needs of businesses. It addresses the Company's current and future needs by relying on a policy on the management of employment and career paths and gender diversity in skills-sets (GEPPMM).

Context: professional development is a strategic and societal material issue for bioMérieux. It is based on a relationship of trust and dialogue between employees, managers and human resources teams.

Positive impact: skills development and career management have a positive impact on employees who have access to training programs that allow them to maintain or even increase their employability, and to have the skills necessary for changes in their role. Training and support enable employees to progress and meet the expectations of their role, while a positive dynamic fosters well-being in the workplace.

Risk: in relation to the positive impact of training on employees and the needs of the Company's business. Lack of training could harm the Company's business. If employees are not competent, this can lead to production errors or even accidents.

Opportunity: skills development is the opportunity to boost employee agility, innovation and creativity and the ability to respond to new challenges in the Company's business and job requirements. It is an important lever for the Company's competitiveness, and an asset in terms of team member attractiveness, motivation and retention.

Policy: ensure training and development for all. All bioMérieux employees, whatever their country or function, can consult the full range of training courses available in a personalized area accessible on the Intranet: My Learning & Development.

All Group team members take part in GPS (Growth, Performance, Shared Results). More than a traditional individual performance management process, GPS is a process that reinforces corporate culture. The aim is to offer an engaging and fair experience that makes action meaningful (the "what") and places value on the way it is carried out (the "how"), based on the "Our Core Behaviors" model (see § 3.5.1, section G1-5).

The GPS process includes:

- collective team priorities, in line with the priorities of the Company and each Department;
- the reinforcement of continuous dialogue between managers and employees via regular "check-ins" about performance and development.

In 2022, the Executive Committee and the Human Resources Department redefined the objective of the Talent Management process, which targets positions and employees that are key to the success of the Company's current and future business strategy. This program consists of two parts:

- one is to prepare for bioMérieux's future by identifying and developing potential future leaders of the organization who demonstrate a high level of performance and potential and are an exemplary embodiment of Our Core Behaviors;
- the other is to identify people in key positions for bioMérieux, to ensure the ongoing development and retention of these critical skills for the organization. This 2nd component is deployed in certain departments (Industrial Applications, Information Systems).

Governance: bioMérieux relies on two pillars to respond to its employees' development needs:

- Mérieux Université, the corporate university which aims to provide Institut Mérieux Group employees with general training common to all entities;
- an internal team and the HR function, dedicated to employee Learning & Development (L&D) which focuses on specific needs of bioMérieux's organization and businesses.

The L&D Department works in a coordinated way to support the employees in their development:

- Global L&D partners work with the management teams of business unit to identify their development needs, aligning with their business priorities. Global L&D Partners work on the design and deployment of worldwide programs to meet these needs: business academies (see above), major cross-functional training/awareness campaigns, Talent Management/ Succession Planning processes;
- Regional L&D Partners (France, Europe, Middle East, Africa excluding Americas, Asia Pacific) roll out global programs at local level, and also run specific training initiatives to meet the challenges of their region. Finally, they are the main point of contact for managers, employees and Human Resources teams for all development-related questions;
- the LMS and digital tools team administers the Learning Portal and manages the tools used to design innovative training modules.

Actions implemented: in collaboration with Mérieux Université, bioMérieux has designed specific programs and career paths to support all its employees' development and set up processes to encourage career advancement. Each employee's development needs are (re)assessed annually. Among the range of development actions (experience gained on the job or through *ad hoc* tasks, feedback exercises, etc.), face-to-face or remote training programs or courses are available on the Learning Portal all year round.

Mérieux Université courses are open to bioMérieux and to all Group companies and include:

- management and leadership programs aimed at disseminating a shared management culture across Institut Mérieux Group entities;

- a New Leader Induction program for managers joining an Institut Mérieux group company, which familiarizes participants with the Group's challenges and strategy and instills in them a shared management culture;
- the First Time Leader Path program for team members taking on management responsibilities for the first time in their career. This is a 30-hour development course taking place over one year. Key subjects are dealt with, such as, for example: giving feedback, delegating, creating a team vision and motivating their team. The participants will be part of a peer promotion to benefit from their mutual experiences, good practices and co-development. In 2024, 152 participants divided into twelve groups completed this program worldwide;
- individual support (coaching, DISC, 360 Feedback) and group support (team building);
- digital learning. Thanks to partnerships with online training platforms that cover a broad field of diverse skills, Mérieux Université provides Group employees with a wide range of online training courses, whether in language learning, professional effectiveness, soft skills or core competencies. Some of these courses lead to certification by universities or schools around the world.

In addition to Mérieux Université's training offer, bioMérieux is also developing its own functional "academies." These courses are tailored to the Company's businesses, designed to support teams in achieving their objectives and to enable sustainable, responsible skills management. With this in mind, the Company has developed business academies for sales, customer service, R&D, Supply Chain, Finance, Medical Affairs, Legal Affairs & Integrity, as well as a dedicated course for QMR (Quality Management Representatives). These academies provide employees with development opportunities that address role-specific challenges.

Lastly, bioMérieux conducts awareness campaigns/training for all employees on major issues such as data, artificial intelligence, or more specifically for the Company on Our Core Behaviors for example.

With regard to training courses dedicated to CSR, bioMérieux relies on a comprehensive offer deployed by Mérieux Université, which offers face-to-face training, e-learning modules, conferences, playlists, online workshops, podcasts and certifying courses. This training offer consists of CSR acculturation modules in general with two training courses and access to conferences by experts, and more specific modules related to the five pillars of bioMérieux's CSR strategy:

- Health: Antimicrobial resistance fresk®;
- Planet: Climate Fresk, 2-ton workshop, ClimAct for Supply Chain, training on eco-design and eco-design Fresk, workshop to calculate your carbon footprint, green IT, understanding climate change;
- Healthcare ecosystem: training modules on cybersecurity and data quality;
- Employees: training and webinars on safety and on the topics of diversity and inclusion such as understanding prejudice, inclusion for all, gender or generational stereotypes, interculturality;
- Extended company: provision of a playlist of CSR acculturation webinars dedicated to distributors of bioMérieux products.

S1-13 – Training and skills development metrics

Annual performance reviews

The percentage of employees who participated in regular performance and career progression assessments was calculated from the number of employees using a performance form with priorities having been assessed - in other words, the number of employees with a performance form at the beginning of year N (during performance assessments for year N-1) and the number of employees whose priorities in year N-1 were assessed.

Results: the 2025 annual performance reviews concerned:

- 13,610 employees with a performance form;
- 13,573 employees with an assessment of their priorities.

This represents 99.7% of employees assessed.

Percentage of employees assessed	2025	2024
Women	99.7%	99.6%
Men	99.8%	99.6%
TOTAL	**99.7%**	**99.6%**

Target: the Company believes that it is essential to encourage dialogue between employees and their managers to clearly communicate the rules for assessing individual and collective targets, as well as the decisions made (salary progression, training bonuses, etc.). Its goal is to ensure that annual performance reviews are conducted for all eligible employees, creating a time for exchange that allows them to understand how their performance is measured and appraised, as well as the support system in place to help each employee in their professional development.

Training

bioMérieux has developed an extensive training program that is available to 100% of its employees.

The following information is intended to show the total number of training hours completed in the training management tools used by all Group entities, whether for e-learning or face-to-face training, and in particular the breakdown of employees by gender. The data cover hours actually completed by employees from January 1, to December 31, 2025, compared with 2024.

Breakdown of training hours completed by gender

The calculation is based on the average number of active employees in 2025 and 2024.

Breakdown of training hours completed by gender	2025		2024	
Women	161,035	21.5 hours	147,764	21 hours
Men	177,007	22.2 hours	161,158	22 hours
TOTAL	**338,042**	**22 hours**	**308,922**	**22 hours**

Training campaigns directly related to bioMérieux's strategy continue to be rolled out to all employees across the world:

- Climate Fresk (3 hours);
- Safety Leadership Culture (between 4 hours and 5 days);
- Our Core Behaviors (e-learning);
- Digital campaigns dedicated to Ethics and Compliance, Cybersecurity, Artificial Intelligence, and Data.

The Company measures the effectiveness of these training initiatives annually during individual interviews between the employee and their manager and has not yet set any quantitative training targets. The qualitative objective is to meet the changing needs of businesses and to prepare the future of the Company.

Working conditions, employee safety and well-being

Context: bioMérieux has implemented an occupational health and safety management methodology that enables it to obtain international certifications. The Company measures its rate of occupational accidents and occupational diseases across all its activities for all its employees. These events are taken into account when ranking the areas for improvement over time and reducing the number of accidents.

Topic: employees' working conditions are dependent on management and recruitment policies, as well as on pay, benefits and value-sharing systems.

At the same time, the organization of working time, work-life balance and health and safety policies are essential to employees' well-being.

Impact: occupational accidents and diseases have a negative impact on employees. This is a priority for bioMérieux, which deploys a proactive health and safety policy.

Policy: bioMérieux considers respect for safety, health and well-being at work as one of the foundations of its corporate culture since the Company was founded in 1963. It emphasizes shared values and the deployment of an ambitious program governed by its Health and Safety Policy. This policy is the reference for all entities of the Group and is rolled out to all its employees worldwide. Each new employee joining the Company receives safety training and is informed of the Group's policy on joining, regardless of their line of work. This policy, updated in 2024, and rolled out internally in 2025, deals with issues related to the health and safety of employees, according to the extract below:

As a world leader in the field of in vitro diagnostics, bioMérieux's Purpose is to help make the world a healthier place. To achieve this objective, the Company is committed to protecting the health and safety of its employees, customers, suppliers and scientific partners [...].

bioMérieux undertakes to:

- *provide team members with a safe and healthy workplace; prevent occupational injuries and illnesses by eliminating hazards, reducing occupational health and safety risks, and cultivating both physical and mental health. [...]*
- *fulfill legal and other requirements; continuously improve its health, safety and environmental management system, consult and involve workers and, where applicable, their representatives.*

This policy applies to all bioMérieux employees and subcontractors operating on the Company's sites, in all countries.

It is available to all affected stakeholders, whether in-house or external to the Company.

Governance: the Health, Safety and Environment (HSE) policy is signed by bioMérieux's Chief Executive Officer. The HSE Director reports to the Executive Vice President, Global Quality, Manufacturing & Supply Chain, who is a member of the Executive Committee. She is supported by the HSE teams which deploy the HSE policy at all the Company's sites.

An occupational accident report is produced and then analyzed each month by the Executive Committee and communicated throughout the Company.

Safety at work

Actions implemented: bioMérieux's performance results from the global roll-out by the HSE Department of many processes and tools. For example:

- a tool for reporting hazardous situations and suggestions for improvements (about 5,000 incidents reported annually by all employees). Accordingly, employees are encouraged to express their concerns about a situation that could generate for example a risk of accident, harm to people, pollution, using a program called NearMiss. This app is available to all employees, including on mobile phones;
- risk assessment at each workstation and regular updates;
- inspections and audits of activities to verify the adequacy of preventive measures;
- campaigns to raise awareness of the various risks to empower team members to take safety actions (e.g. falling on the stairs, falling on slippery surfaces, slip-and-fall accidents);
- specific training programs:
  - each new arrival is given health and safety training appropriate to the site and their activities,
  - all employees with a very specific activity must take courses resulting in a qualification (electrical, forklift operator, hot work, working at height),
  - some employees take the HSE and ISO 14001/ISO 45001 internal auditor training,
  - other training may be provided on a case-by-case basis (transporting hazardous goods, biohazards, chemical hazards, warming up before physical activity, fire safety officers, workplace first aid and lifesaving officers, etc.),
  - online training in automobile safety for its employees traveling to customers' premises,
  - a training program called Safety Leadership consisting of courses adapted to different job profiles (executive, manager, employee).

S1-14 – Health and Safety metrics

The sites at Craponne, Combourg, Marcy l'Etoile, La Balme, Saint-Vulbas, Grenoble and Verniolle (France), Tres Cantos (Spain), Florence (Italy), Durham, St. Louis and Lombard (United States), North Ryde – Sydney (Australia) and Suzhou (China) all have a Health, Safety and Environment management system certified to ISO 45001 and ISO 14001 respectively, representing 65% of industrial sites (the Company had 23 industrial sites in 2025, one more than in 2024, lowering the ratio from 68% to 65%).

The internal monitoring metric is 75% and relates to the percentage of certified industrial sites out of total industrial sites with over 50 full-time equivalent employees. Currently, five sites with more than 50 FTEs – two in Salt Lake City, one in Philadelphia and one in San Jose (United States) plus Hybiome in China – are not yet certified.

bioMérieux's Health and Safety policy concerns employees of the Company and other workers (in particular temporary workers representing <2% of the total headcount in 2025). Monitoring of the Company's Health and Safety performance includes accidents involving temporary workers. The Company considers that it is responsible for any person who comes and performs a service for the Company on site, regardless of status (employee or supplier). Temporary employees often hold the same positions as employees, and their integrity is as important as that of bioMérieux's employees.

Targets and results: after exceeding its 2015–2020 global HSE strategy target in 2020, bioMérieux has set new goals for 2025: reducing the total recordable incident rate by 50% compared with 2020, i.e. to a rate of less than or equal to 1.2 and a lost-day incident rate of 0.6. These targets cover temporary employees. Since its creation, bioMérieux has always considered respect for the safety and health of each of its employees as the cornerstone of its corporate culture. With this in mind, the Company aims to improve the metrics relating to safety, health and well-being of its employees every year. This commitment, applicable as from 2026, covers a wider range of information than the metric currently being monitored and will take into account all reported accidents including occupational diseases and well-being in the workplace expressed by the new mental health index, which will also be monitored from 2026 with the objective of improving it each year (see section S1-14 Well-being in the workplace and health). By 2030, bioMérieux has set a target to improve its employees' health and well-being metrics every year. These ambitious goals are monitored under the HSE policy and call for a new approach. This approach aims to make all team members active players in their own safety, with the support of their line management, who benefit from a new HSE Leadership program; this program is deployed over a number of years with the gradual implementation of the various components, in terms of content and population covered. Such a program is typically considered as the industry best practice to continue to reduce the number of accidents. The main qualitative outcome of 2025 is a better shared awareness within the various functions of the Company of the need to improve Safety management in the Company.

In 2025, the performance achieved regarding these two targets was:

- Lost-day incident rate including temporary workers: 1.68 compared to 1.57 in 2024;
- total recordable incident rate including temporary workers: 3.47 compared to 3.39 in 2024.

The base year for these metrics is 2020, a year marked by the COVID-19 pandemic and successive lockdowns that led to historically low levels of on-site presence. Thus, in 2025, the lost-day incident rate including temporary employees was up 40% and the total recordable incident rate including temporary employees was up 45% compared to the base year (2020). In 2019, which was a year of normal site attendance, the lost-day incident rate including temporary workers was 2.1 and the total recordable incident rate including temporary workers was 4.0 at the end of 2019, an improvement of -20% and -13% respectively in 2025 compared to 2019.

It is important to note that the severity rate of the Company's accidents decreased by 43% between 2025 and 2024, with Company accidents generating 761 fewer days lost in 2025 compared with 2024.

The Company's Health and Safety data including temporary workers is as follows:

HSE metrics	2025	2024	2023	2022	2021	2020
Lost-Day Incident Rate	1.68	1.57	1.71	0.94	1.3	1.2
Total Recordable Incident Rate	3.47	3.39	3.6	2.57	2.7	2.6
Severity rate of occupational accidents	0.04	0.07	0.04	0.03	0.04	0.02

HSE metrics	2025	2024	2023	2022	2021	2020
Number of fatal occupational accidents	0	0	0	0	0	0
Number of lost-time occupational accidents	47	43	45	24	30	28
Number of occupational accidents without lost time	50	50	48	45	34	32
Number of days lost	1,233	1,994	1,014	1,440	962	488
Number of occupational illnesses	15	11	16	16	10	12

The 2024 data on accidents is updated to reflect changes in certain accident cases, in particular as regards recognition by local authorities, and the late reporting of four accidents that occurred in a commercial subsidiary. The latter case is the result of Safety Leadership campaigns conducted within this scope and the increased focus on HSE metrics by the fact that since 2024, when they were brought within the scope of the Company's internal control procedure.

In addition, the 2024 frequency and severity rates are also affected by the correction of an error in the settings of daily hours worked (parameter used in calculating the total hours worked) for nine Group entities, which generated a 0.5% increase in hours worked.

These quantitative data restricted to the strict scope of the Company's headcount to correspond to the format of the data points expected by the CSRD are:

Percentage of people in the Company's own workforce who are covered by health and safety management system based on legal requirements and (or) recognized standards or guidelines [(a)]	100%
Number of fatalities in own workforce as result of occupational accidents and occupational illnesses	0
Number of fatalities due to work-related injuries and occupational illnesses of non-own workforce working on undertaking's sites	0
Number of work-related accidents for own workforce	89
Total lost-time occupational accident rate for own workforce	1.49
Total recordable incident rate for own workforce	3.24
Number of cases of occupational illnesses for own workforce	15
Number of days lost due to work-related injuries, occupational illnessesa and fatalities related to own workforce	1,116

(a) Local regulations supplemented by the ISO 45001 standard for 68% of our industrial sites.

This data is consolidated based on actual data on occupational accidents and diseases at all the Company's entities. To ensure a consistent approach, the number of hours worked used to calculate accident rates are estimated at Group level based on monthly averages of FTEs, hours worked per day, numbers of days worked per month, and overtime hours worked, for each entity and each month. This data is tracked for all categories of personnel covering temporary employees and some internship/ International Corporate Volunteer (*Volontariat international en entreprise*, VIE) contracts that do not fall under the definition of salaried headcount. As these last two categories represent less than 2% of the total, this rate is applied to the total hours worked to calculate the Company's employee accident rates strictly for own workforce.

Definition and method of calculating health and safety metrics

- Number of lost-time occupational accidents: number of accidents occurring in the workplace and resulting in more than one day's lost time (the day on which the accident occurs is not counted as lost time). The number of accidents includes those involving both permanent and temporary employees.
- Accidents are categorized as follows: lost-time accident, accident without lost time and non-reportable accident. The last category was created in 2017 to better standardize the way accidents are recorded across different countries and includes accidents that bioMérieux considers it has no means of preventing (e.g., injury during team activities off work premises or during personal activities carried out on work premises, sickness unrelated to work, food poisoning, etc.).
- Number of days lost: number of days lost following a lost-time occupational accident that occurred during the year. The day of the accident's occurrence is not counted as lost time. Extensions to lost-time days are counted in the month and the year the accident occurred.
- Lost-time incident rate: number of lost-time occupational accidents per million hours worked.
- Total recordable incident rate: number of occupational accidents with or without lost time per million hours worked.
- Severity rate: number of days off work per thousand hours worked.
- Number of occupational illnesses: an occupational disease is the result of exposure, of any duration, to a risk existing in the normal practice of the occupation.

Well-being at work and promotion of healthy living

Actions implemented: in 2022, the Company launched a review of what it does to promote workplace health and well-being. This analysis consisted of an examination of existing initiatives and practices, with proposals for new programs suitable for implementation locally and regionally to improve well-being.

Two pilot programs were rolled out as part of this analysis:

- In France, conferences and awareness sessions on topics related to health and well-being (connection between stress and the immune system, impact of intermittent fasting on health, testimonial from a team member treated for breast cancer) and workshops (sophrology, Qi Gong, reflexology), were launched.
- In several countries in Eastern Europe and the Middle East, a pilot mindfulness platform available in 12 languages was tested to help employees deal with stressful situations and events.

Based on feedback from employees expressed through various internal surveys and best practice benchmarks, the Company has put specific tools and initiatives in place related to employee health such as:

- health insurance coverage for all team members (national, private or both);
- vaccination coverage at most sites (seasonal flu, COVID-19, etc.);
- providing sports facilities or subsidies for access to a gym;
- providing a medical service desk and remote consultation service in France and the United States. Services include access to a physician 24/7. In France, since March 2020, a "second medical opinion" service has been deployed that allows each employee or family member to have access to a physician specializing in a specific illness to get a second medical opinion quickly and remotely;
- in the United States, access to reduced-cost healthcare services for employees and their families is available. For example, the St. Louis site (United States) provides its more than 800 employees and their families with a dedicated on-site medical center for free medical services. The confidentiality of medical data is strictly observed, and the Company does not have access to personal data;
- the extension in some countries, especially the United States and China, of the duration of parental leave;
- in China, employees receive legal maternity and paternity leave depending on the workplace, and five to 15 days of childcare leave a year until the age of three or six years.

As a reminder, French law states the following for maternity and paternity leave:

- mothers are granted a minimum of 16 weeks parental leave. Mothers are required to take at least eight weeks of maternity leave [(1)];
- the duration of paternity and foster/adoption care leave is 25 calendar days [(2)].

Other initiatives and events bring employees together by offering them innovative products and services:

- service desk: at the majority of French sites (around 89% of its employees), bioMérieux has opened a multi-service desk;
- Family Days and meetings with local residents: bioMérieux's sites regularly hold events to welcome employee family members and local residents. In addition, bioMérieux incorporates the prevention of employee psychosocial risks (PSR) into its occupational hazards assessment process, leveraging significant experience and numerous initiatives, mainly in Europe, related to PRS prevention and analysis. In France, for example, an occupational health agreement has been signed with union representatives (see § 3.4.1 section S1-2 – Processes for Engaging with Own Workforce and Workers' Representatives About Impacts).

Following on from previous PSR initiatives deployed, since 2024 the PSR program has used the results of the annual Global Engagement Survey to identify psychosocial risk factors. This approach makes it possible to set up preventive and curative processes, and facilitates the implementation of actions. PSR are monitored by committees made up of the site human resources manager, the occupational physician and the social worker. The purpose of these committees is to study personal or collective situations and put immediate corrective actions in place. The work of this committee is shared with the Central Commission for Health, Safety and Working Conditions.

Between 2023 and 2024, the Company organized conference cycles on the theme of PSR at several sites in France. These lectures, led by a specialized teacher-trainer physician, are part of a reflection on prevention and the improvement of the quality of life of employees. Since then, the Company has recruited an internal Coordinator for the prevention of psychosocial risks (PSR) and improvement of Quality of life at work. In 2025, a webinar was offered to all employees "Let's talk about mental health at work". It provides a knowledge and insights base on the subject. In addition, the training and development offer has been expanded for all with a specific approach for managers.

Psychological health committees have been established at each site to harness collective intelligence and resolve workplace situations that have deteriorated. The Company entered into a partnership with the Health Advocate and Eutelmed platforms to give employees and their families free access to psychologists. The services are composed of one-on-one consultations, self-assessments and prevention tools accessible 24/7 (phone, chat & secure messaging). These services allow all Group employees and their families and friends to receive free consultations with a psychologist.

The Health Advocate program offers free access to services such as NurseLine 24/7 and telemedicine, chronic care management solutions, in-person and virtual behavioral health visits.

bioMérieux also implements remote working policies that focus on improving employee engagement via in-person or digital collaboration, while encouraging flexibility and work/life balance. All office-based employees are allowed to work remotely at least two days a week.

In 2025, bioMérieux developed a global mental health strategy that capitalizes on experiments previously conducted by the various French sites. The approach adopted is as comprehensive as possible to integrate all dimensions of mental health.

The data from the global engagement survey (see § 3.4.1 section S1-3 the Voice of Employee Program) was used to identify major psycho-social risks (PSR). Thereafter, an acculturation and training program was rolled out for managers to encourage them to take proactive steps to anticipate the risks of mental health degradation, and thus promote the well-being of their teams. In collaboration with Mérieux Université, bioMérieux aims to incorporate the subject of mental health into the standard training plan for managers.

(1) https://www.service-public.fr/particuliers/vosdroits/F2265?lang=en
(2) https://www.service-public.fr/particuliers/vosdroits/F3156?lang=en

bioMérieux is aware that developing knowledge on the subject of mental health among all employees is essential. In 2025, a webinar on this topic was deployed in all regions and is now available to all new employees. In addition, many local initiatives have been implemented to ensure that mental health is not a taboo.

Target: bioMérieux's commitment to this issue of well-being at work will translate into the creation of a new mental health metric with the objective of improving it every year from 2026 onward.

Attracting and retaining talent

Context: the Company has implemented a number of actions to promote a motivating and fulfilling work environment for all its employees while taking into account local cultures and legislation. The Company offers attractive compensation packages and opportunities for internal mobility, while ensuring the diversity and inclusion of each team member. Lastly, over the years, bioMérieux has established close links with universities and educational institutions worldwide, in order to identify and attract young talent.

Policy: bioMérieux's policy provides for compensation in the form of a base salary and bonus, and places particular emphasis on fringe benefits such as retirement, death and disability insurance and health insurance.

ACTIONS IMPLEMENTED IN TERMS OF COMPENSATION

Compensation structure	Compensation (fixed and variable) is set in each country on the basis of local conditions, the Company's results and individual performance. A worldwide grading of positions makes it possible to compare levels of responsibility and set compensation on the basis of local benchmarks. In order to align staff with bioMérieux values and strategic priorities, Group employees receive variable compensation. Moreover, eligible employees receive variable compensation weighted by metrics linked to the Company's financial and non-financial targets (including sustainability criteria) (Company multiplier). At December 31, 2025, approximately 83% of Group employees (including General Management) benefit from this Company multiplier, the remaining 17% benefiting from other conditions (variable compensation linked in whole or in part to sales commissions, bonus targets of a fixed amount or combination of a bonus with a percentage target and variable compensation linked to sales commissions) making them ineligible for this multiplier. For example, bioMérieux SA employees receive both basic compensation (base salary, seniority pay, various bonuses and extra pay) and a variable component, which includes the provisions required by law (discretionary and non-discretionary profit-sharing) and a performance-related bonus, unilaterally decided by the employer. Every two years, the Company sends all French employees an individualized compensation and benefits summary (Bilan Social Individuel). Various financial simulations were conducted in 2022 with a view to applying the selected options in 2023. For example, in France, a plan for increasing bonuses was planned over three years with a first stage covering bonuses for 2022 paid in 2023 and a second stage covering 2023 bonuses paid in 2024.
Profit-sharing, incentives and employee savings (France)	bioMérieux SA has a non-discretionary profit-sharing plan calculated on the basis of the legal formula. A new discretionary profit-sharing agreement was concluded for 2025, 2026, 2027 and 2028. bioMérieux employees have benefited from a discretionary profit-sharing agreement since 2013. This agreement includes an increase in the flat-rate profit-sharing component. The Company wants to closely involve its employees in the fruits of its growth through these different systems and the employee savings plans available to them, particularly in France: • an employee savings plan (*Plan d'Épargne Entreprise*, PEE); • a unique retirement savings plan (PERU) that combines two old plans: the collective retirement savings plan (PERCOL) and the mandatory retirement savings plan (PERO); • an employee share ownership plan. The Company encourages employees to save their collective variable compensation in a retirement savings plan by offering a matching contribution. The Company offers a matching contribution for the retirement plan (PERCOL) which can amount to up to 1.5% of the employee's gross annual compensation. The amount recognized in the financial statements for the 2025 fiscal year for the 2025 discretionary profit-sharing scheme was around €38.9 million compared to around €35.1 million in 2024.
Employee share ownership	The majority of bioMérieux employees worldwide have the option to invest in the Company via the employee share ownership plan, MySHARE (latest plan in 2025). This plan, which was previously offered every two years, will now be offered every year, subject to obtaining the necessary authorizations and compliance with its implementation conditions.
Supplementary pensions	The Company pays special attention to preparing for its employees' retirement: PERCOL Enterprise, accessible for all employees in France and PERO for eligible persons in France, 401K plan in the United States and similar mechanisms in other countries. This differentiating aspect is included in the overall compensation package presented to employees at recruitment and is instrumental in attracting talented people.
Free share grant	In order to retain key talent in the Company, bioMérieux has implemented a free share allocation policy with performance criteria for several years now (see § 7.7).

End-of-career arrangements focus on France	bioMérieux pays a great deal of attention to career-end planning. In France, for example, there are several schemes enabling employees to make arrangements for this period before retirement: the possibility of ceasing work early thanks to hours and days saved on the Early Time Savings Account (*Compte Epargne Temps*, CET) and supplemented by the Company, possibility of requesting a transfer to 80% part-time three years before retirement, exemption from work for three months before retirement for a person with Recognition as a Worker with a Disability (*Reconnaissance de la Qualité de Travailleur Handicapé*, RQTH).
Days off	Most of the subsidiaries worldwide have a policy of awarding more days off than the legal minimum and reward their employees' loyalty with additional days off related to seniority within the Company.

At December 31, 2025, total personnel costs (wages, payroll taxes and discretionary profit-sharing plans) amounted to €1,592 million compared with €1,579 million at December 31, 2024 (see § 6.1.2, Note 20).

S1-10 – Metrics concerning adequate wages

The application of fair and respectful working conditions is deep rooted in bioMérieux's culture. The Company is committed to ensuring that no employee receives a wage below the benchmark adequate wage regardless of the country. To meet this commitment, bioMérieux relies on the Fair Wage Network, which provides up-to-date and country-specific data, to define the adequate wage threshold. The data used is data on the adequate wage, defined according to the fertility rate of the country and adjusted according to the average number of people earning an income in the household. These data are crossed checked against the adequate wages established by Fair Wage Network in the cities and/or regions where bioMérieux is present. This approach ensures fair compensation adapted to local realities, consistent with the principles of the CSRD.

In addition, the wage of all employees in the European Union is at least equal to the legal minimum wage.

At the end of 2025, all bioMérieux employees received a wage higher than the benchmark adequate wage in their city.

Additional information about the data:

- Data on employees as at December 31, 2025;
- This data concerns employees of all bioMérieux entities and at all levels, with the exception of BioFire Defense LLC (United States) and Hybiome (China), representing 4.5% of employees;
- In France, employees who have participated in various early retirement schemes and no longer work for bioMérieux are also excluded;

  International work experience volunteers (VIE), apprentices and interns as well as mini-jobbers in Germany are excluded from this calculation;
- The data comes from all 46 countries where bioMérieux has at least one legal entity;
- Unpaid absence is excluded from this calculation.

The reference used is from the Fair Wage Network, as of October 10, 2025.

S1-16 – Remuneration metrics (pay gap and total remuneration)

Gender pay gap

The pay gap is calculated on the total compensation that includes the base salary, the target bonus, as well as, for the employees concerned, the following three compensation components: guaranteed bonuses, discretionary and non-discretionary profit-sharing, and performance shares at their grant date.

Additional information about the data:

- Data at December 31, 2025, from the internal employee management software;
- This data relates to employees of all bioMérieux entities and at all levels, except for BioFire Defense LLC (United States) and Hybiome (China), or 4.5% of employees.
- In France, employees who have participated in various early retirement schemes and no longer work for bioMérieux are excluded from this calculation;

  International work experience volunteers (VIE), apprentices and interns are excluded from this calculation, with the exception of apprentices based in France;
- The data comes from all 46 countries where bioMérieux has at least one legal entity.

At December 31, 2025, this gap was 10.9% in favor of men (10.5% excluding the highest pay). This gross gap does not reflect differences in the cost of living across different countries.

Total compensation ratio

At December 31, 2025, the overall compensation ratio was 47.3.

This is the ratio of the highest paid individual to the median compensation of employees in all countries of the world (excluding the highest pain individual).

The following compensation components are taken into account: the base salary, the target bonus, as well as, for the employees concerned, the following three compensation components: guaranteed bonuses, discretionary and non-discretionary profit-sharing, and performance shares at their grant date.

Additional information about the data:

- This data at December 31, 2025 is sourced from the internal employee management software;
- This data concerns employees of all bioMérieux entities and at all levels, with the exception of BioFire Defense LLC (United States) and Hybiome (China), representing 4.5% of employees;
- In France, employees who have participated in various early retirement schemes and no longer work for bioMérieux are also excluded;

  International work experience volunteers (VIE), interns and apprentices are excluded from this calculation, with the exception of apprentices based in France;
- The data comes from all 46 countries where bioMérieux has at least one legal entity.

Internal mobility

Context: the Company believes that internal mobility is a driver of employee development and engagement, while also attracting potential candidates. Due to its global presence and diverse business lines, the Company can offer employees professional development opportunities that are vertical (in the same business line), horizontal (in the same business line family) or cross-sectional (in another business line family). Certain types of mobility also incorporate a geographic component (change of site, country or continent). Furthermore, belonging to the Institut Mérieux Group offers options for mobility within the Institute and its subsidiaries.

Policy: the policy implemented by bioMérieux consists of cross-referencing the organization's skills needs resulting from the strategic roadmaps with its employee skills profiles, experience and desire for development. In France and the United States, Internal Mobility Charters are made available for all employees.

Actions implemented: open positions are actively promoted internally, benefit from support from management and Human Resources with the objective of advising the employee on their project and, where appropriate, the training and development actions necessary for the success of the project.

Achievements: metrics relative to attracting and retaining talent are detailed below (voluntary metrics).

INTERNAL PROMOTION RATE, WOMEN/MEN

Rate of internal promotions for women/men and Number of employees who were promoted during the year

	2025				2024				2023			
Geographical region	Number of promotions	% of headcount	Number of promotions for women	Women as a % of promotions	Number of promotions	% of headcount	Number of promotions for women	Women as a % of promotions	Number of promotions	% of headcount	Number of promotions for women	Women as a % of promotions
France	328	7.3%	202	61.6%	488	12%	293	60%	522	13.2%	321	61%
Europe & Middle East	80	4.6%	51	63.8%	141	8.9%	83	59%	89	5.9%	44	49%
Africa	0	0	0	0	21	13.8%	6	29%	21	14.2%	3	14%
Americas	666	9.4%	297	44.6%	955	14.1%	428	45%	698	10.3%	285	41%
Asia Pacific	31	2.2%	17	54.8%	36	3.4%	17	47%	36	3.5%	21	58%
TOTAL	**1,105**	**7.3%**	**567**	**51.3%**	**1,641**	**12%**	**827**	**50%**	**1,366**	**10.2%**	**674**	**49%**

Note 1: employees who change salary level without changing grade are no longer included in the calculation of these metrics.
Note 2: the overall rate of internal promotions is calculated on the total number of open-ended contracts.
Percentage of seconded and expatriate employees, excluding employees on fixed-term contracts and temporary employees.

INTERNAL MOBILITY VIA PERMANENT CONTRACTS

	2025	2024	2023
Americas	34%	41%	25%
Asia Pacific	10%	7%	8%
Europe, Middle East, Africa	36%	34%	31%
GLOBAL AVERAGE	**32%**	**36%**	**25%**

VOLUNTARY AND INVOLUNTARY TURNOVER RATE

It includes all employees whose collaboration ended during the year, including expected terminations (fixed-term and apprenticeship contracts in France), i.e., 2,000 employees in 2025 vs 2,159 in 2024.

Overall turnover rate 2025	Overall turnover rate 2024
13%	**14.7%**

ABSENTEEISM RATE

Absenteeism: number of days' absence (excluding maternity leave, paternity leave and leave related to length of service) divided by the theoretical number of days worked (excluding weekends, public holidays, paid vacation and working week reduction time) and multiplied by the average annual FTEs. Only entities with more than 50 FTEs are considered.

	2025			2024		
	No. of days absent	No. of theoretical days	%	No. of days absent	No. of theoretical days	%
Americas	25,414	1,610,421	1.6%	38,887	1,629,349	2.4%
United States	23,896	1,441,410	1.7%	34,061	1,441,180	2.4%
Asia Pacific	3,076	385,947	0.8%	2,222	289,826	0.8%
China	2,095	214,024	1%	1,137	114,707	1%
Europe–Middle East	67,244	1,251,419	5.4%	62,704	1,216,385	5.2%
France	59,757	931,104	6.4%	53,632	871,596	6.2%

Attraction and retention of junior profiles and contribution to professional training

Context: Every year bioMérieux continues its commitment to promoting the diagnostic professions, raising awareness of career opportunities in the sector and helping to train junior profiles. Thus, bioMérieux is a partner to universities and educational institutions in France and overseas, a situation that allows it to strengthen its cooperation with academic research.

Policy: this initiative is aligned with the Company's Human Resources policy designed to attract talent and scientific profiles needed to address ongoing changes in its businesses.

Actions implemented: the Company maintains several partnerships with schools, mainly based in the Auvergne Rhône-Alpes region:

- the emlyon business school, the *Fondation Université Grenoble Alpes* and INSA Lyon are historical partners of bioMérieux. The quality of their training and their international orientation are essential to forging a lasting collaboration. The Company is committed through various programs, such as allocating student scholarships and sponsoring promotions to showcasing *in vitro* diagnostics industry professions and thus offering internship or work-study opportunities;
- the *École d'Ingénieur en Biotechnologies* (ESTBB) at the *Université Catholique de Lyon* is also a long-term partner and bioMérieux hires more than ten work-study students each year from this school;
- *École 42* is a more recent partnership. IT skills are rare on today's job market. It is therefore crucial for bioMérieux to strengthen its connections with schools in this field and develop its attractiveness.

bioMérieux has also been involved in training people aged under 28 and, each year, offers willing candidates the opportunity to volunteer overseas for 6 to 24 months on an international internship program, (*Volontariat International en Entreprise* – VIE).

Achievements and targets:

Number of apprentices, interns and VIE at December 31, 2025:

	Number
Apprentices	241
Interns	95
VIE	15
TOTAL	**351**

Including Hybiome.

Data confidentiality and protection

This topic, which gives rise to a potential negative impact and a risk, is discussed in § 3.5.1 section G1.

S1-2 – Processes for engaging with own workforce and workers' representatives

A corporate culture based on social dialogue

Context: since its creation, bioMérieux has always promoted a high level of social dialogue with employee representative bodies, both in France and in its subsidiaries.

Topic: maintaining the conditions for a rich and fair social dialogue creates value for employees and the Company.

Governance: this social dialogue is expressed at all levels of the Company: for example, locally on each site with bodies such as the Social and Economic Committee, in France at Company level with collective bargaining agreements and at European level with a European Works Council. In France, employee representatives deal with site management and site human resources at local level, the Social Relations Department and the Human Resources Department at national level.

Actions implemented: in France, employees at each site are represented by a Social and Economic Committee (SEC). The five SECs in France meet at least once a month and are informed and consulted on economic, health and safety issues at the site. A central SEC has also been set up, with 16 full members and 16 alternates. It is required to meet at least once every two months, although the legal requirement is once every six months, but meets in practice more than 10 times a year. Its mission is to deal with matters of interest to several establishments or the Company as a whole in France. Depending on the items on the agenda, members of the Executive Committee attend these meetings. The main topics discussed are the Company's situation, the environment, financial performance, global five-year strategy, R&D policy, industrial strategy, organizational changes, the social report and the report on equality between men and women.

Elections were held in October 2023 to renew the members of the five SECs. More than 150 people were elected or appointed for a four-year term. During the election, an additional trade union gained representation.

The central SEC committees are composed of elected and non-elected employees and management representatives and meet up to four times a year:

- the Workplace Equality Committee;
- the health/provident committee responsible for monitoring the accounts of the mutual insurance and provident scheme. It votes on any increases in membership fees;
- the Housing Committee, which works with the social worker and an external agency to monitor the housing solutions offered to employees;
- the Training Committee;
- the Central Health and Safety Committee responsible for issues relating to team members' health and working conditions.

There are also committees on each of the five sites in France with the same joint composition:

- the Disability Committee;
- the Catering Committee;
- the local Central Health and Safety Committee, which exists on all sites although it is only required on sites with more than 300 employees.

At the European level, all bioMérieux subsidiaries have had a European Works Council (EWC) since 2008.

2025 achievements: social dialogue was particularly sustained in France in 2025. The Management and representative trade union organizations have signed Company-level agreements for mandatory annual negotiations, discretionary profit-sharing plans, an amendment to the Company savings plan, a collective retirement savings plan with the possibility of mandatory payments (single retirement savings plan), as well as addendums to our CET (Time Savings Account) agreements and leave donations. A new agreement on the employment policy for workers with disabilities at bioMérieux SA was signed in early January 2026.

The number of agreements proposed for negotiation each year is very high (five to ten agreements or addendums per year are negotiated and entered into each year).

For example, the main agreements and addendums signed at bioMérieux since 2023 are detailed below:

Current agreements	Date signed	Agreement end date
Agreement on the creation of a bioMérieux European Committee	01/16/2023	Undetermined
Organization of the Social Dialogue	09/26/2023	Undetermined
Remote work	04/10/2024	04/10/2027
Gender equality for the fiscal years 2021–2022–2023	01/15/2021	Under negotiation
Employment of workers with disabilities 2026–2029	01/06/2026	12/31/2029
Discretionary profit-sharing scheme for fiscal years 2025–2026–2027–2028	06/25/2025	12/31/2028
Collective enterprise retirement savings plan with the possibility of mandatory payments (single retirement savings plan)	09/16/2025	Undetermined

In January 2023, the European social partners and Management signed an agreement for the renewal of a European Works Council (EWC). As a result, the new EWC features improvements such as an additional meeting per year (three per year instead of two) and a wider national representation. 17 European employees have been appointed members of this committee. Following bioMérieux's acquisition of SpinChip Diagnostics, located in Norway, a Norwegian member joined the committee. This committee addresses transnational issues.

In the United States, annual All-Hands meetings are held for the purposes of sharing information with all employees of the sites in this country. All-Hands meetings are part of the American culture. It is a chance for employees to make a contribution and ask questions about topics relating to the Company's life, directly to the American management team.

The Company recognizes the value and importance of being able to resolve any difficulties encountered and encourages dialogue with and between employees at all levels. A process for communicating with the manager and/or human resources officer is in place for discussing any work-related problems or feelings of being treated unfairly regarding work assignments or the application of company policies, processes and practices (including corrective measures). All employees may communicate directly with Human Resources at any stage of the process. All concerns will be treated respectfully and appropriately. Employees may also report problems by contacting the ethics hotline (EthicsLine, described in section G1) by phone, Intranet or online. All reports to the EthicsLine can be done anonymously or openly. This process can be initiated in complete confidentiality and without fear of reprisal.

S1-8 – Collective bargaining coverage and social dialogue

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS AND BENEFITING FROM SOCIAL DIALOGUE

	Collective Bargaining Agreement		Social dialogue
	European Area	Outside European Area	European Area
0–19%		United States	
20–39%			
40–59%			
60–79%			
80–100%	France		France

Data provided for countries representing more than 50 employees and more than 10% of the Company's total employees.

S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns

Context: the Company is committed to cultivating a spirit of innovation and collective engagement. bioMérieux recognizes the importance of having teams who feel heard and trusted to play a role in driving change and do their best. In this context, bioMérieux rolled out a Voice of Employee (VoE) global engagement program in 2022. Listening, understanding and acting are the pillars of this program. bioMérieux strives to establish a work environment in which employees feel free to express themselves and to be proactive to improve their experience within the Company.

Policy: bioMérieux has a Stakeholders Engagement Charter. This charter is aimed at all the Company's internal and external stakeholders. It is detailed in § 3.2.3 section SBM-2.

Actions implemented: in 2025, bioMérieux pursued its continuous improvement approach in terms of employee experience through numerous initiatives led by the Voice of Employee (VOE) global engagement program.

In a continuously changing and dynamic environment, the Global Engagement Survey (GES) has become an annual event. By gathering feedback more frequently, we can better understand and address the changing needs of our teams, and ensure that actions are timely and relevant.

The pilot initiative launched in EMEA in 2024 to measure the experience of new arrivals at bioMérieux has been extended to the United States and the Asia-Pacific region.

In order to support the implementation of the GO•28 Strategy Plan, bioMérieux continued to measure its Top 200 Senior Leaders' perception of how well this transformation was planned, managed and communicated. As strategies materialize operationally, this approach was also extended to teams impacted by these transformations. For example, in Human Resources Department, a monthly survey has been created in the specific context of implementation of the new HR service delivery model. The responses obtained help to identify the support and communication systems that are appreciated, as well as the points on which the Company must focus further efforts. This frequency allows managers and the project team to react as closely as possible to employee experience.

Employee feedback is also valuable to improve operational processes: for example, it allows the measurement of the impact of development actions carried out by talent management teams on specific cohorts and the adaptation of action plans accordingly.

In the United States and Asia Pacific, employees have access to platforms that allow them to express their thanks or appreciation toward their colleagues. The aim is to extend the appreciation mindset that has been piloted in the United States and Asia Pacific to the Group's other regions in the years ahead.

Achievements and targets: in 2025, 87% of all employees (i.e. more than 12,000 team members) participated in the third Global Engagement Survey, surpassing the target of 75% participation set in 2024. This level of participation means that the results obtained reflect reality. The survey generated 72,000 comments and contributions, which attests to employees' continued interest in this initiative since the VoE program's launch. The overall engagement score (Employee Net Promoter Score) increased (+6 points) compared to 2024, putting bioMérieux in the Top 5% of "Healthcare – Pharmaceuticals, Biotechnology & Life Science Industry," exceeding the Company's objective for 2025 of remaining in the Top 25%. The 2026 target remains the same.

In addition, bioMérieux has implemented a whistleblowing system called EthicsLine that is available to all employees and third parties (see § 3.5.1 section G1-1).

S1-4 – Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

The actions are set out above in the paragraphs describing, for each material topic, the related impacts, risks and opportunities, as well as the associated specific policies, actions and metrics.

S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The targets are set out above in the paragraphs describing the impacts, risks and opportunities associated with each material topic, as well as the associated specific policies, actions and metrics.

S1-6 – Characteristics of the undertaking's employees

The purpose of the following information is to present the Company's headcount, expressed in full-time equivalent (FTE [1]), and in particular the breakdown of employees by gender, type of employment contract and type of time spent with the Company (full-time or part-time). Headcount by country is presented only for countries representing more than 50 employees and more than 10% of the Company's total employees, i.e. France and the United States in bioMérieux's case.

Data are presented as of December 31, 2025 (or as an average for the past year, where this is specified in the tables), compared with 2024.

According to the financial statements, the total number of FTEs was 15,078, which is different from the table below in terms of the number of employees, due to the accounting method (see the table Overall breakdown of headcount below).

HEADCOUNT BY GENDER

Breakdown of headcount by gender	2025		2024	
	At Dec. 31	Average for the year	At Dec. 31	Average for the year
Men	7,816 (51.3%)	7,730 (51.3%)	7,577 (51.4%)	7,565 (51.4%)
Women	7,410 (48.7%)	7,334 (48.7%)	7,177 (48.6%)	7,154 (48.6%)
TOTAL	**15,226**	**15,064**	**14,754**	**14,719**

Breakdown of full-time headcount by gender	2025	2024
Men	7,697 (52.9%)	7,482 (52.3%)
Women	6,865 (47.1%)	6,665 (47.1%)
TOTAL	**14,562**	**14,147**

Breakdown of part-time headcount by gender	2025	2024
Men	119 (17.9%)	95 (15.6%)
Women	545 (82.1%)	512 (84.3%)
TOTAL	**664**	**607**

HEADCOUNT BY COUNTRY

Breakdown of headcount in France and United States	2025		2024	
	At Dec. 31	Average for the year	At Dec. 31	Average for the year
United States	6,275	6,215	6,066	6,122
France	4,490	4,450	4,407	4,363

Breakdown of full-time headcount in France and United States	2025	2024
United States	6,209	6,052
France	4,020	3,937

(1) *An FTE is a unit of measurement proportional to the number of hours worked in a year by a full-time employee. It applies to employees who have an employment contract with the Company, even if they are temporarily absent (maternity leave, illness, annual leave, training, etc.).*

Breakdown of part-time headcount in France and United States	2025	2024
United States	66	14
France	470	470

HEADCOUNT BY GEOGRAPHIC AREA

Overall breakdown of headcount[a]	2025	2024
End-of-period headcount (number of employees)	15,226	14,754
Headcount at the end of the period (in full-time equivalent)	15,078	14,603
EMEA	41%	41%
Americas	47%	46%
Asia Pacific	12%	12%

(a) Includes all employees on permanent and fixed-term contracts and apprentices (France) and excludes interns, VIE workers and temporary employees.

HEADCOUNT BY CONTRACT TYPE

Breakdown of headcount at December 31 and average for the past year, by type of contract and gender	2025			2024		
	Men	Women	Total	Men	Women	Total
Permanent contract, at Dec. 31	7,361	6,923	14,284	7,093	6,643	13,736
Permanent contract, average	*7,269*	*6,820*	*14,088*	*7,072*	*6,622*	*13,694*
Fixed-term contract, at Dec. 31.	455	487	942	482	531	1,013
Fixed-term contract, average	*462*	*514*	*976*	*492*	*529*	*1,021*
Zero hours contract, at Dec. 31	3	1	4	2	3	5
Zero hours contract, average	*2*	*2*	*2*	*1*	*3*	*4*

Breakdown of headcount at December 31 and average for the past year, by type of contract for France and United States	2025		2024	
	United States	France	United States	France
Permanent contract, at Dec. 31	6,269	4,143	6,062	4,069
Permanent contract, average	*6,199*	*4,103*	*6,117*	*4,020*
Fixed-term contract, at Dec. 31.	6	347	4	338
Fixed-term contract, average	*16*	*347*	*5*	*344*
Zero hours contract, at Dec. 31	0	0	0	0
Zero hours contract, average	*0*	*0*	*0*	*0*

S1-17 – Incidents, complaints and severe human rights impacts

In 2025, there were 101 alerts reported via the EthicsLine reporting tool during the reporting period. This represents a total number before investigation, i.e. including proven and unproven cases. Of these reports, 25 alerts may involve cases of discrimination or harassment. As these alerts may be anonymous, it is not possible to distinguish between alerts by the Company's own staff and those by external stakeholders.

The national contact points (NCPs for OECD guidelines) did not report any alerts to the Company.

To the best of the Company's knowledge, no serious human rights incidents (forced labor, human trafficking or child labor) occurred.

There are no fines, penalties or compensation for damages resulting from the above-mentioned incidents and complaints to report.

3.4.2 Workers in the value chain (ESRS S2)

ESRS 2 SBM-2 – Interests and views of stakeholders

Disclosures regarding the interests and views of stakeholders can be found in § 3.2.3 section ESRS 2 SBM-2 – Interests and Views of Stakeholders.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

The working conditions of workers in the value chain are an issue identified as material based on sustainability matters.

Description of IROs	Targets set for 2020–2025	Targets from 2026	Policy	SDGs
Working conditions of workers in the value chain *Compliance with responsible practices* **Upstream/Downstream** **ST**	Presented in G1: Long-term relationships with suppliers and key partners	Presented in G1: Long-term relationships with suppliers and key partners	Vigilance plan – Business Principles for Third Parties, Responsible Procurement Guidelines, Responsible Procurement Charter between bioMérieux and its Suppliers, Code of Conduct	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION

Ⓝ = Negative impact / Ⓟ = Potential negative impact / Ⓟ+ = Positive impact / Ⓞ = Opportunity / Ⓡ = Risk / Ⓡ = Climate-related physical risk
Time horizon = Short term **ST**, *Medium term* **MT**, *Long term* **LT**

An example of a potential short-term negative impact in the upstream and downstream value chain might be:

- non-compliance with working time regulations by a supplier or distributor, resulting in a lack of rest for workers;
- refusal by a supplier or distributor to guarantee freedom of association and social dialogue affecting workers' rights;
- hazardous working conditions that could damage a worker's health.

Details of the double materiality assessment can be found in § 3.2.4 section IRO-1 – Description of the Process to Identify and Assess Material Impacts, Risks and Opportunities.

S2-1 – Policies related to workers in the value chain

bioMérieux has developed a vigilance plan (described in § 3.2.2, section GOV-4 – Statement on Due Diligence) in accordance with the requirements of Law no. 2017-399 on the duty of vigilance. The aim of this plan is to identify and prevent risks to human rights and fundamental freedoms, the risks of serious physical or environmental harm, and the health risks arising from the activities of the Company and its subsidiaries, subcontractors and suppliers.

Relations with bioMérieux's partners are governed by policies on ethical business conduct, reduction of greenhouse gas emissions, protection of the environment and respect for human rights, in accordance with the principles set out in its Global Code of Conduct and Business principles for third parties (see § 3.5.1, section G1-1 – Business Conduct Policies and Corporate Culture and § 3.5.1 section G1-2 Management of Relationships with Key Partners). As a member of the United Nations Global Compact since 2003 (see § 3.2.3 section SBM-1 – Strategy, Business Model and Value Chain), bioMérieux ensures compliance with the fundamental principles of human rights throughout its supply chain.

S2-2 – Processes for engaging with workers in the value chain about impacts

In 2024, bioMérieux organized a remote meeting on the topic of CSR (see § 3.5.1 section G1-2 – Management of Relationships with Key Partners) to raise its suppliers' awareness of climate change.

Each supplier identified as a strategic partner is met as part of a mandatory business review at least once a year. The CSR topic is discussed (monitoring of CSR supplier metrics, SBTi commitment, monitoring of action plans) and is subject to an annual assessment accounting for 20% of the supplier's overall score.

bioMérieux held a meeting of its Stakeholder Committee in September 2025, attended by suppliers (link to the paragraph on Stakeholder Committee, ESRS2 SBM-2).

bioMérieux's whistleblowing system, EthicsLine (described in section G1-1), provides a confidential channel through which workers in the value chain and all stakeholders can report any breach of the Global Code of Conduct, the Group's policies, or any applicable legislation. This channel ensures that any negative impacts can be quickly identified and dealt with by the relevant teams. The Company closely monitors potential controversies affecting its value chain (see the commercial partner monitoring program in § 3.5.1 section G1-3). To the Company's knowledge, there were no such controversies in 2025.

S2-3 – Processes to remediate negative impacts and channels for workers in the value chain to raise concerns

bioMérieux has endeavored to describe the process by which workers in the value chain can voice their concerns, based on the dialogue process described above.

bioMérieux's business conduct is based on the principles of transparency and ethics, as described in the Global Code of Conduct and Responsible Procurement Charter (see § 3.5.1, section G1-2 – Management of Relationships with Key Partners).

The Responsible Procurement Charter underscores the Group's commitment to encourage positive impacts and address potential negative impacts for workers in the value chain.

S2-4 – Taking action on material impacts on value chain workers, approaches to managing material risks and pursuing material opportunities related to value chain workers, and the effectiveness of those actions

The vigilance plan is an integral part of bioMérieux's CSR strategy (see § 3.2.2 section GOV-4 Statement on Due Diligence).

The actions are described in § 3.5.1 section G1-2 – Management of Relationships with Key Partners.

S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The targets related to the overall management of the impacts generated by its value chain activities are set out in § 3.5.1 G1-2 – Management of Relationships with Key Partners.

3.4.3 Affected communities (ESRS S3)

ESRS 2 SBM-2 – Interests and views of stakeholders

Disclosures regarding the interests and views of stakeholders can be found in § 3.2.3 section ESRS 2 SBM-2 – Interests and Views of Stakeholders.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

The outcome of the double materiality assessment and risk identification process is described in section ESRS 2 IRO-1 – Description of the Process to Identify and Assess Material Impacts, Risks and Opportunities.

Affected communities is an issue identified as material. This involves a positive impact over the long term.

Description of IROs	Targets set for 2020–2025	Targets from 2026	Policy	SDGs
I+ Impact of bioMérieux activities on the socio-economic rights of local communities *Sharing the value generated to address needs expressed by local communities* **Own operations** **ST MT LT**	At least 1% of net income, Group share (year n-1) dedicated to sponsorship actions	At least 1.5% of net income, Group share (year n-1) dedicated to sponsorship actions	Sponsorship policy	10 REDUCED INEQUALITIES

I- = Negative impact / I- = Potential negative impact / I+ = Positive impact / O = Opportunity / R = Risk / R = Climate-related physical risk
Time horizon = Short term **ST**, *Medium term* **MT**, *Long term* **LT**

Topic: bioMérieux places great importance on how its business impacts the regions in which the Company operates and on local communities' economic, social and cultural rights.

Context: bioMérieux's commitment to communities is rooted in the unique history of the Mérieux family and its human-centered and responsible entrepreneurial vision: to meet the needs of communities living and working near its operating sites and, more broadly, disadvantaged populations worldwide.

Impact: have a positive impact on local communities by sharing the value created by the Company through fiscal policies, sponsorship, philanthropy, training, local economic support, education, and sports and cultural initiatives that benefit various local communities. These actions are underpinned by ongoing, constructive dialogue with the regions' stakeholders to meet needs identified jointly with them (see Stakeholder Engagement Charter).

S3-1 – Policies related to affected communities

Sponsorship policy

bioMérieux is actively engaged in social and cultural initiatives led by non-profit organizations in regions where the Company operates and worldwide through its support for the Mérieux Foundation and the bioMérieux Endowment Fund for Education. This engagement is reflected in the assistance it provides to the most vulnerable communities, who are often in very precarious situations. These projects are also an opportunity for bioMérieux's teams to get involved in volunteer work, in partnership with associations it supports financially.

bioMérieux is committed to various causes through its corporate philanthropy programs, including in particular:

- global health, especially through Mérieux Foundation actions to fight infectious diseases;
- fight against inequality;
- access to culture actions;
- education of children, from newborns to eight-year-olds, through bioMérieux Endowment Fund for Education actions.

The Company's support takes the form of financial assistance for philanthropic projects and the volunteer efforts of its employees, who are thereby actively engaged in the solidarity values endorsed by bioMérieux.

To boost its support, employees also commit to long-term skills-based sponsorship (minimum one year), which reflects bioMérieux's desire to contribute to the development of structures that receive other types of financial support. To address employees' needs and support their career management, skills-based sponsorship can take place on a full- or part-time basis. For some employees, this is a way to add to their experience and see their expertise and career in a new light, with new meaning.

Governance of philanthropy

The Sponsorship Steering Committee, which reports to the CSR Committee (see § 3.2.2 section GOV-1), meets at least three times a year. It defines and implements sponsorship-related policies, decides how the Corporate sponsorship budget is allocated and monitors supported projects (see § 3.1).

The Steering Committee members are as follows: Senior Vice President CSR, Senior Vice President Operations Manufacturing Europe, Director of Corporate Sponsorship, Compliance Officer Europe, Management Controller of the corporate support functions, Sponsorship Coordinator.

S3-2 – Processes for engaging with affected communities about impacts

The associations that benefit from bioMérieux's sponsorship actions act as credible proxies for the communities concerned. bioMérieux carefully selects the operational and redistribution structures – experts in their areas – that will carry out the projects.

The Corporate Sponsorship team ensures that project support is provided in accordance with:

- the internal rules of ethics and compliance: preliminary inspections, declarations or requests for authorization, where applicable;
- the legal and fiscal framework, including the drafting of agreements.

The team also monitors projects with the associations receiving support: depending on the type of project and support, two or three follow-up sessions are organized each year to:

- identify the progress made, the accomplishments and the problems encountered by the recipient of the support and put in place remedial actions if necessary;
- devise areas of collaboration between organizations and increase support for projects by getting employees involved;
- further our understanding of the region's needs and how the network of projects is addressing them.

Finally, supported projects and programs are assessed periodically to measure impact, synergies with other supported projects, employee involvement, etc.

S3-3 – Processes to remediate negative impacts and channels for affected communities to raise concerns

The material impact for bioMérieux is positive, since the process allows affected communities to voice their concerns based on the dialogue processes described above.

bioMérieux's whistleblowing system, EthicsLine (see § 3.5.1 section G1-1), provides a confidential channel through which all stakeholders, including affected communities and their representatives, can report a breach of the Group's policies or any applicable legislation. This channel ensures that any negative impacts can be quickly identified and dealt with by the relevant teams.

S3-4 – Actions regarding material impacts on affected communities and effectiveness of these actions

Actions and resources dedicated to philanthropy: in 2025, bioMérieux supported multiple solidarity projects worldwide.

The distribution of these funds is described in the table below:

Sponsorship, donation and mentoring activities (in thousands of euros)	2025	2024	2023	2022
bioMérieux's sponsorship activities	5,527	5,580	5,386	6,083
Of which Fondation Christophe et Rodolphe Mérieux				*2,000*
Of which Mérieux Foundation	*2,766*	*2,576*	*2,376*	*649*
Sponsorships and other donations	60	312	166	175
bioMérieux total	**5,587**	**5,892**	**5,552**	**6,258**
Other subsidiaries total	**194**	**99**	**256**	**214**
TOTAL	**5,781**	**5,992**	**5,808**	**6,472**
As a % of net income attributable to the parent company N-1	*1.34*	*1.67*	*1.28*	*1.08*

The types of philanthropic activities conducted in 2025 are detailed in the table below:

Topic	Achieved in 2025 *(in thousands of euros)*	
Health	2,858	51.2%
Culture	482	8.6%
Equal opportunities	392	7.0%
Education	721	12.9%
Social – Insecurity	424	7.6%
Social – Disability	215	3.9%
Care for Living Things	243	4.3%
Territorial Solidarity	117	2.1%
International Solidarity	60	1.1%
Humanitarian emergencies	25	0.4%
Other	50	0.9%
TOTAL	**5,587**	**100%**

Here are a few examples of actions taken:

EQUAL OPPORTUNITIES

bioMérieux implements a policy promoting the employment of young people in difficulty and equal opportunities through partnerships with associations such as Sport dans la Ville and Télémaque. Employees can provide volunteer work in these associations to promote professional integration, academic support and assistance for specific projects.

bioMérieux also commits to people with disabilities by supporting equine therapy workshops for young people (with Fondation OVE), and the training of service dogs for autistic children or persons with reduced mobility.

HELP FOR THE MOST VULNERABLE

Together with over 150 other companies in the Lyon region, bioMérieux is supporting L'Entreprise des Possibles collective, which helps homeless and vulnerable people. bioMérieux employees are given incentives to get involved by donating paid leave days or doing volunteer work. Entreprise des Possibles has set up a digital platform that provides direct access to the needs of the associations supported by the collective.

bioMérieux also wished to lend its assistance to two public interest projects supported by Entreprise des Possibles:

- the renovation of a refuge for young people aged 16 to 18 facing severe social exclusion;
- the long-term continuation of an innovative housing and support project for single fathers with children facing insecurity and social isolation.

Through their support for Habitat & Humanisme, more than 40 employees contribute generously each month to helping the paid and volunteer teams at Escales Solidaires connect with "passengers," cook and serve shared meals. The bonds between bioMérieux and these places, which are designed to help vulnerable individuals feel less isolated, grow stronger each year.

ACCESS TO CULTURE

Access to culture is an important focus of sponsorship for bioMérieux, which supports cultural initiatives in the local communities where it operates. The Company supports museums such as the Musée des sciences biologiques Docteur Mérieux, the Musée de Grenoble, the Musée des Confluences and the Musée des Beaux Arts in Lyon, thus securing the acquisition of works of considerable historical importance and access to these museums for as many people as possible.

For many years, bioMérieux has also supported diverse cultural events, including the Chaise Dieu Music Festival (Haute-Loire – France), a partnership of over 30 years, the Baroque Music Festival of Lyon (Rhône – France) and the Lumière Cinema Festival (Lyon – France) held by the Institut Lumière.

EMERGENCY AID

bioMérieux also grants funds in major international emergencies.

At a time when natural disasters impacting communities are on the rise, bioMérieux is partnering with the Secours Populaire relief organization to support its actions in southern Poland and southern Spain.

bioMérieux supports the activities of Bioforce, a humanitarian association in Lyon, created in 1983, at the instigation of Dr. Charles Mérieux who saw there could be no solidarity initiative without logistical organization.

For four years, bioMérieux has been helping to rescue people in the Mediterranean Sea by supporting SOS Méditerranée. Our employees also lend their support through donations to refugees.

THE MÉRIEUX FOUNDATION

Fighting infectious diseases in developing countries.

Since its founding in 1967 by Dr. Charles Mérieux, the Mérieux Foundation, an independent foundation recognized as being of public interest since 1976, has been fighting against infectious diseases in low- and middle-income countries.

Its objective is to strengthen laboratory diagnostic capabilities to fight epidemics, which are often lacking in countries that experience repeated epidemics. Its actions favor diagnosis as an essential step in patient care, and also as an instrumental tool for monitoring and controlling diseases.

The Mérieux Foundation's actions are based on four priorities:

- improving access to diagnosis for vulnerable groups by improving microbiology laboratory capacity in national healthcare systems;
- building up local applied research capacity by training researchers, developing collaborative programs and creating Rodolphe Mérieux Laboratories, handed over to local players;
- developing knowledge-sharing and public health initiatives together with the Centre des Pensières (Veyrier du Lac – France);
- taking action for mother and child through a holistic approach to health.

THE BIOMÉRIEUX ENDOWMENT FUND

For the education of children, from newborns to eight-year-olds

bioMérieux created the bioMérieux Endowment Fund for Education in December 2020, with an endowment of €20 million. This non-profit organization promotes equal opportunity with the ambition of reducing inequalities through, and in, education so that everyone can find their place in the world. Convinced that education is a powerful lever of change to generate a positive impact on the world, the bioMérieux Endowment Fund supports projects dedicated to the education of children aged 0 to 8 in the countries where bioMérieux teams are present. Because providing educational support to children from the earliest age enables the acquisition of fundamental knowledge as well as the emotional and cognitive development that is essential for their future, the Fund wishes to finance projects that provide support to young children with the commitment to give them the confidence, the desire and the means to move forward.

For its operational implementation, the Fund relies on bioMérieux employees who, on a voluntary basis, may:

- coordinate several projects;
- identify, sponsor and monitor local projects;
- take part in one-off volunteer initiatives;
- or simply support and raise awareness of the Fund's actions.

In 2025, the bioMérieux Endowment Fund for Education demonstrated its ongoing commitment to equal opportunities through a fourth call for proposals. bioMérieux's team members were asked to identify and invite new associations involved in the education of young children (newborns to eight-year-olds) from families with limited resources. Worldwide, 82 proposals were submitted, and 18 projects in 13 countries were selected, for a total amount of €2.56 million. In 2026, the bioMérieux Endowment Fund for Education plans to run 47 projects in 22 countries.

The Endowment Fund launched its first international solidarity event for bioMérieux team members. Held from November 10 to 23, 2025, the objective of this event was to mobilize all employees to celebrate the World Children's Day and raise €70,000 for the Endowment Fund (donation by bioMérieux in return for the commitment of employees to finance projects in favor of the education of the most vulnerable children). In addition, the winning sites in each region were able to award a check for €5,000 to a partner association of the Endowment Fund of their choice for a total of €30,000, allocated directly by the Endowment Fund.

The Company is not aware of any serious human rights incidents (forced labor, human trafficking or child labor) involving affected communities.

S3-5 – Targets related to advancing material positive impacts

The Company's Board of Directors, on the recommendations of the management, decided to contribute a portion of sales to sponsorship activities every year and undertook to dedicate at least 1% of net income attributable to the parent company (year N-1) to sponsorship actions. As from 2026, bioMérieux undertakes to increase this target to 1.5%.

In 2025, bioMérieux dedicated 1.34% of its net income attributable to the parent company to these sponsorship actions.

3.4.4 Consumers and end-users (ESRS S4)

ESRS 2 SBM-2 – Interests and views of stakeholders

Disclosures regarding the interests and views of stakeholders can be found in § 3.2.3 section ESRS 2 SBM-2 – Interests and Views of Stakeholders.

ESRS 2 SBM-3 – Material impacts, risks and opportunities and their interaction with strategy and business model

Details of the double materiality assessment can be found in § 3.2.4 section IRO-1 – Description of the Process to Identify and Assess Material Impacts, Risks and Opportunities.

The end-users of bioMérieux's products and services are healthcare professionals working in private and public clinical laboratories.

Identified material impacts, risks and opportunities relating to consumers and end-users are as follows:

	Description of IROs	Targets set for 2020–2025	Targets from 2026	Policy	SDGs
I+	Contribution to public health *Improvement of patient care and protection of consumer health in the face of infectious diseases* **Own operations** **ST**	At least 80% of listed human antibiotics included in its AST solutions	>90% of antibiotics addressed by our AST solutions +25% of medical education activities and healthcare professionals having received awareness training compared to 2023	bioMérieux's Purpose	
O	Contribution to public health *Increased need for diagnostic tests to combat antimicrobial resistance* **Own operations** **LT**	+30% of results delivered to combat AMR compared to 2019	+60% of diagnostic results delivered to combat antimicrobial resistance in low- and middle-income countries compared to 2023		3 GOOD HEALTH AND WELL-BEING
I+	Accessibility of products and services *Delivery of diagnostic products to as many people as possible* **Own operations** **MT**	Customer satisfaction target (CSAT score): at least 85% Double the number of collaborations with patient associations in 2025 compared to 2021	Customer satisfaction target (CSAT score): at least 85% See also S4: Contribution to public health	Global Health policy	8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
I-	Health and safety of users/customers, product quality *Patient care could be affected by defective product quality* **Own operations** **ST**	Quality index of 3/5	Quality index of 3/5	Quality Management System	
R	Health and safety of users/customers, product quality *Risk of legal action* **Own operations** **MT**	No legal action	No legal action		

Description of IROs	Targets set for 2020–2025	Targets from 2026	Policy	SDGs
Data confidentiality and protection – Consumers and end-users *Breach of data protection rights* **Own operations** **ST**	No data breaches	No data breaches	Global Information Systems Security Policy and Personal Data Protection Charter	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
Data confidentiality and protection – Consumers and end-users *Damage to reputation and fine for non-compliance with regulations* **Own operations** **ST**	No fines	No fines		

(I-) = Negative impact / (I-) = Potential negative impact / (I+) = Positive impact / (O) = Opportunity / (R) = Risk / (R) = Climate-related physical risk
Time horizon = Short term **ST**, *Medium term* **MT**, *Long term* **LT**

They are described hereinafter in the introduction of the associated policies.

S4-1 – Policies related to consumers and end-users

The following paragraphs describe the related impacts, risks and opportunities, along with the specific policies, action plans and related metrics for each material issue.

Contribution to public health

Context: antimicrobial resistance (AMR) is a natural phenomenon. Bacteria develop survival mechanisms when faced with antibiotics designed to eliminate them. They adapt either by mutation of genes already present or by the acquisition of new genes. Antimicrobial-resistant strains of bacteria thus gain an advantage over those that are not resistant to antibiotics and are known as "susceptible." This phenomenon is accelerated by inappropriate or excessive use of antibiotics in humans and animals, especially in the case of viral infections, for which antibiotics are inactive.

The risk of having to face super-resistant microorganisms without any defense is a reality today. Antimicrobial resistance is considered by the WHO to be one of the greatest threats to global health. The projections for 2050 are alarming [(1)]:

- more than 39 million deaths if nothing is done by then;
- a 2 to 3% drop in global GDP;
- "a return to a situation where 40% of the population could die prematurely from untreatable infections" [(2)];
- common medical interventions (chemotherapy, transplants, various surgeries, etc.) will become very risky.

Diagnostics will determine whether an infection is viral or bacterial. By quickly indicating that a person is infected with a virus and does not need antibiotics, it becomes possible to reduce overall antibiotic use safely and significantly. At patient level, diagnostic tests provide information about an infection's causative pathogen and about the most appropriate antibiotics to treat that infectious agent. They back up the medical decision by determining whether an antibiotic is necessary, customizing the antibiotic therapy and allowing for optimized monitoring of treatment.

The 2015 global action plan on antimicrobial resistance (AMR) stresses the need to strengthen the evidence base on AMR and the use of antimicrobials (AMU) through surveillance and research. GLASS, the first global surveillance system, has collated and reported official national data on AMR and AMU in humans since 2016. It comprises several modules, such as surveillance of AMR in common pathogens, periodic national surveys, early detection of novel AMR and surveillance of AMU. GLASS informs Sustainable Development Goal (SDG) indicators and the WHO's General Programme of Work (GPW 13) indicator. In December 2022, 127 countries, territories and areas contributed to GLASS data, which is available on its dashboard.

Topic: bioMérieux's mission is to help improve patient care and protect consumer health in the face of infectious diseases by addressing major public health issues such as antimicrobial resistance, sepsis and combating emerging pathogens. Indeed, diagnostic tests provide essential information to clinicians, enabling them to make informed decisions throughout the patient care pathway.

Impact: bioMérieux's diagnostic solutions have a positive impact on health since they help combat infectious diseases by improving patient care and protecting consumer health.

(1) GBD 2021 Antimicrobial Resistance Collaborators, Lancet 2024: https://doi.org/10.1016/S0140-6736(24)01867-1
(2) The King's Fund, What if antibiotics stopped working? Article written in 2017 (https://www.kingsfund.org.uk/insight-and-analysis/long-reads/nhs-if-antibiotics-stopped-working).

Opportunity: with the sharp increase in antimicrobial resistance due to the excessive and inappropriate use of antibiotics, preserving their efficacy has become critical. The role of diagnostics is crucial to preserving these treatments and strengthens bioMérieux's public health mission, attractiveness and reputation.

The implementation of Antimicrobial Stewardship (AMS) policies is an essential tool for combating AMR [(1)]. *In vitro* diagnostics has a key role to play in this approach.

At community level, diagnostics is the only tool capable of providing surveillance data (human, veterinary and environmental) to monitor the status and progression of antimicrobial resistance and thus to construct and update antimicrobial stewardship recommendations.

Screening of patients who carry antimicrobial-resistant pathogens also allows appropriate isolation measures to be taken to limit their spread.

Diagnosis is used in clinical trials for new antibiotics to ensure that patients recruited are infected with the pathogen targeted by the new treatment, making these trials more efficient, less costly and faster and easier to analyze.

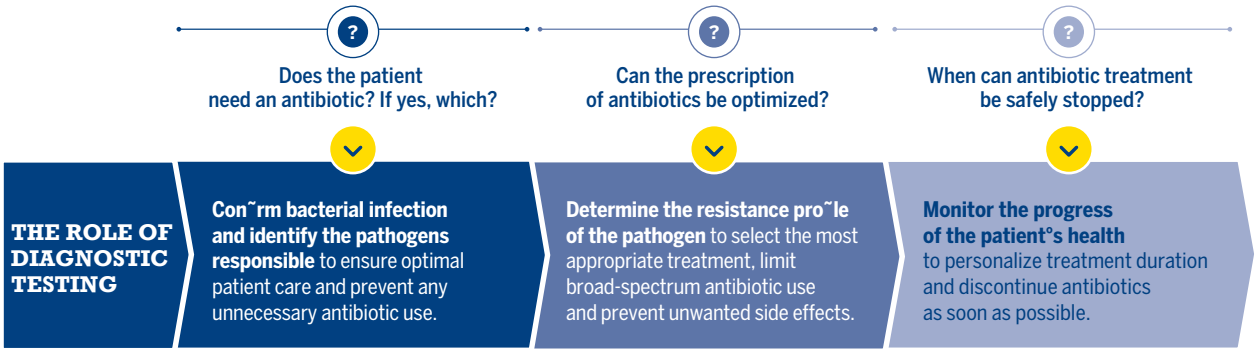
Policy: the policy is based on bioMérieux's Company Purpose, which is described in the introduction to this chapter.

Governance: an AMR taskforce was expanded in 2024. Its aim is to accelerate bioMérieux's impact in combating antimicrobial resistance and bolster its leadership in this field. This group of experts is co-managed by the Marketing and Public and Government Affairs functions, which are responsible for the two pillars that underpin its awareness-raising actions:

- the medical and economic value of diagnostic solutions for infectious diseases;
- diagnostics as a key element of the fight against AMR among decision-makers in the healthcare field. This taskforce includes several experts from the Medical Affairs, R&D, Market Access, Global Health and Communication Departments as well as representatives of the organization by main geographic region to ensure coherence in terms of strategy and implementation. It reports to the Executive Committee and meets quarterly.

Actions implemented: a world leader in microbiology and a pioneer in the diagnosis of infectious diseases, bioMérieux is a leading stakeholder in the fight against microbial resistance. The development of tests with high medical value is a priority for bioMérieux (see § 1.3 - Strategy).

bioMérieux's line of *in vitro* diagnostics solutions is the most comprehensive on the market for combating antimicrobial resistance by means of tests to identify pathogens and detect their antimicrobial resistance and susceptibility profile (see § 1.2.3.1).



Impact on health

Achievements and targets: bioMérieux assesses its impact on healthcare by monitoring the number of results provided to clinicians with an effect on the prescription of antibiotics. The aim is to help reduce the inappropriate use of these treatments and preserve their efficacy both now and for future generations.

bioMérieux has made a commitment to increase the number of results provided in the fight against AMR by 30% by 2025 vs 2019. In 2025, bioMérieux increased the number of results provided by 21%, enabling clinicians to make informed decisions to curb antimicrobial resistance. By 2028, bioMérieux has set a goal to increase by 60% the number of diagnostic results delivered so as to combat antimicrobial resistance in low- and middle-income countries compared to 2023.

In addition, bioMérieux's Antimicrobial Susceptibility Testing (AST) solutions provide clinicians with crucial information enabling them to adjust antibiotic therapy based on the resistance of bacteria and their susceptibility to these treatments. bioMérieux has therefore committed to ensuring that its AST solutions include at least 80% of listed human antibiotics. In 2025: 92.4% of antibiotics were covered by bioMérieux solutions according to the EUCAST list, with 96.3% covered according to the CLSI Tier I to Tier IV lists (vs. 94.5% in 2024). Backed by the results obtained, the Company increased the target threshold to 90% from 2026.

Definition and method of calculating metrics: this metric refers to the number of patient outcomes from bioMérieux diagnostic solutions. These results provide key information for clinicians, allowing them to make informed decisions and use antibiotics appropriately. The metric is expressed as a percentage increase in outcomes compared to the reference year (2019).

(1) *WHO 1024 (World Health Organization): Commitments to Responsible Use of Antimicrobials in Humans: https://web.archive.org/web/20150402144927/http://www.who.int/drugresistance/events/Oslomeeting/en/*

Accessibility of products and services

Topic: the challenge is to facilitate access to bioMérieux's diagnostic solutions in low-income countries. It also concerns ethical marketing practices (e.g. fair pricing, competition and advertising) and practices related to bioethics.

Impact: making bioMérieux diagnostic products available to as many people as possible has a positive impact on improving public health.

Access to quality diagnostics

Context: bioMérieux has its own Global Health team which works on projects benefiting from international funding dedicated to strengthening health systems, mainly in Africa, South-East Asia and Latin America. In parallel, the public affairs and government activities conducted by bioMérieux aim to promote access to diagnostics for all patients (see § 3.5.1 section G1-5).

Policy: the Company's policy aligns with respect for human rights, notably through its commitment to uphold the United Nations principles described in § 3.2.3 section SBM-1.

The Global Health organization applies operating principles designed to meet the needs of these countries, including a specific pricing policy designed to promote access to high-quality diagnostic solutions. The solutions offered under these contracts benefit from the same quality and service standards and consist of the same products as those marketed by bioMérieux in other countries.

Global Health teams are subject to the same rules of compliance with the Code of Conduct and the Corruption Prevention Manual deployed by bioMérieux for all its employees. Partners who finance projects to make bioMérieux diagnostic solutions accessible are also required to comply with the Third Parties Business Principles [(1)].

Governance: the Global Health team reports to the Group's Marketing Department. It interacts with key accounts and strategic partners worldwide, mainly in the context of ad hoc requests (requests for quotations, calls for tender, etc.) linked to the implementation of these health programs by the procurement agencies of international funding bodies.

For some organizations, interaction takes the form of framework agreements with these procurement bodies.

Once consultation requests have been filled in, they are validated by these agencies with the recipient countries, and the supply begins.

Actions implemented:

Below are examples of various actions implemented by bioMérieux to address the issue of access to high-quality diagnostics:

- The Company was chosen by the Fleming Fund to be a partner in a UK investment program endowed with £265 million to combat antimicrobial resistance in 21 low- and middle-income countries. bioMérieux, chosen for the performance of its diagnostics solutions, its organizational capacity in the targeted countries and its expertise in training healthcare professionals in microbiology and antimicrobial resistance, is now responsible for deploying its solutions in 15 countries where this program operates. In each of these countries, a clinical laboratory and a leading veterinary laboratory have been equipped with the VITEK® MS, VITEK® 2 and MAESTRIA™ systems. Since 2021, bioMérieux has equipped laboratories in Laos, Malawi, Nepal, Tanzania, Senegal, Eswatini, Zambia, Zimbabwe, Bangladesh, Bhutan, India, Indonesia, Nigeria, Sierra Leone and Vietnam. In 2024, the Malawian Ministry of Health, bioMérieux and Pfizer established an unprecedented multi-sector collaboration to strengthen public capacities in antimicrobial stewardship (AMS) and improve the fight against AMR through concrete actions in prevention, infection control, diagnosis, surveillance and training of healthcare professionals. Within this framework, bioMérieux will equip Malawi's laboratories with advanced digital diagnostic and monitoring solutions;
- in January 2025, bioMérieux acquired Neoprospecta, based in Florianópolis, Brazil, which bolstered bioMérieux's ability to offer next-generation solutions in microbiology, genomics, data science, bioinformatics and digital technology, in order to move from simply reporting test results to producing valuable data and actionable insights for industries. This solution, which will in the first phase enhance genomic data capabilities in Brazil and Latin America, enables the agri-food and pharmaceutical industries to make better, faster, and more informed decisions so as to improve quality control programs and protect consumer health;
- in November 2025, bioMérieux strengthened its legacy in Brazil by formalizing the transfer of the Jacarepaguá site to Fiocruz with a ten-year renewable user rights agreement. The facility is now part of Bio-Manguinhos/Fiocruz as the Research, Development and Innovation Center in Diagnostics – bioMérieux & Fiocruz in Rio de Janeiro. The relationship between bioMérieux and Fiocruz began in the 1970s, during the meningitis epidemic in Brazil. At the time, the Mérieux family produced millions of vaccine doses in record time to help immunize the population and support one of the most significant public health responses in the country's history. Fifty years later, bioMérieux reaffirmed this commitment by transferring the production campus. This measure aims to strengthen Brazil's capacity to produce essential diagnostics for the Unified Health System (Brazil's public health system) and to respond to future health challenges independently;
- bioMérieux relies on distributors to facilitate worldwide access to diagnostics. This vast network of partners enables the Company to serve 160 countries. The policy, governance and actions implemented with the distributor network are described in § 3.5.1 section G1-2.

In addition to its portfolio of solutions, bioMérieux's contribution takes the form of several initiatives described below.

(1) *https://www.biomerieux.com/content/dam/biomerieux-com/04---our-responsibility/03---healthcare-ecosystem/business-principles-third-parties---october-2023-update/042022%20-%20Att%202%20-%20BUSINESS%20PRINCIPLES%20FOR%20THIRD%20PARTIES%20-%20en.pdf.coredownload.pdf*

Aurobac Therapeutics enters the clinical development phase

Founded in 2022 by bioMérieux, Boehringer Ingelheim and Evotec, Aurobac Therapeutics deploys a portfolio of research and development of innovative drug candidates to fight serious and resistant bacterial infections, including nosocomial pneumonia and associated complications, such as septicaemia and septic shock.

With a team of 30 employees and an international network of scientific and clinical experts, Aurobac quickly established itself as a major player in the fight against antimicrobial resistance. The Company promotes an integrated medical approach, combining diagnosis and therapy, to revolutionize the treatment of patients in intensive care and better combat resistant infections.

In 2025, Aurobac launched a first Phase 1 study for its compound ATX101, in partnership with Boehringer Ingelheim, specifically targeting septic shock. At the same time, the Company has intensified its exploratory and pre-clinical research to discover new antibiotics active against Gram-negative bacteria.

Training of healthcare professionals and public awareness of the importance of antimicrobial stewardship

The Company is developing a range of open access educational manuals on topics related to antimicrobial resistance and stewardship. These practical handbooks are available in English on bioMérieux's website [(1)].

Scholarships are also awarded to scientific societies for medical education activities (ESCMID, ISID, ESICM, Africa CDC, ASEAN).

bioMérieux also supports around 50 ongoing training sessions leading to accreditations for healthcare professionals (webinars and workshops).

In 2023, Mérieux Université created the Antimicrobial Resistance Fresk® in collaboration with bioMérieux experts. The aim of this workshop is to raise awareness among the Group's employees and the general public of the global public health problem of antimicrobial resistance.

Result: in 2025, 477 bioMérieux employees were trained, increasing the total number of employees having followed this training since its launch in 2023 to 1,802, as well as some Institut Mérieux employees and several outside groups (a team of healthcare professionals from a hospital, a company from the telecoms sector, a school, etc.).

In 2025, a version for children aged ten to fourteen was created and tested with a group of high school students, receiving very positive feedback.

Support for a study of unprecedented scope on the use of antibiotics, the Global Point Prevalence Survey (Global-PPS)

Coordinated by Professor Erika Vlieghe and Dr. Ann Versporten of the University of Antwerp (Belgium), this unprecedented study provides key information on antibiotic use and antimicrobial resistance in hospitals. bioMérieux is the sole private sponsor. In 2025, it celebrated its 11th anniversary with more than 1,600 hospitals and more than 600,000 patients from over 100 countries participating. In addition, this methodology has been integrated as a key pillar in the new European DRIVE-AMS project, which aims to improve prudent antimicrobial use (AMU) and strengthen AMR surveillance at 60 hospitals in four countries (Greece, Portugal, Romania and Lithuania).

By regularly participating in this survey, each hospital can assess its performance and compare its practices with those of other sites in order to improve them. In some cases, the survey has resulted in national improvement programs.

In addition, use of the new "outpatient" module has been accelerated. Global-PPS has been written about in over 60 scientific publications, including in the Lancet Global Health [(2)], and is now recognized by international organizations such as the World Health Organization (WHO), *Médecins Sans Frontières* (MSF), the Center for Disease Dynamics, Economics & Policy (CDDEP), the Infectious Diseases Society of America (IDSA) and the British Society for Antimicrobial Chemotherapy (BSAC). The results of this work have been showcased in over five publications [(3)] and through several presentations at conferences throughout the year. This year, the WHO-PPS and the Global-PPS officially announced at the European Society of Clinical Microbiology and Infectious Diseases (ECCMID) congress that they want to converge toward a single protocol on a global scale, thus highlighting the legitimacy and quality of this pioneering work for which bioMérieux is the sole sponsor.

Actions within industrial consortia

The Company was involved in launching the AMR Industry Alliance, a consortium that aims to drive and measure industry progress to curb antimicrobial resistance. bioMérieux sits on the AMR Industry Alliance's Board of Directors as a representative of the diagnostics industry.

Started in 2019, VALUE-Dx is a unique pan-European project that seeks to provide scientific evidence of the medical, technological and economic value of *in vitro* diagnostics for a more rational use of antibiotics and to combat antimicrobial resistance. The project is led by a public-private research consortium of 26 partners, and coordinated by the University of Antwerp, bioMérieux and the Wellcome Trust. Half of the funding for VALUE-Dx comes from the European Commission and comprises two clinical trials, including one co-directed by bioMérieux called ADEQUATE (Advanced Diagnostics for Enhanced Quality of Antibiotic prescription in respiratory Tract infections in Emergency rooms). This trial uses the BIOFIRE® Respiratory 2.1 Plus and BIOFIRE® Pneumonia tests to demonstrate the impact of syndromic diagnostic testing on the management of severe respiratory infections in emergency admissions. ADEQUATE focuses on the pediatric population. The ADEQUATE study included 528 children, and thus contributed to the creation of a bank of clinical samples, across nine hospitals in six European countries. It confirms that the integration of rapid syndromic diagnostic testing in pediatric emergency services:

- improves the quality of care. In particular, clinicians were able to make therapeutic decisions quicker, often within two to three hours of admission;
- significantly reduces the inappropriate use of antibiotics by 20 to 30% and therefore contributes to the fight against antimicrobial resistance;
- is well accepted by clinicians.

In the area of data management, the project recently led to the definition and testing of a concept for collecting AMR data from a federation of laboratories, where data security and confidentiality are maximized.

(1) https://www.biomerieux.com/corp/en/educational-support.html
(2) The Lancet Global Health is a world-renowned British medical scientific review.
(3) Available at https://www.global-pps.com/peer-reviewed-articles/

Support for international initiatives

The Company supports numerous initiatives to help combat antimicrobial resistance in the various countries where it operates

For example, every year bioMérieux participates in a WHO initiative known as World AMR Awareness Week. In this context, bioMérieux is implementing awareness and education campaigns aimed at healthcare professionals, the general public and its employees, to encourage more rational use of antibiotics.

Establishment of AMS (Antimicrobial Stewardship) Centers of Excellence

bioMérieux has selected several hospitals from among its historical partners to establish AMS Centers of Excellence, dedicated to antimicrobial stewardship. In the establishments concerned, including laboratories that already have bioMérieux equipment, bioMérieux's employees are committed alongside healthcare professionals to slowing down antimicrobial resistance and promoting antimicrobial stewardship.

By relying on data from diagnostic results, the teams contribute to improving practices, reducing time to execution and facilitating the laboratory routine, thus showing the full medical and economic value of diagnostics in the fight against antimicrobial resistance.

Each Center of Excellence is supported by a cross-disciplinary team dedicated to managing relationships with the participating hospitals. These teams are composed of bioMérieux employees from different functions such as Marketing, Medical Affairs, Information Systems, Customer Service, Finance as well as Legal Affairs and Integrity.

With these AMR Centers of Excellence, bioMérieux wishes to highlight the advantages of a comprehensive approach, integrating data/IT solutions, laboratory advising and medical training in addition to diagnostic solutions. In practice, the teams adapt to the realities of each establishment by building tailored partnerships for a three-year duration.

Result: the very first Center of Excellence was established in 2021 at Zhujiang Hospital in China. To date, 16 Centers of Excellence have been set up across the world. These centers have diverse characteristics, in particular in terms of type of establishment (private/public), level of maturity, geographical location and size.

Commitment to local scientific communities

bioMérieux supports and develops continuing medical training programs for healthcare professionals.

These programs make it possible to enhance both scientific knowledge and medical skills for the benefit of patients.

In 2025, bioMérieux contributed to more than 2,490 medical education events to raise awareness among healthcare professionals of the role and value of diagnostics in the care pathway. These activities can be carried out in collaboration with leading experts. bioMérieux also supports independent programs created by learned societies through educational grants with, for example but not limited to, the European Society of Clinical Microbiology and Infectious Diseases (ESCMID), the European Society of Intensive Care Medicine (ESICM), the Global Health Impact Group (GHIG) and the International Society of Infectious Diseases (ISID).

Result: overall, in 2025 more than 290,000 healthcare professionals, especially clinicians, laboratory specialists and pharmacists, benefited from these independent medical education activities supported or developed by bioMérieux.

Target: by 2028 bioMérieux has set the target to increase the number of medical education activities and healthcare professionals having received awareness training by 25%.

Ethical Marketing

Policies: the Global Code of Conduct reiterates that the ultimate aim of bioMérieux's interactions with healthcare professionals is to improve the standard of patient care and public health.

bioMérieux therefore undertakes to:

- comply with all local laws and regulations on promotion and marketing to healthcare professionals, industry rules of conduct (such as those promoted by Advamed and Medtech), and the principles of the Corruption Prevention Manual;
- provide healthcare professionals with information about bioMérieux products that is accurate, transparent and fair;
- promote its products only according to approved local use and in accordance with the legislation of the country;
- conduct interactions with healthcare professionals with integrity, never offer or provide a product in order to improperly influence its prescription, and fight corruption in any form;
- comply with all applicable national laws requiring the recording and reporting to the government of any transfer of value from the Company to a healthcare professional;
- organize comparison of the Company's products with the competition in a fair and substantiated manner that is compliant with all applicable laws and regulations;
- ensure that the Company's products or services are not labeled or marketed in a manner that could be mistaken for those of its competitors and that competitors' products, services and employees are never disparaged;
- wherever possible, consider the environmental and societal challenges of its activities and their consequences;
- respect the right to privacy, right of ownership and right of access to confidential information.

Governance: to meet the ethical requirements associated with its activity, the Marketing team works closely with other Group functions, notably the Medical Affairs, Regulatory Affairs, Legal Affairs and Ethics & Compliance Departments.

Actions implemented: bioMérieux and its marketing teams demonstrate their commitment to ethical practices on a daily basis. This commitment begins with transparency, prohibiting misleading statements and false advertising, and combating the use of off-label products, which refers to usage outside the claimed performance as per the product's Instructions for Use (IFU). Right from the product design stage, the Company considers healthcare professionals' expectations in terms of better meeting patients' needs and improving public health. Consequently, the performance of marketed products fulfills the expectations of laboratory professionals (the primary users of *in vitro* diagnostics), and product documentation corresponds exactly to the scope of use approved by bioMérieux.

Furthermore, bioMérieux implements training programs for healthcare professionals on the appropriate use of *in vitro* diagnostic tests and raises public awareness about the importance of timely and accurate diagnostics, notably through its initiatives to combat antimicrobial resistance.

Bioethics and research compliance

Context: When conducting research, the use of biological samples and associated clinical data from research participants requires strict compliance to protect them and maintain the validity of research results. Data confidentiality (see § 3.5.1 - Data Confidentiality and Protection section) is another pillar of research compliance, requiring robust measures to protect patients' rights and to safeguard sensitive patient information from unauthorized access or breach.

bioMérieux's role as sponsor involves overseeing adherence to these compliance standards, while biologists and physicians (healthcare professionals) collaborate as partners, providing expertise and ensuring links with patients. As a result, all research activities comply with the highest ethical and scientific standards.

Bioethics reflection is essential at every step of this process, providing a framework for addressing the ethical issues of biomedical research. It guides decision-making and creates an environment where the dignity, rights and well-being of research participants are prioritized. The interaction between these various actors, roles and principles establishes a robust system that supports the integrity of *in vitro* diagnostic research and contributes to improved patient care.

Topic: research compliance in the field of *in vitro* diagnostics is a multifaceted field that ensures the integrity and ethical conduct of research activities involving human subjects.

Policies: adherence to Good Clinical Practice (GCP) and the Declaration of Helsinki is paramount, as these standards provide a framework for protecting the rights, safety and well-being of subjects. At the same time, bioMérieux published its Bioethics Charter in 2025. This is accessible to all bioMérieux employees and partners on its website. This document provides a reference framework for research to ensure respect for human dignity, transparency, in particular when accessing biological samples or the personal data of research participants. Through this document bioMérieux aims to foster a culture of bioethical responsibility, build trust with its partners and research participants, while making a significant contribution to the global health community. This charter ensures that all persons involved in research at bioMérieux are aware of their ethical responsibilities and are able to uphold them. It is intended for all employees involved in research, in particular the R&D and Medical Affairs teams, as well as external partners (investigators, as well as Ethics Committees, regulatory authorities, etc.).

Governance: the Research Compliance team was set up in 2021 and joined the Legal Affairs & Integrity group in early 2024. This team ensures that our *in vitro* diagnostic products are not only scientifically robust but also ethically designed, respecting key ethical principles such as integrity, beneficence, non-maleficence, autonomy, confidentiality and justice.

Actions implemented: bioMérieux's Research Compliance Program places patient safety and well-being at the forefront. By integrating ethical considerations into every phase of research, including product development and study execution, bioMérieux is committed to bioethics compliance throughout its organization.

Employees, from R&D to Clinical and Medical Affairs, are trained in the principles of bioethics and are required to adhere to applicable bioethical standards. In collaboration with private and academic research entities such as hospitals and laboratories around the world, bioMérieux adopts these principles before involving patients or volunteers.

To ensure the daily application of the Bioethics Charter, a dedicated training program was rolled out to those concerned, accompanied by a monitoring plan to assess implementation and identify areas for improvement. Finally, we invite all stakeholders to distribute this charter to their partners in order to strengthen a shared culture of integrity and responsible innovation.

Target: all of these actions concerning product accessibility are subject to specific internal monitoring and targets. For 2025, the Company has not set a consolidated target for this topic. A new target has been set and will be monitored from 2026. It is described in section S4-1.

Health and safety of users and product quality

Context: bioMérieux strives to guarantee the quality and safety of its products and thus protect the health of patients and consumers. The Company meets the highest industry regulations and standards and ensures that its partners in the production chain, both upstream and downstream, meet the same standards. This attentiveness is all the more important in a regulatory environment that is changing rapidly at both local and international levels, resulting in an increase in the number of regulations to follow and greater complexity in meeting all of these requirements (see § 1.4).

Topic: bioMérieux maintains a quality and safety level that meets the highest standards for its products. Users of its diagnostic solutions are healthcare professionals working in private and public clinical laboratories across the world to improve patient care. Its products also help protect consumer health when applied to microbiological control in the industrial environment.

Impact: defective product quality could result in a diagnostic error that impacts patient care.

Risk: defective product quality could affect patient care and, in some cases, lead to legal action along with the associated costs. (see § 2.2.1.4).

Policies: driven by the constant increase in the geographical expansion of its installed base of instruments, the bioMérieux is becoming more vigilant with respect to the robustness of its quality management system, as well as its ability to detect and correct any problems associated with the quality of its products, or carry out preventative maintenance on its instruments.

The Quality Management System is documented in a global quality manual. This document establishes the framework for bioMérieux's quality policy and describes the Company's businesses, from product design to delivery, installation and after-sales service. In order to better meet the needs of customers and regulatory bodies, each subsidiary, production site and R&D site has specific provisions that supplement the global quality manual.

Governance: bioMérieux has set up a Global Quality Department whose mission is to implement a management system to ensure compliance with current quality standards and regulatory requirements. A Quality Assurance Department at each site and subsidiary is involved in all phases of product development and at each stage of production and distribution. Its remit includes monitoring products after they are brought to market and tracking customer complaints and product recalls.

The Quality Department is responsible for the effective implementation of the quality management system. It is organized around the product value chain and responds to the challenges of each function. It aims to deliver high-quality, safe and effective products for customers and patients.

It coordinates the continuous innovation of business processes by empowering employees, measuring risks and collaborating with functions and internal and external stakeholders while anticipating client and regulatory requirements.

Actions implemented: bioMérieux pays particular attention to complying with quality regulations and standards. Specific regulations apply to each product category:

- medical devices for *in vitro* diagnostics, used for medical analyses in humans (in private and hospital clinical pathology laboratories), are subject to national or international regulations specific to them. These regulations address the efficacy, performance and safety of systems;
- reagents intended for industrial customers (pharmaceutical, cosmetic and food industries) for microbiological testing must comply with standards depending on the nature of the tests and specific user requirements (pharmacopeia, COFRAC standards, ISO standards, etc.). The regulations applicable to this type of product are those for industrial and/or mass consumption products and primarily concern product safety.

Subsidiaries and production sites are regularly inspected and audited with different and complementary objectives by:

- regulatory authorities (FDA, ANSM, etc.) that authorize the marketing of medical devices for *in vitro* diagnostics, bodies that act on behalf of these regulatory authorities, certifying bodies that verify compliance with ISO 9001 and ISO 13485 standards and with regulations that are part of the Medical Device Single Audit Program (MDSAP), which brings together the standards of the following countries: United States, Canada, Japan, Brazil and Australia, or with applicable national regulations;
- some customers, especially in the industrial field, that ensure that the Company's products and procedures comply with current regulatory standards as well as their own standards and requirements;
- the Company, by qualified internal auditors according to a program developed each year to identify the margins of progress of its organization;

The majority of subsidiaries are ISO 9001 certified. The Company's main *in vitro* diagnostics system manufacturing sites are certified as compliant with ISO 9001, ISO 13485 and MDSAP standards, which are considered quality benchmarks for this type of activity. This certification is obtained within a regulatory framework by applying to a certifying body mandated by the authorities. As part of a voluntary approach, the Company calls on an independent certifying body.

The main bioMérieux site inspections conducted by regulatory authorities are described in the table below.

The availability and performance of bioMérieux products serve the public health system. With this in mind, the Quality Board developed a specific metric in the form of a Quality Index in 2024. This metric targets product ranges whose performance and availability have a direct impact on patient health, in particular the VITEK®, VIDAS®, BIOFIRE® and BACT/ALERT® ranges. It is based on two key factors: firstly, product performance, considering the number of technical complaints per million tests or per hundred systems installed at customer sites, and, secondly, the availability of these products on the market to meet customer demand. This structured approach focuses quality efforts on the most strategic product solutions to improve patient care. The Quality Index is measured on a scale of 0 (representing a quality level that is far below customer needs) to 5 (representing a quality level that exceeds what is necessary to meet customer needs). The optimum quality level to meet customer needs and enable them to deliver patient results that are fast, accurate and reliable is level 3. The index was calculated for 2023 and 2024, reflecting the optimal level that the Company wishes to provide its customers.

Achievements and targets:

- ISO 9001 certifications: 54 sites and subsidiaries in 2025 vs. 55 in 2024;
- ISO 13485 certifications: 21 sites and subsidiaries in 2025 vs. 20 in 2024;
- all products are made on sites with an ISO-certified quality management system.

bioMérieux regularly measures satisfaction rates and responds to customer feedback.

Customer satisfaction (see S4-2) is an ongoing priority for bioMérieux. The Company is committed to providing the best solutions and experiences at every stage of the customer journey. Each team member is aware of customers' needs and strives to offer them an optimal experience.

bioMérieux has set a goal to maintain the Quality Index at the optimum level every year, i.e. level 3. This level was maintained in 2025.

This quality requirement and the actions described below to meet regulatory compliance requirements are intended to achieve a complementary goal of zero litigation or conviction related to the safety of our products and the health of our users.

Regulatory compliance applicable to products

Context: the regulations that apply to bioMérieux are numerous, wide-ranging, and rapidly changing as they are implemented and transposed locally (see § 1.4 and 2.2.3.2).

In particular, the Company must meet the following regulatory requirements:

- requirements such as the Medical Device Single Audit Program (MDSAP), the In Vitro Diagnostics Regulation (IVDR) including Post-Market Vigilance;
- any local and international regulations.

Actions implemented: annual Quality objectives are defined taking into account the priorities determined by the Company. These objectives are endorsed by the Executive Committee. They are implemented and monitored on a quarterly basis through a quality roadmap and "Hoshin Kanri" type management tools.

To keep its QMS up to date, the Company has established a regulation and standards watch committee with the aim of identifying, ranking and monitoring enforcement of the main regulatory and standards changes across the Group.

The Company is also subject to regular inspections by local and international regulatory authorities.

Achievements: the main inspections by regulatory authorities in 2025 are described in the table below. They were all successfully completed and contribute to the Company's continuous improvement plans.

	Site	Organization	Number of inspections
Europe	Marcy l'Étoile, Craponne, La Balme, Grenoble, Verniolle, Saint Vulbas, Combourg (France), Florence (Italy), Tres Cantos (Spain)	GMED [(a)]: based on a Medical Device Single Audit Program (MDSAP), ISO 9001 and ISO 13485 certifications GMED (for Marcy): Unannounced audit ANSM (for La Balme): French Health Authority	11
	Craponne and Combourg (France)	COFRAC [(b)]: based on ISO 17025 certification	2
	Tres Cantos (Spain)	ENAC [(c)]: ISO 17025 certification	1
North America	St. Louis (Missouri) and Durham (North Carolina) (United States)	GMED [(a)]: based on MDSAP, ISO 9001 and ISO 13485 certifications St. Louis: KGMP (South Korean Health Authority)	3
	Lombard (United States)	GMED [(a)]: based on ISO 9001 certification	1
	BioFire Diagnostics – Salt Lake City, Utah (United States)	BSI [(a)]: based on MDSAP, ISO 9001 and ISO 13485 certifications	1
	Specific Diagnostics – San Jose (United States)	Perry Johnson: based on ISO 13485 certification	1
	Lumed – Québec (Canada)	Based on ISO 13485 certification	1
Asia	Hyderabad, India	BSI[(a)]: based on ISO 13485 certification	1
	BSUB – Suzhou (China)	SGS: based on ISO 13485 certification	1
	BSB (China)	SGS: based on ISO 13485 certification	1

(a) Certified body designated by certain regulatory authorities, including the FDA.
(b) French Accreditation Committee.
(c) Entidad Nacional de Acreditación.

Confidentiality and protection of consumers' and end-users' data

This topic is addressed in § 3.5.1 – Data confidentiality and protection.

S4-2 – Processes for engaging with consumers and end-users about impacts

Context: for many years, bioMérieux has maintained a continuous dialogue with its internal and external stakeholders in order to make decisions taking their expectations into account. This dialogue enriches the Company's thinking and nurtures a dynamic and open CSR strategy on its ecosystem.

Customer satisfaction

Topic: customer satisfaction is an ongoing priority for bioMérieux. The Company is committed to providing the best solutions and experiences at every stage of the customer journey. Each team member is aware of customers' needs and strives to offer them an optimal experience.

Governance: the customer satisfaction management strategy is defined by the following functions: Customer Service, Commercial Operations, Supply Chain, Quality and Information Systems, with the Medical Affairs function added in 2025. Customer satisfaction is managed by the various countries and clusters linked to bioMérieux's organization which are responsible for reviewing customer feedback, with relevant corrective actions taken by the cross-functional local teams.

Actions implemented: bioMérieux regularly measures satisfaction rates and takes customers' opinions into account, by implementing corrective actions that improve their experience. Over the past four years, bioMérieux has implemented a rigorous process for monitoring customer satisfaction: development of clear questionnaires, definition of a strict five-point satisfaction scale, increase in survey frequency that are now annual, expansion of the areas evaluated, use of better measurement tools, improvement of the database of customers surveyed to focus on customers with an active relationship with bioMérieux.

Results and targets: in 2025, nearly 9,500 customers responded to the annual survey. bioMérieux's customer satisfaction score (CSAT) [(1)] was 88%, a two-point increase over 2024. bioMérieux's 2025 goal of a customer satisfaction rate of at least 85% is therefore achieved. The next satisfaction survey will be launched in fall 2026. This target helps to measure the positive impact of making products and services more accessible.

Dialogue with patients

Topic: bioMérieux believes that interacting with patients and external scientific stakeholders is essential to create value for both the Group and society as a whole. The objective is to take better account of their expectations when developing bioMérieux's diagnostic solutions, to inform and raise awareness of the key role of these solutions in antimicrobial management, and to act collectively against infectious diseases.

Policy: dialogue with patient associations is based on three pillars:

- providing training to patient associations to make them aware of the medical and economic value of *in vitro* diagnostics, especially for sepsis and antimicrobial resistance;
- involving patients in defining the innovation strategy and product development process;
- sharing patient involvement and testimonials in internal and external communications.

bioMérieux has developed a set of ethics rules that also apply to dialogue with patients. (see § 3.4.4 section S4-2).

bioMérieux has drawn up a specific charter that provides a framework for the Company's relations with patient associations.

Governance: the Medical Affairs Department is responsible for dialogue with patient associations and oversees collaboration projects with these organizations. These activities are carried out in close collaboration with the Ethics and Compliance teams.

Actions implemented: in 2022, bioMérieux established partnerships with around ten patient associations in several countries. These partnerships take the form of concrete actions such as:

- creating an interactive portal around sepsis in collaboration with the Sepsis Alliance, a U.S. patient association. On this social network, patients with sepsis have the opportunity to participate in conferences and physical education classes designed for sepsis survivors and talk about their disease and the impact on their daily lives;
- support in the creation of educational content to inform the public about Traumatic Brain Injury (TBI).

Achievements and target: the target was to double the number of collaborations with patient associations between 2021 and 2015. This target helps to measure the positive impact of making products and services more accessible; it was achieved with 27 collaborations in 2025, a 3.6-fold increase compared to 2021 [(2)].

S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

Monitoring complaints

Customers may submit their complaints in writing from the customer portal, or by mail or verbally by contacting the customer relations teams. The Company has a structured procedure for managing, monitoring and resolving these complaints. The procedure allows the Company to gather the information needed to continuously improve its products. Complaints are processed on three levels:

- level 1: the majority of complaints are processed locally, never far from the customer, by subsidiaries and distributors in order to respond to their demands as quickly as possible;
- level 2: complaints can be transferred to the Global Customer Service (GCS) Department. They are then handled by a specialized team;
- level 3: this level requires a series of investigations involving the production sites and/or R&D teams. An analysis of causes that could not be identified by levels 1 and 2 is then conducted in order to set up corrective and preventative actions to avoid similar complaints in the future.

Ethics hotline

bioMérieux's whistleblowing system, EthicsLine (see § 3.5.1 section G1-1) provides a confidential channel through which all stakeholders, including end-users and their representatives, can report a breach of the Code of Conduct, the Group's policies or any applicable legislation. This channel ensures that any negative impacts can be quickly identified and dealt with by dedicated teams.

The bioMérieux website is the main source for identifying bioMérieux call centers and communication channels for reporting breaches.

Reports received (alerts and/or complaints) indicate that stakeholders are aware of the existence of these communication channels.

(1) The Customer Satisfaction score is calculated based on an annual satisfaction survey. Question: Overall, are you satisfied with your relationship with bioMérieux? Five-point verbal response scale: very dissatisfied, dissatisfied, neutral, satisfied, very satisfied. % = (number of "very dissatisfied" responses + number of "dissatisfied" responses)/total number of responses. Sample: all active customers in our database.

(2) Reference: 7.5 collaborations in 2021, global scope.

S4-4 – Taking action on material impacts on consumers and end-users, approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and the effectiveness of those actions

The actions are set out above in the paragraphs describing, for each material topic, the related impacts, risks and opportunities, as well as the associated specific policies, actions and metrics.

S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

The targets are set out above in the paragraphs describing the impacts, risks and opportunities associated with each material topic, as well as the associated specific policies, actions and metrics.

3.5 Information regarding governance

3.5.1 Business conduct (ESRS G1)

General context: bioMérieux is committed to conducting its business activities in compliance with the highest ethical standards at all levels of the Company worldwide. bioMérieux is aware that its expertise in the field of infectious diseases and its international presence require it to act – beyond the scope of its business activities – as a responsible corporate citizen to serve the common good and the communities in which it operates.

ESRS 2 GOV-1 – The role of the administrative, management and supervisory bodies

General Management, the Executive Committee, and the Board of Directors are regularly updated on business conduct (see § 2.2).

The Ethics and Compliance Committee chaired by the Executive Vice President, Legal Affairs, Compliance and Public Affairs, which includes the Chief Executive Officer and the Executive Vice President, Finance, Purchasing and Information Systems, meets on a quarterly basis to oversee business conduct and promote the corporate culture within the Group. The governance of this body is described below in § 3.5.1 sections G1-3 and G1-4.

ESRS 2 IRO-1 – Description of the process to identify and assess material impacts, risks and opportunities

Details of the double materiality assessment can be found in § 3.2.4 section IRO-1 – Description of the Process to Identify and Assess Material Impacts, Risks and Opportunities.

Identified material impacts, risks and opportunities (IROs) relating to business conduct are as follows:

Description of IROs	Targets set for 2020–2025–2028	Targets from 2026	Policy	SDGs
I+ Governance and corporate culture *Behaviors that reflect the Company's culture* **Own operations** **ST**	Presented in S1 VOE Program: target of 75% participation in the Global Engagement Survey set in 2024	Presented in S1 VOE Program: target of 75% participation in the Global Engagement Survey set in 2024	*Our Core Behaviors*	
I- Long-term relationships with suppliers and distributors *Importance of compliance with payment terms* **Own operations** **ST**	Compliance with contractual payment terms By 2026, Suppliers, covering 67% of GHG emissions related to the purchase of goods and services, fuel and energy, must commit to an SBT approach to reducing their GHG emissions (target validated by SBTi in 2021) The goal for 2028 is to have 80% of sales achieved by distributors having undertaken CSR training	Compliance with contractual payment terms In 2028, 75% of purchasing expenses covered by CSR-assessed suppliers The goal for 2028 is to have 80% of sales achieved by distributors having undertaken CSR training	Vigilance plan – Business Principles for Third Parties, Responsible Procurement Guidelines, Responsible Procurement Charter between bioMérieux and its Suppliers, Global Code of Conduct	8 DECENT WORK AND ECONOMIC GROWTH
I+ Lobbying activities and relations with governments *Promotion of the medical and economic value of* in vitro *diagnostics and access to high-quality diagnostics* **Own operations** **MT**	Presented in S4: Accessibility of products and services and Contribution to public health	Presented in S4: Accessibility of products and services and Contribution to public health	Public Affairs policy	
O Lobbying activities and relations with governments *The Company's contribution to development of the regulatory framework to meet the healthcare needs of the community* **Own operations** **MT**				

	Description of IROs	Targets set for 2020–2025–2028	Targets from 2026	Policy	SDGs
R	Cybersecurity and data protection *The Company's exposure to cyber attacks resulting in financial costs* **Own operations** **MT**	Annual improvement of the Global security score	Annual improvement of the Global security score	Global Information Systems Security Policy	
R	Business ethics and integrity *The Company's exposure to financial penalties in case of corruption* **Own operations** **MT**	No convictions, no fines	No convictions, no fines	Business Practices for Third Parties, Code of Conduct	8 DECENT WORK AND ECONOMIC GROWTH
I-	Business ethics and integrity *Importance of protecting whistleblowers from retaliation* **Own operations** **ST**	Zero tolerance for threats that could be made against whistleblowers	Zero tolerance for threats that could be made against whistleblowers		

I- = Negative impact / I- = Potential negative impact / I+ = Positive impact / O = Opportunity / R = Risk / R = Climate-related physical risk
Time horizon = Short term **ST**, *Medium term* **MT**, *Long term* **LT**

G1-1 – Business conduct policies and corporate culture

bioMérieux implements policies that govern its business conduct and corporate culture and guide its development. Its policies are aligned with the international principles described in § 3.1, on respect for human rights, fundamental freedoms and the fight against corruption.

bioMérieux's ethics and compliance policy reflects its core values and guides business conduct in order to reduce the risk of non-compliance. It promotes a culture of ethics based on responsibility and accountability at local and individual levels. Using a risk-based approach, bioMérieux promotes ethical business conduct in accordance with regulations, trains employees on ethical standards and allows those who have questions or concerns to express them (EthicsLine reporting hotline).

To this end, bioMérieux relies on the Global Code of Conduct, the Corruption Prevention Manual, the Conflict of Interest Management Policy, the Charitable Donations and Sponsorship Application and Approval Procedure and the Vigilance Procedure for High-Risk Third Parties.

The current version of the Global Code of Conduct [1] covers the risks included in the latest regulations. These rules especially concern respect for human rights, freedom of association and negotiation, the fight against slavery, human trafficking, corruption, influence peddling, and money laundering. This version of the Global Code of Conduct also deals with ethical relationships with healthcare professionals and the protection of personal data. It is available in 17 languages (German, English, Arabic, Simplified Chinese, Traditional Chinese, Korean, Spanish, French, Greek, Italian, Japanese, Polish, Portuguese, Russian, Serbian, Thai and Turkish). The Global Code of Conduct specifies that any employee who breaks one of the rules, or who encourages or authorizes a violation of the Code, will incur disciplinary sanctions that could involve termination of their employment contract.

The Global Code of Conduct is distributed through various channels:

- a training on the Global Code of Conduct is performed to all employees annually;
- the Global Code of Conduct is available to all employees on the Company's Intranet;
- all new bioMérieux employees receive training in the Global Code of Conduct at the time of their onboarding.

The Group asks its external partners to comply with the principles set out in its Global Code of Conduct and in its Business Principles for Third Parties [2]. As part of the contracting process, suppliers and distributors receive a copy of these public documents available on the Company's Corporate website and commit to respecting business ethics.

A monitoring program for the Company's commercial partners is also implemented by means of software that enables it to quickly and automatically identify service providers and isolate those that may not meet bioMérieux's expectations, due to their profile or history related to risks of corruption or influence peddling.

(1) *https://www.biomerieux.com/content/dam/biomerieux-com/04---our-responsibility/03---healthcare-ecosystem/global-code-update-2024/020572-global-code-conduct-EN.pdf.coredownload.pdf*
(2) *https://www.biomerieux.com/content/dam/biomerieux-com/04---our-responsibility/03---healthcare-ecosystem/business-principles-third-parties---october-2023-update/042022%20-%20Att%202%20-%20BUSINESS%20PRINCIPLES%20FOR%20THIRD%20PARTIES%20-%20en.pdf.coredownload.pdf*

Target: by 2028, bioMérieux aims to achieve an EcoVadis score of at least 75/100 in ethics.

EthicsLine, the whistleblowing hotline and recording of reports

Context: bioMérieux has implemented a whistleblowing system available to employees and third parties.

It meets the requirements of the Sapin II Law and the Law of March 27, 2017 (No. 2017–399), known as the Vigilance Law. It is mentioned in the Global Code of Conduct and on the homepage of the Company's Intranet and on its Intranet page dedicated to discrimination and situations of violence.

Governance: any report made via this hotline is handled confidentially by the Ethics and Compliance Department, which is responsible for conducting the due diligence required to respond to each message and implement the appropriate measures. Such governance ensures the protection of whistleblowers. The Ethics and Compliance Committee reports on and monitors the cases being processed.

Actions implemented: bioMérieux has set up an ethics hotline called EthicsLine, which is a reporting tool provided by a third-party and made available to all employees and external stakeholders, including former employees, subcontractors, suppliers, distributors and customers. Reports can be made by phone or online via the Company's website. The reporting system is available worldwide and in six languages. The phone option is available in countries where bioMérieux is located and in more than 30 languages. In addition to communication via the Company's Intranet, all employees have received a card with the EthicsLine details.

This tool allows employees filing a report to alert the right contacts within bioMérieux for any potential violation of the bioMérieux Global Code of Conduct. This could include, among other things: corruption, conflicts of interest, fraud, trade control violations, money laundering, health and safety concerns, discrimination or harassment, and anti-competitive activities.

Results: the whistleblower system was audited in 2022 by the Institut Mérieux Internal Audit Department. The findings of this audit showed that the system is communicated clearly to employees and external third parties. The audit also showed that all the alerts received are carefully examined and that non-retaliation and confidentiality policies are applied at all times. In 2025, a total of 101 reports were received in this way.

The Company has a zero-tolerance policy concerning threats to employees who, in good faith, have reported something, refused to break the law, or taken part in an investigation.

All personal data processed for investigation purposes are managed in accordance with applicable data protection laws.

G1-2 – Management of relationships with key partners

The following paragraphs describe the related impacts, risks and opportunities and the specific policies, actions and related metrics for each material issue.

Long-term relationships with suppliers and distributors

Context: the Company is committed to developing long-term relationships with its partners. To that end, bioMérieux involves its partners in its continuous improvement process and its sustainable growth strategy based on environmental protection, social progress and fundamental human rights.

Topic: this topic concerns bioMérieux's relationships and practices with its suppliers and its network of distributors who are its key partners. The values of respect and trust that characterize these relationships are reflected in common responsible practices that are binding on the parties such as payment practices, dialogue, signing of charters, assessments based on sustainability criteria, etc. These practices are consistent with a principle of continuous improvement.

Impact: encouraging responsible practices with partners in the value chain requires the development of good long-term relationships with these partners. Non-compliance with payment terms could negatively impact a supplier's financial health and undermine the quality of the relationship.

Policies: relations with partners are governed by the policies on business conduct, reduction of greenhouse gas emissions and respect for the environment, as well as the policy on respect for human rights as described in bioMérieux's Global Code of Conduct. These policies apply to bioMérieux's partners and are described in detail in the following documents published on the Company's website: Business Principles for Third Parties [(1)], Responsible Procurement Guidelines [(2)] and Responsible Procurement Charter between bioMérieux and its suppliers [(3)]. The charter, based on the ISO 14001 and ISO 26000 standards, the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work and the United Nations Global Compact, highlights the key aspects of the Company's approach to responsible purchasing. "Business Principles for Third Parties" is included in contracts made between bioMérieux and its partners.

The Corruption and Influence Peddling Prevention Program includes a procedure for third party approval, which uses specific questionnaires for higher-risk partners. A dedicated team of analysts within the Ethics and Compliance Department is responsible for performing due diligence on third parties.

Responsible purchasing

Governance: the responsible procurement policy is presented to the Executive Committee at least once a year. At the same time, the Responsible Purchasing Department presents progress made in its work to the CSR Committee.

(1) *https://www.biomerieux.com/content/dam/biomerieux-com/04---our-responsibility/03---healthcare-ecosystem/business-principles-third-parties---october-2023-update/042022%20-%20Att%202%20-%20BUSINESS%20PRINCIPLES%20FOR%20THIRD%20PARTIES%20-%20en.pdf.coredownload.pdf*
(2) *https://www.biomerieux.com/content/dam/biomerieux-com/04---our-responsibility/05---extended-company/SUSTAINABLE%20PURCHASING%20GUIDELINES%20-%20PUBLIC.pdf*
(3) *https://www.biomerieux.com/content/dam/biomerieux-com/04---our-responsibility/05---extended-company/2021_-_responsible_purchasing_charter.pdf*

Purchasers are responsible for defining and managing CSR action plans with their suppliers. To do so, they are supported by a team of CSR ambassadors led by a CSR purchasing manager who is solely responsible for this task. The Purchasing Department provides the team with support. The Group's Purchasing Manager reports to the CFO, who is a member of the Executive Committee.

The responsible procurement policy is presented to the Executive Committee at least once a year. At the same time, the Responsible Purchasing Department presents progress made in its work to the CSR Committee.

Actions implemented: bioMérieux uses an internal supplier selection process that includes CSR criteria, the signing of binding responsible procurement charters and policies, and the assessment of its partners' CSR performance throughout the collaboration, mainly using a specific external platform. This process encourages responsible supplier practices with the aim of having a positive impact on those involved in the value chain outside of direct operations through respect for human rights and protecting the planet by making responsible climate and environmental commitments. At the same time, bioMérieux undertakes to respect the payment terms of its suppliers. Every year, bioMérieux provides training to develop Purchasing Department employees' skills in the area of responsible purchasing.

CSR training modules created for the Purchasing function's team members are accessible on the CSR Purchasing resources portal. These training modules focus on:

- the responsible procurement guide;
- Company supplier CSR maturity assessment tools;
- SBTi engagement.

These specific modules complement the extensive offer of CSR training modules available in open access to all Group employees (see § 3.5 Governance and Corporate Culture).

In 2024, to make its suppliers aware of major issues such as climate change, bioMérieux organized a remote meeting on the topic of CSR, which included an address in a plenary session by world-renowned glaciologist Heidi Sevestre. This forum on the theme of the climate was intended for suppliers with the highest carbon emissions and was available to all suppliers, distributors and employees, who could participate remotely and by watching the recording. Suppliers were also given details about the Company's climate ambition.

Working groups and discussion groups were then organized among the suppliers. In subsequent weeks, individual meetings were held with each supplier to discuss its climate commitment. All in all, 293 suppliers participated in the forum.

bioMérieux has stepped up evaluation of its suppliers by incorporating CSR criteria in line with their activities and by monitoring the CSR performance of strategic suppliers annually. Since 2023, CSR criteria have had a 20% weighting in all purchasing decisions.

bioMérieux uses raw materials of animal origin for some of its products. This use is compliant with the Business Principles for Third Parties guide. The Company endeavors not to use raw materials or components containing minerals that are known to fuel conflicts (mineral conflicts).

Supplier CSR assessment

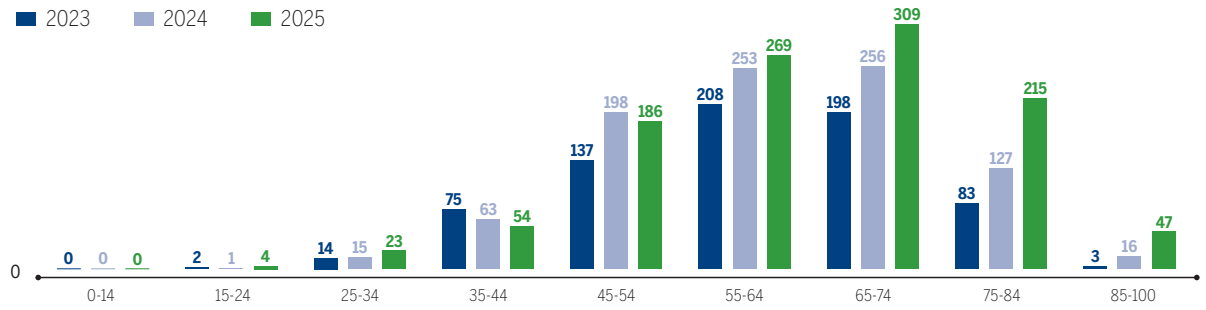
bioMérieux applies a process to assess the CSR record of its suppliers with the help of an external agency. The situation in 2025 was as follows:

- 1,107 suppliers, most of them strategic, were rated and represent 71.15% of purchasing expenditure (compared with 929 suppliers representing more than 67% of purchasing expenditure in 2024);
- 1,026 suppliers obtained or exceeded the minimum expected score of 45 out of 100 (up from 850 in 2024);
- bioMérieux suppliers' average score was 64.04 (+2.5 pts compared with 2024), while the average assessment recorded by the rating agency in 2025 was 49.5 (+2.25 pts from 2024);

  This weighted average by purchasing expenses, allowing suppliers most engaged by bioMérieux to be assessed, increased to 67.88 in 2025.

Created in 2023, an additional assessment questionnaire made it possible to expand the coverage by 174 suppliers, accounting for 3.75% of additional purchasing expenditure. This accounts for a total of 74.91% of purchasing expenses made from assessed suppliers.

AVERAGE SUPPLIER CSR SCORE



Results and targets: bioMérieux set a goal to be achieved by 2026: that suppliers representing 67% of greenhouse gas emissions related to purchases of goods and services, fuel and energy (upstream transport and distribution, business travel and employee commuting) follow a decarbonization pathway guided by quantified science-based targets (see E1-1 – Transition plan for climate change mitigation).

At the end of 2025, suppliers accounting for 59.5% of greenhouse gas emissions related to purchases of goods and services, fuel and energy (compared with 28% in 2022, 40% in 2023 and 48.6% in 2024) committed to a reduction of their GHG emissions in line with SBT (science-based targets) criteria. This target, validated by SBTi in 2021, is aligned with the criteria for defining Scope 3 short-term qualitative targets. It covers the portion of Scope 3 emissions mentioned in its formulation, i.e. the emissions upstream of bioMérieux's value chain.

Starting in 2026, bioMérieux has set a new target for 75% of purchasing expenses to be covered by CSR-assessed suppliers with a weighted score of 69/100 by 2028.

bioMérieux received the first prize in the "Excellence in Supplier Relationship Management" category by the Procurement Decision Trophies for its "Together for the Climate" initiative. This distinction underlines the strength of the Company's collaboration with its suppliers and the shared ambition to accelerate the transition to a low-carbon economy. This initiative is fully aligned with the commitments validated by SBTi and the action plans implemented by bioMérieux to achieve its Net Zero goal in 2050.

Distributor network

Policy: bioMérieux asks its distributors to apply specific and rigorous processes to ensure a high level of compliance and suitability, so as to guarantee optimal customer experience and satisfaction. bioMérieux audits its distributors to ensure compliance with quality, regulatory and contractual requirements, while ensuring product integrity and patient safety.

Governance: within bioMérieux, a cross-disciplinary team handles all countries in which bioMérieux's products are available through the network of distributors. It is overseen by the Commercial Operations Excellence Department, which reports to the Clinical Operations Department.

Its aim is to develop best operational practices for this channel and maintain regular contact with its external stakeholders.

This Corporate team relies on correspondents in the regions and countries to implement its roadmap.

Actions implemented for the network of distributors: in keeping with the desire to help its distributors develop new skills, in 2025, bioMérieux continued its assessment process based on a maturity grid containing 11 key criteria, including respect for human rights, the existence of a CSR strategy, monitoring of GHG emissions, provision of CSR training, and effective complaints management.

In 2025, distributors involved in this approach cover around 84% of the sales made through this business channel in 2024.

This assessment matrix makes it possible to objectively determine distributor training needs. A set of training modules has been developed, with additional topics such as medical education, management of public and governmental affairs and CSR.

Achievements and targets:

- in 2025, distributors representing 61% of sales made through this channel in 2024 received CSR training;
- The goal for 2028 is to have 80% of sales *via* this channel achieved by distributors having undertaken this training.

G1-6 – Supplier payment practices

Policy: all Group purchases must be made in accordance with global purchasing processes, procedures and tools to guarantee optimal use of referenced suppliers, ensure that the supplier meets bioMérieux's selection criteria, including CSR criteria, optimize expenses and obtain the best value for money, while using the most efficient transactional mechanism. This procurement policy is implemented in conjunction with the policies described in the previous paragraph on policies governing long-term relationships with suppliers and distributors. With regard to payment terms, bioMérieux makes every effort to comply with the local legislation in each country in which it operates. Standard payment terms are monitored using the "weighted average payment time" methodology.

Governance: the purchase of goods and services must support bioMérieux's mission, values and operational objectives. The Global Purchasing Department is the main department for negotiating and contracting with suppliers. In collaboration with stakeholders, the buyer uses a defined procurement process to qualify and select suppliers.

Actions: each buyer is responsible for maintaining the relationship with the supplier base that it manages according to its specific business requirements. It applies Group policies in accordance with applicable regulations. In addition, purchasers regularly undergo CSR training in order to include the selection criteria corresponding to bioMérieux's Responsible Purchasing strategy (see paragraph Actions implemented, in the Responsible Purchasing section).

Results and target: at December 31, 2025, Group companies' actual average payment period was 40.8 days (36.7 days at December 31, 2024) compared with a contractual average payment period of approximately 38.3 days (35.2 days at December 31, 2024). Calculation of the actual payment period includes invoices subject to claims and litigation for which the payment periods may exceed the contractual periods. Standard contractual payment terms vary significantly between countries. Over 80% of the Group's purchases are made in the United States and France, with standard contractual payment terms of 28.4 days and 51.1 days respectively (vs. respectively 25.9 days and 49.4 days at December 31, 2024).

At December 31, 2025, about 75% of payments were made on time (69% in the U.S. and 80% in France), up from 70% (64% in the U.S. and 74% in France) at December 31, 2024. These rates were determined by calculating the period between the actual payment date and the standard payment date of each invoice, weighted as a percentage of the Group's total purchases.

To the best of bioMérieux's knowledge, there are no current legal proceedings concerning late payments. Since the calculation of the actual payment period includes invoices subject to claims and litigation for which the payment periods may exceed the contractual periods, bioMérieux has not set a target for this impact.

G1-3 and G1-4 – Procedures to address corruption or bribery, Incidents of corruption or bribery

Business ethics and integrity

Context: employees and representatives of bioMérieux, regularly interact with governments and healthcare professionals to draw up contracts, permits, licenses and other governmental approvals.

Within this context, the Company has established very strict ethics and compliance rules, in accordance with applicable laws, in addition to applying its Global Code of Conduct.

To comply with these rules, bioMérieux implements a specific program that is in line with the Institut Mérieux Group's global program, led by the Group Audit, Risk and Compliance Department. This Department ensures a seamless rollout and provides methodologies and tools to support the rollout of all its subsidiaries' compliance systems.

Topic: for bioMérieux, ethics and compliance are a material issue in all countries in which the Company operates. The Company addresses this issue through the transparency and integrity of its business relations with its stakeholders, such as suppliers, customers, governments and local authorities, to prevent corruption of any kind.

Impact: in the event of non-compliance with the whistleblower protection policy, whistleblowers could be subject to retaliation.

Risk: bioMérieux is committed to conducting its business in accordance with the highest ethical standards, as instances of corruption and bribery harm the reputation of companies and generally involve financial sanctions and legal action. The Company therefore strives to preserve the relationships of trust that it has built with its customers, commercial partners, employees and investors for more than 60 years.

Policy: this program is based on the Global Code of Conduct (see § 3.5.1, section G1-1), which forms the foundation of the Ethics and Compliance program, and the Corruption Prevention Manual [(1)].

This manual, which is available on the Company's corporate website and on its Intranet, describes the Company's expectations in its relations with its partners.

The Company has also developed a guide that describes Business Principles for Third Parties (see § 3.5.1 section G1-2) to make its partners aware of the need to comply with the Company's rules of ethical business conduct. The Corruption and Influence Peddling Prevention Program includes a procedure for third party approval, which uses specific questionnaires for higher-risk partners.

The Corruption Prevention and Influence Peddling Program is designed to:

- promote ethical conduct in business dealings;
- train employees in internal rules and laws against corruption and influence peddling;
- give employees a forum in which to ask questions.

The Group asks its external partners to comply with the principles set out in the Global Code of Conduct and in its Business Principles for Third Parties. As part of the contracting process, suppliers and distributors receive a copy of these documents so that they can commit to respecting business ethics.

Governance: ethical and compliance practices are the responsibility of the Executive Vice President, Legal Affairs, Compliance and Public Affairs. The Chief Compliance Officer reports directly to her and is supported by regional and local compliance professionals, as well as a team responsible for import and export control.

Each quarter, ethics and compliance strategy, policies and action plans are presented to the Compliance Committee (see § 3.2.2 section GOV-1).

The Company's ethical principles extend to all countries in which bioMérieux operates via Local Compliance Teams (LCT), which form a network responsible for ensuring local implementation of the Ethics and Compliance Program.

Each LCT appoints a local Compliance Champion who is specially trained in laws and policies and acts as a source of expertise for the LCT. The Champions are responsible for coordinating the Compliance Action Plan for their LCT and communicating the status of actions to their Regional Compliance Officer. They act as a primary point of contact for the Ethics and Compliance Department and as liaison officers for the site.

In 2025, a face-to-face seminar was held with Compliance Champions from around the world to enhance their knowledge, discuss risks, and reinforce the overall Ethics and Compliance Program.

The Ethics and Compliance Department is in charge of drawing up, promoting and monitoring implementation of all compliance and ethical standards in accordance with applicable laws and the Company's Global Code of Conduct.

A dedicated team of analysts within the Ethics and Compliance Department is responsible for performing due diligence on potential third parties.

At the same time, an internal control structure has been set up to detect instances of corruption and bribery throughout the organization. This is mentioned explicitly in the internal control manual. In addition, Institut Mérieux's audit teams ensure that the internal controls put in place are applied and help to detect any incidents.

The EthicsLine hotline can also be used to report such situations (see § 3.5.1 section G1-1).

Actions implemented: the Company's anti-corruption and influence peddling program complies with the provisions of the Sapin II law and its three pillars (engagement of the management body, risk mapping and risk management). Corruption risk assessments are regularly reviewed and updated to ensure that policies and actions are addressing any new or evolving risks.

This program is based on the Corruption Prevention Manual and the Global Code of Conduct, which form the basis of the Ethics and Compliance program.

In line with the Company's continuous improvement approach, one pillar of the Corruption Prevention Program is audited by the Institut Mérieux Audit team every year. Following the audit of the internal control pillar in 2024, 2025 was dedicated to the audit of the training pillar. The findings of these audits were shared with the Ethics and Compliance Department, and action plans were implemented to enhance the effectiveness of the system and ensure its compliance with regulatory requirements.

(1) https://www.biomerieux.com/content/dam/biomerieux-com/04---our-responsibility/preventing-corruption/040268-en.pdf

The Corruption Prevention Program was created to give employees clear guidance on the laws in areas where there may be a risk of corruption. This program continues to be a major focus of the Ethics and Compliance program. bioMérieux's commitment is further reinforced by its participation in the UN Global Compact [(1)].

In 2025, in addition to the training programs described above, bioMérieux organized a Compliance Week – a week of activities aimed at raising awareness among all employees of the importance of ethics and compliance and reinforcing the commitment of Executive management, on the occasion of the International Anti-Corruption Day.

This global initiative resulted in various activities in all subsidiaries such as interactive sessions or informal discussions, a daily quiz, and the launch of a dedicated Intranet page offering educational content (articles, infographics, cultural recommendations). This event was accompanied by messages from the Chairman of the Board of Directors, members of the Executive Committee and the Regional Vice Presidents, reaffirming the Company's commitment to ethics and compliance to fight all forms of corruption. A report on these actions was presented to the bioMérieux Board of Directors.

Employee training on the rules of business ethics is a key element of the action plans implemented by the Ethics and Compliance Department, which oversees a risk prevention system.

In 2025, the program's main priorities were to:

- provide compliance guidance and support for global strategic roadmaps;
- continue to secure the distribution network and other intermediaries;
- reinforce compliance fundamentals, including tone and accountability;
- understand and effectively apply export regulations.

The program includes mandatory online training that is updated annually. This training aims to make employees aware of the applicable internal rules and procedures.

bioMérieux regularly conducts a Global Code of Conduct global training and awareness campaign for all its employees, as well as training on the prevention of corruption and influence peddling. Furthermore, all new hires systematically take three compulsory courses (Global Code of Conduct, anti-corruption and influence peddling, and conflicts of interest).

In 2025, more than 24,000 online training sessions were assigned to employees in all subsidiaries, including training on the Global Code of Conduct, fight against corruption, conflicts of interest as well as economic sanctions awareness training. Furthermore, online anti-corruption training will be delivered to all distributors at the end of the year.

Anti-corruption and bribery training

In the 2024 fiscal year, nearly 90% of employees completed the training on anti-corruption and conflicts of interest assigned to them. This training was mandatory for all employees including those at risk in accordance with the Company's policy, but was not mandatory for operators and technicians. Backed by this high participation rate in 2024 and the organization of the global awareness week, Compliance Week, in 2025 (see G1-3 and G1-4 Prevention and detection of corruption and bribery, Incidents of Corruption or Bribery, Business Ethics and Integrity section), this year, bioMérieux focused on new employees who were assigned a training on the management of conflicts of interest and one on anti-corruption. In addition, distributors of bioMérieux products also received training on anti-corruption.

(1) https://unglobalcompact.org/what-is-gc/participants/1329-BioMerieux

The details of training offered during the year are shown below.

	Participants[a]	Inc. functions-at-risk[b]	Distributors[c]
Total assigned – Anti-Corruption training	**1,388**	**539**	**625**
Total participants – Anti-Corruption training	**1,173**	**482**	**494**
Total assigned – Conflict of interest training	**1,391**	**539**	**N/A**
Total participants - Conflict of interest training	**1,211**	**495**	**N/A**
DELIVERY METHOD AND DURATION			
Computer-based training required (e-learning)	30 minutes/training	30 minutes/training	30 minutes
FREQUENCY OF OCCURRENCE			
How often training is required	every two years [d]	every two years [d]	once a year
TOPICS COVERED			
Definition and key concepts of corruption	x	x	x
Definition of conflict of interest	x	x	
Procedures on suspicion/detection	x	x	x
How to recognize requests for bribes			x
The main types of corruption	x	x	x
Rules on meals with business partners	x	x	
Working with healthcare professionals	x	x	
Donations and business negotiations	x	x	
Reporting a non-compliant practice	x	x	x

(a) New employees. All employees except Manufacturing. Manufacturing employees are not engaged in functions-at-risk and do not have access to a computer; they do, however, receive training in the Global Code of Conduct.
(b) Function: Executive Committee, Marketing, Sales, Customer Service, Finance and Purchasing.
(c) Counted as participating if at least one person from the distribution company took the course.
(d) New courses are introduced every two years, but the training remains active and accessible to all as long as it remains up to date.

At the same time, the Company monitors its commercial partners using software that can quickly and automatically identify service providers and single out those that could pose a risk for bioMérieux based on their corruption or influence peddling risk profile or history.

Achievement

In 2025, the compliance training completion rate was 88.48% for the Global Code of Conduct training assigned to all employees.

The "EthicsLine" whistleblowing hotline also provides the opportunity to detect instances of corruption and bribery, among other things.

bioMérieux has not been convicted of any offense and fines for breach of anti-corruption laws and acts of corruption amount to €0. The objective is to maintain these results every year.

G1-5 – Political influence and lobbying activities

Lobbying activities and relations with governments

Context: the aim of the Public and Government Affairs team, in agreement with Executive Committee decisions, is to share relevant information that may inform public decision-making, with full transparency and integrity and in accordance with the Company's mission as a public healthcare provider. More specifically for bioMérieux, its purpose is to improve market access and the financing of diagnostics solutions over the long term, in particular for innovative tests, through legislation, regulations and support that reflect the specific characteristics of the sector.

Topic: this topic covers the Group's relationships with governments and lobbying activities.

Impact: bioMérieux's public and governmental affairs activities have a positive impact on human rights since they raise awareness among governments and institutions about the medical and economic value of *in vitro* diagnostics for the healthcare system and public health, thus facilitating access to diagnostics for all patients. They also promote better access and use of diagnostic tests for detection and prevention by supporting regulations that facilitate innovation.

Opportunity: strengthen commitments based on the principles of transparency and trust with governments and other key external players in order to support the development of policies to ensure that patients' access to *in vitro* diagnostics is not adversely affected by changes in the health care system and geopolitics.

Policy: since its creation, bioMérieux has developed business conduct values and strives to carry out its operations with the highest standards of integrity. With that in mind, bioMérieux has drawn up a Public and Government Affairs Charter [1], available on the Company's website, which describes the tasks and responsibilities of this function. It specifies the Company's commitment to guarantee the fairness and transparency of exchanges with public and institutional decision-makers:

- compliance with local regulations and internal procedures (including the Global Code of Conduct and the Anti-Corruption Manual);
- integrity and transparency of representation in relation to public decision-makers;
- reporting of activities relating to public and government affairs to local authorities where applicable;
- transmission of accurate and substantiated information;
- absence of conflicts of interest and a zero-tolerance policy of corruption;
- ban on political contributions;
- respect for confidentiality.

This charter is binding on all persons, internal or external, expressly mandated for this purpose. They must certify their full awareness, and acceptance, of the charter through a training module.

The charter is reviewed and updated regularly.

Moreover, bioMérieux's Corruption Prevention Manual states that it is bioMérieux's policy not to support directly (contributions) or indirectly (purchase or supply of goods or services) any local, national or international political activities.

Governance: governance pertaining to business conduct, as described in § 3.5.1 section G1-1, applies to Public and Government Affairs.

Actions implemented: bioMérieux's Public and Government Affairs team works with decision-makers and public authorities to step up access to diagnostics by driving regulatory and market access policy reforms. The goal is that diagnostic products will be readily available and affordable throughout the patient's care pathway.

In order to strengthen this approach, bioMérieux has provided a training program for mandated persons since 2021. Its goal is to share a common knowledge base, to improve understanding of the local ecosystem and establish quality relations, in compliance with the Public and Government Affairs Charter.

The program made it possible, in particular, to train the heads of bioMérieux subsidiaries and clusters, as well as the medical advisors.

The following are examples of concrete action by bioMérieux:

In France:

- "AMR" health strategic sector contract (*Contrat Stratégique de Filière* – CSF) for Health Industries and Technologies: bioMérieux is the leader of this industrial project. The purpose of the working group is to make practical, evidence-based proposals to French health authorities in order to unite the industry around fighting "antimicrobial resistance," allow existing health products to remain on the market, support the launch of new products under regulatory and pricing conditions that are satisfactory and sustainable for all players, and entrench France's role in combating antimicrobial resistance on the international stage.
- "*In vitro* diagnostics" health strategic sector contract: bioMérieux is the co-leader of an industrial project dedicated to strengthening the *in vitro* diagnostics industry.

In the United States:

- A high-level meeting to coincide with the declaration of the United Nations General Assembly: This declaration sets out the essential measures that governments must take to tackle AMR. The ambitious targets set in the declaration could be achieved, in part, through increased diagnostic testing, improved epidemiological monitoring and greater laboratory capacity. It was approved by the global heads of states. In particular, bioMérieux called for more public-private partnerships, in line with the One Health approach.

In taking action, the Company is supported by these trade associations: The Advanced Medical Technology Association (Advamed), the *Syndicat de l'Industrie du Diagnostic in Vitro* SIDIV), Medtech Europe, APACMED, MECOMED (and AMR Industry Alliance. The Company is also a member of *G5 Santé*, the France China Committee and the *Association Française des Entreprises Privées* (AFEP). It is a founding member of French Care.

In 2025, the Company allocated €1,265,000 to trade association fees.

Finally, the Company complies with its obligations by declaring its French lobbying activities to the *Haute Autorité pour la Transparence de la Vie Publique* (French high authority for transparency in public life) and its activities in Europe in the EU Transparency Register.

To date, the Company has not set any quantitative targets for monitoring the impact and opportunities related to this topic.

(1) *https://www.biomerieux.com/content/dam/biomerieux-com/04---our-responsibility/03---healthcare-ecosystem/public_and_government_affairs_charter.pdf.coredownload.pdf*

Governance and corporate culture

Context: the Company is committed to cultivating a spirit of innovation and collective engagement. bioMérieux recognizes the importance of having teams who feel heard and trusted to play a role in driving change and do their best. In this context, bioMérieux has implemented a Voice of Employee (VoE) global engagement program since 2022. Listening, understanding and acting are the pillars of this program. bioMérieux strives to establish a work environment in which employees feel free to express themselves and to be proactive to improve their experience within the Company.

Topic: this issue concerns the way bioMérieux establishes, develops, promotes and evaluates its corporate culture (values, mission, Global Code of Conduct, etc.).

Impact: the involvement of employees in the Company's projects, its exemplary relations with suppliers and customers, and the establishment of long-term relationships have a positive impact on teams, who develop an attachment and commitment to the corporate culture.

Policy: to reinforce its culture of inspiration and differentiation, bioMérieux relies on a model called Our Core Behaviors. This model includes a collection of behavioral skills shared by all employees and managers. bioMérieux firmly believes that the combination of technical and behavior skills is a prerequisite for sustainable performance. The Our Core Behaviors model defines a leadership framework that applies more specifically to executive and management roles. This model was rolled out internally by means of a reference guide available in six languages that enables the Company's values to be translated into actionT. It was designed to promote the alignment between corporate culture and action worldwide.

bioMérieux also applies the Code of Conduct, for which all employees receive annual training (see G1-1).

Governance: the governance described in § 3.4.1 section S1-1 applies to the bioMérieux corporate culture. The corporate culture is also governed and guided by the Code of Conduct described in § 3.5.1 section G1-1.

Actions implemented: the actions that have been implemented are outlined in the VoE program described in § 3.4.1 section S1-3.

Target: the achievements and the target set are presented in § 3.4.1 section S1-3.

Data confidentiality and protection (S1 Own headcount, S4 End-users)

Context: in the course of its business, bioMérieux has access to personal data concerning its employees and patients.

In this environment where cybersecurity attacks and incidents increase the risk of exposure of confidential and sensitive information, bioMérieux works with increased vigilance to secure information technology systems to mitigate risk and protect data considered to be particularly sensitive. Protecting patient health data is an integral part of the bioethics compliance approach of the Company, which processes a considerable amount of data. Managing and ensuring the reliability of this data poses significant challenges.

Topic: this topic has been identified by bioMérieux as material in terms of the potential damage to privacy and data protection rights, and to the Company's reputation.

- The integrity, reliability and security of the information used in an organization's decision-making and operational processes are key to maintaining trust and minimizing the associated risks.
- A lack of clear policies and procedures for gathering, storing and using data would expose the Company to regulatory non-compliance regarding intellectual property or data protection (GDPR [1], AI Act [2], etc.) as well as to unethical use of this information, leading to financial penalties as well as reputational impact for the Company.
- Finally, the use of inaccurate, incomplete or obsolete data could lead to erroneous decisions.

(1) The General Data Protection Regulation (GDPR) is a European regulatory text that standardizes data processing across the entire European Union (EU). It came into force on May 25, 2018.

(2) The AI (Artificial Intelligence) Regulation or AI Act is a European regulation that introduces a common regulatory and legal framework for AI within the European Union. It came into force on August 1, 2024, with its provisions gradually coming into effect over the following 6 to 36 months.

Impact: data breaches have a negative impact on the right to privacy of employees, patients and on their care pathways.

Risk: failure in its information systems or their obsolescence exposes the Company to personal data breaches and attacks by cybercriminals.

Policy: bioMérieux's General Management is committed to protecting its data via a global Information Systems Security Policy (ISSP). This policy is in line with the United Nations' Guiding Principles on Human Rights and the specific laws applicable in the countries where the Company operates. Employees must apply local or international bioethics standards and laws, in particular in the context of clinical research activities (see § 3.4.4 section S4-1). Moreover, the Global Code of Conduct, distributed to all employees, emphasizes bioMérieux's commitment to respect confidentiality and apply current regulations when accessing, using and/or disclosing personal and/or sensitive data.

The methodology applied to ensure GDPR compliance has been expanded to other Group companies in order to apply a level of protection at least identical to that imposed by European regulations.

The Company has a Personal Data Protection Policy, published on its website. It ensures compliance with strict confidentiality and security measures, in respect of which bioMérieux is committed to data privacy and to processing personal data in a fair and transparent manner.

bioMérieux strives to ensure that personal data in its possession is:

- collected for clearly defined, explicit and legitimate purposes, and not subsequently processed in such a way as might prove incompatible with these purposes;
- processed fairly, lawfully and transparently with regard to the data subject (the individual);
- adequate, relevant and limited to what is necessary in order to achieve the purpose(s) for which it is processed (data minimization);
- accurate and, if necessary, updated;
- stored in a format not allowing for the data subject(s) to be identified for any longer than is necessary for the purpose(s) for which the data is processed;
- processed in such a way as to guarantee appropriate security;
- transferred from one country to another on condition of appropriate transfer mechanisms.

Governance: a committee in charge of data governance reporting to the Executive Committee was created in 2023. This committee's members include, among others, the Data Privacy Officer (DPO) and the Information Systems Department, and its aim is to establish governance rules that will allow the Company to ensure data in its care is used safely and ethically.

The Data Privacy Department also relies on an international network of around 100 business relays in subsidiaries and global functions. These representatives ensure regulatory compliance, document personal data processing within their scope, and work on all operational sites.

In response to these issues, bioMérieux has developed a personal data protection compliance program based on:

- the general personal data protection policy approved by General Management;
- the appointment of a global DPO reporting to the Executive Vice-President, Legal, Corporate Integrity and Public Affairs, and registered with the French data protection authority (*Commission nationale de l'informatique et des libertés* – CNIL);
- a Privacy Officer in the United States to ensure compliance with HIPAA federal regulations [(1)], California regulations, and Canada regulations;
- a Privacy Officer for the Asia Pacific region to ensure compliance with the regulations in this geographic area, in particular the new Chinese personal data protection regulation (PIPL [(2)]);
- a Privacy Officer for the Europe Middle East and Africa region to ensure compliance with regulations in this geographic area, in particular, the GDPR for Europe but also all regulations in African countries (e.g. POPIA [(3)]);
- a Privacy Analyst to support to the global DPO, responsible for monitoring new projects, performance indicators, and personal data protection controls;
- the appointment of a specific data privacy contact for the Latin America region;
- a committee in charge of data governance (described above).

Actions implemented: bioMérieux takes all necessary precautions, including administrative, technical, organizational and physical measures, to protect its employees' personal data against loss, theft and falsification, as well as against any unauthorized access, disclosure, alteration or destruction.

However, the transmission of data via the Internet (including email) is in general never entirely secure. bioMérieux strives to protect the personal data in its possession but cannot guarantee the security of any data transmitted to or from bioMérieux.

bioMérieux deploys an online GDPR training course to educate new employees on their rights.

Regarding the protection of patient data, a specific training program is provided for employees who have access to health data, often associated with biological samples.

In 2025, the Company implemented:

- internal audits of several legal entities of the Group in order to assess compliance with the personal data protection program;
- the strengthening of control points relating to personal data protection in the internal control manual;

(1) In 1996, the Health Insurance Portability and Accountability Act (HIPAA) laid down security and confidentiality requirements for managing, transmitting, and storing protected health information.
(2) The 2021 Personal Information Protection Law of the People's Republic of China (PIPL) is the first legislation on personal data protection in China.
(3) The Protection of Personal Information Act ("POPI Act" or "POPIA") is a South African law on personal data protection adopted in 2013.

- the creation of dashboards incorporating key performance indicators (KPIs) allowing the functions concerned to monitor and measure the improvement of the compliance plan on personal data protection;
- data transfer clauses between bioMérieux in China and bioMérieux in France and between bioMérieux in Turkey and bioMérieux in France;
- a definition and application of a personal data retention policy as well as its local application in Europe;
- the acquisition and integration of two new legal entities within the scope of the compliance program;
- the posting of Personal Data Protection Agreements (DPA) relating to the Vision Suite and Augmented DX offer on the institutional site dedicated to the protection of bioMérieux's personal data;
- the compliance review of the use of cookies on the Group's websites;
- the update of personal data protection policies for the Group's websites;
- the drawing up of an internal charter on the use of artificial intelligence (AI) solutions;
- the definition of a training pathway on AI, including the creation and roll-out of a training module on AI practices prohibited under the EU AI Act.

Finally, the processing of sensitive personal data (patients, employees) has been the subject of a privacy impact assessment, with potential risks highlighted and ranked, and remedial plans regularly monitored.

The Company has strengthened its compliance tool (OneTrust) in order to meet various current regulatory requirements on personal data protection.

It can, in particular:

- document personal data processing more accurately;
- standardize methodology and practices;
- evaluate the potential impacts of new projects starting from the design phase (Privacy by Design concept);
- reduce the number of processing-related risk assessments;
- manage potential data breaches more quickly;
- give the DPO visibility via consolidated dashboards;
- respond to requests from data subjects seeking to exercise their rights;
- record personal data security incidents;
- classify vendors according to their risk level and their exposure to personal data.

The Company also uses third-party providers to host and transfer sensitive or personal information on patients to provide its customers with relevant and actionable information to support diagnosis and clinical decision-making. bioMérieux ensures that its partners meet stringent cybersecurity, personal data protection and compliance requirements.

Achievements and targets:

- the OneTrust tool currently covers the scope of bioMérieux subsidiaries processing personal data;
- in 2025, two training modules for employees with access to patient data regarding:
  - the U.S. federal regulations (HIPAA), assigned to 1,668 employees with nearly 91.06% of them completing the course,
  - the protection of patient data at global level, were delivered to 593 employees and nearly 93.42% of them completed the course;
- a minor security incident involving employee personal data was identified during the year. It was managed in accordance with regulatory requirements. The systems in place effectively contained the incident quickly, and no significant consequences were noted on the rights of the persons concerned or on the Company's activities. Appropriate corrective measures were immediately implemented to strengthen existing security systems.

The aim is to prevent any data breaches.

bioMérieux has not been convicted of any offense and fines for breach of personal data protection laws amount to €0. The objective is to maintain these results every year.

The policies and actions described above aim to achieve these targets.

Cybersecurity

Topic: information systems security has been identified by bioMérieux as a material issue.

Context: bioMérieux treats cybersecurity with the utmost vigilance to ensure protection of its information assets and to protect its customers and employees.

Risk: cyberattacks and the failure or obsolescence of information systems expose the Company to personal data breaches and attacks by cyber criminals that result in high financial costs (ransomware, activities stalled, etc.).

Policy: bioMérieux's General Management is committed to protecting its data *via* a global Information Systems Security Policy (ISSP).

The Company has also developed an IT Charter that must be applied by all users of its information system.

Governance: bioMérieux has set up a cybersecurity governance team responsible for applying the Company's ISSP. This governance is organized according to standard ISO 27001, with, in particular, an Information Security Management System. The Chief Information Security Officer (CISO) is responsible for this governance.

The CISO relies on security directives written in accordance with the ISSP. The Cybersecurity Governance Department relies on operational teams associated with cybersecurity.

The CISO heads Cybersecurity Governance and cybersecurity operational execution (RUN and BUILT).

A Security Operation Center (SOC) ensures cybersecurity and monitors all the information systems. It is able to intervene in the event of an alert 24 hours a day, 7 days a week.

On a monthly basis, Security committees (including IS, R&D, Production, DPO, etc.) monitor the Company's security level through the analysis of security metrics, associated with action plans.

Cyber risk governance is in place to manage cybersecurity through risk (corporate risk analyzes, project risk analyzes, cyber risk mapping).

A Data Privacy Officer (DPO) is in charge of personal data protection. The DPO works in close collaboration with cybersecurity. The DPO is especially responsible for applying and monitoring the GDPR.

Actions implemented: the CISO offers a training and awareness-raising program for all bioMérieux employees.

Every year, bioMérieux organizes:

- phishing campaign simulations to assess the effectiveness of this training;
- vulnerability tests;
- hacking simulations;
- a Red Team simulated cyber attack of bioMérieux.
- Cybersecurity awareness for all bioMérieux employees.

bioMérieux pays special attention to the protection of its information system, in particular through specific processes such as:

- malware protection with advanced security tools that can detect and block attacks to workstations (EDR (Endpoint Detection and Response) type of solutions);
- updates of its systems and applications;
- data management and backup;
- protection of data by workstation encryption;
- cyber risk and IT crisis management;
- review of suppliers' cybersecurity maturity;
- continuity plan management;
- monitoring project security;
- management of security incidents and monitoring new threats;
- obsolescence management;
- protection of email and Internet access;
- protection of its company network by a Network Security team;
- management of identities and access to bioMérieux's services and applications (by default, users are not administrators of their workstation);
- management of cybersecurity exceptions and vulnerabilities.

bioMérieux is subject to the EU NIS2 Directive [(1)] and has, therefore, put in place the necessary organization to meet NIS2 requirements.

Achievement: the Company has implemented an internal Global security score based on security metrics that are monitored every month, with an improvement goal set annually. The base score is updated annually to ensure continuous improvement.

The aim is to prevent any personal data breaches and mitigate the impact of cyber threats. The policies and actions described above aim to achieve this target.

3.6 Assurance report on sustainability and taxonomy information

This is a free translation into English of the report on the certification of sustainability information and verification of the disclosure requirements under Article 8 of Regulation (EU) 2020/852 of the Company issued in French and it is provided solely for the convenience of English-speaking users. This report should be read in conjunction with, and construed in accordance with, French law and the H2A guidelines on Limited assurance engagement – Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852.

Report on the certification of sustainability information and verification of the disclosure requirements under Article 8 of Regulation (EU) 2020/852, relating to the year ended December 31, 2025

To the Annual General Meeting of bioMérieux,

This report is issued in our capacity as statutory auditor of bioMérieux. It covers the sustainability information and the information required by Article 8 of Regulation (EU) 2020/852, relating to the year ended December 31, 2025 and included in the management report and presented in sections 3.1 to 3.5 of Chapter 3 - "Sustainability Report" of the universal registration document (hereafter the "Sustainability Report").

Our procedures, which relate to this information, have been performed in an evolving context characterized by uncertainties regarding the interpretation of the laws and regulations, and the development of established practices.

Pursuant to Article L. 233-28-4 of the French Commercial Code, bioMérieux is required to include the above-mentioned information in a separate section of its management report.

This information enables an understanding of the impact of the activity of the Group on sustainability matters, as well as the way in which these matters influence the development of the business of the Group, its performance and position. Sustainability matters include environmental, social and corporate governance matters.

(1) NIS2 is the European Union's updated directive on cybersecurity that aims to improve cybersecurity legislation across the EU.

Pursuant to Article L. 821-54 paragraph II of the aforementioned Code, our responsibility is to carry out the procedures necessary to issue a conclusion, expressing limited assurance, on:

- compliance with the requirements set out in the sustainability reporting standards adopted by the European Commission pursuant to Article 29 b of Directive (EU) 2013/34 of the European Parliament and of the Council of 26 June 2013, as amended by Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 (hereinafter ESRS for European Sustainability Reporting Standards) of the process implemented by bioMérieux to determine the information reported, including, where applicable, the obligation to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labor Code;
- compliance of the sustainability information included in the Sustainability Report with the provisions of Article L. 233-28-4 of the French Commercial Code, including the ESRS; and
- compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852.

This engagement is carried out in compliance with the ethical rules, including independence, and quality control rules prescribed by the French Commercial Code.

It is also governed by the H2A guidelines on "Limited assurance engagement - Certification of sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852".

In the three separate sections of the report that follow, we present, for each of the sections of our engagement, the nature of the procedures that we carried out, the conclusions that we drew from these procedures and, in support of these conclusions, the elements to which we paid particular attention and the procedures that we carried out with regard to these elements. We draw your attention to the fact that we do not express a conclusion on any of these elements taken individually and that the procedures described should be considered in the overall context of the formation of the conclusions issued in respect of each of the three sections of our engagement.

Finally, where deemed necessary to draw your attention to one or more disclosures of sustainability information provided by bioMérieux in its management report, we have included an emphasis of matter(s) paragraph hereafter.

Limits of our engagement

As the purpose of our engagement is to express limited assurance, the nature (choice of techniques), extent (scope) and timing of the procedures are less than those required to obtain reasonable assurance.

This engagement does not provide guarantee regarding the viability or the quality of the management of bioMérieux, in particular it does not provide an assessment of the relevance of the choices made by bioMérieux in terms of action plans, targets, policies, scenario analyses and transition plans, which would go beyond compliance with the ESRS reporting requirements.

Furthermore, as forward-looking information is inherently uncertain, actual future outcomes may differ, sometimes significantly, from the forward-looking information presented in the management report.

Our engagement does, however, allow us to express conclusions regarding the Entity's process for determining the sustainability information to be reported, the sustainability information itself, and the information reported pursuant to Article 8 of Regulation (EU) 2020/852, as to the absence of identification or, on the contrary, the identification of errors, omissions or inconsistencies of such importance that they would be likely to influence the decisions that readers of the information subject to this engagement might make.

Sustainability information and the information required under Article 8 of Regulation (EU) 2020/852 may be subject to inherent uncertainty arising from the state of scientific knowledge and from the quality of the external data used. Certain information is sensitive to the methodological choices, assumptions and/or estimates applied in preparing it and presented in the management report.

Compliance with the requirements set out in the ESRS of the process implemented by bioMérieux to determinethe information reported,including the obligation to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labor Code

Nature of procedures carried out

Our procedures consisted in verifying that:

- the process defined and implemented by bioMérieux, including the obligation to consult the social and economic committee provided for in the sixth paragraph of Article L. 2312-17 of the French Labor Code, has enabled it, in accordance with the ESRS, to identify and assess its impacts, risks and opportunities related to sustainability matters, and to identify the material impacts, risks and opportunities that led to the publication of sustainability information in the Sustainability Report; and
- the information provided on this process also complies with the ESRS.

Conclusion of the procedures carried out

On the basis of the procedures we have carried out, we have not identified any material errors, omissions or inconsistencies regarding the compliance of the process implemented by bioMérieux with the ESRS.

Elements that received particular attention

Information relating to the manner in which bioMérieux updates its double materiality assessment and confirmed the impacts, risks and opportunities (IROs) identified as material in the prior financial year is disclosed in section 3.2.4 of the Sustainability Report.

Through inquiries with individuals we considered appropriate and inspection of available documentation, we obtained an understanding of:

- the analyses performed by bioMérieux to support the decision not to update the double materiality assessment;
- the decision-making process implemented by bioMérieux during the financial year.

We also assessed the presentation of this information in section 3.2.4 of the Sustainability Report. Based on our professional judgment, our procedures consisted in particular in:

- exercising professional skepticism with respect to the documentation of the analyses performed by bioMérieux as well as the approach applied by the latter to identify the internal and external factors to consider;
- assessing the appropriateness of the impact and financial materiality assessment process implemented by bioMérieux to determine the material information disclosed (including the determination of thresholds), in light of our knowledge of bioMérieux;
- assessing the appropriateness of the related disclosures in section 3.2.4 of the Sustainability Report of bioMérieux.

Compliance of the sustainability information included in the Sustainability Report with the provisionsof Article L. 233-28-4 of the French Commercial Code, including the ESRS

Nature of procedures carried out

Our procedures consisted in verifying that, in accordance with legal and regulatory requirements, including the ESRS:

- the disclosures provided enable an understanding of the general basis for the preparation and governance of the sustainability information included in the Sustainability Report, including the basis for determining the information relating to the value chain and the exemptions from disclosures used;
- the presentation of this information ensures its readability and understandability;
- the scope chosen by bioMérieux for providing this information is appropriate; and
- on the basis of a selection, based on our analysis of the risks of non-compliance of the information provided and the expectations of users, this information does not contain any material errors, omissions, inconsistencies, i.e. that are likely to influence the judgement or decisions of users of this information.

Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified material errors, omissions, inconsistencies regarding the compliance of the sustainability information included in the Sustainability Report with the provisions of Article L. 233-28-4 of the French Commercial Code, including the ESRS.

Elements that received particular attention

Information provided in application of environmental standards (ESRS E1 to E5)

The information disclosed regarding climate change (ESRS E1) is mentioned in section 3.3.2 of the Sustainability Report.

We present below the elements that received particular attention with regard to the compliance of this information with the ESRS.

Our main procedures in relation to this information consisted in:

- obtaining an understanding of the sustainability information relating to climate change included in the above-mentioned section of the Sustainability Report;
- comparing the information presented with that expected based on the double materiality assessment performed by bioMérieux, in particular the materiality of the issues and the IROs identified by bioMérieux;
- conducting interviews with the relevant individuals in order to:
  - examine the process for collecting and processing the qualitative and quantitative information disclosed in the “ESRS 2 IRO-1” Notes in section 3.3.2 (ESRS E1) of the Sustainability Report, with regard to the methodology applied in preparing the data;
  - reconcile this information with the available underlying documentation.
- With respect to the information disclosed relating to the greenhouse gas emissions inventory:
  - we obtained an understanding of the internal control and risk management procedures implemented by bioMérieux to ensure the compliance of the information disclosed;
  - we assessed the consistency of the scope used to assess the greenhouse gas emissions inventory with the scope of the consolidated financial statements, the activities under operational control, and the upstream and downstream value chain;
  - we obtained an understanding of the protocol used by bioMérieux to prepare the greenhouse gas emissions inventory, and assessed its application, for selected emission categories and sites, for scope 1 and scope 2 emissions.

- With respect to scope 3 emissions:
  - we assessed the information collection process;
  - we assessed the appropriateness of the emission factors used and the related conversion calculations, as well as the calculation and extrapolation assumptions, taking into account the uncertainty inherent in the current state of scientific or economic knowledge and in the quality of the external data used;
  - we conducted interviews with the relevant individuals to understand the main changes in activities that occurred during the financial year and that could have an impact on the greenhouse gas emissions inventory;
  - for physical data, we reconciled, on a sample basis, the underlying data used to prepare the greenhouse gas emissions inventory with the supporting documentation; and
  - we performed analytical procedures.
- With respect to the climate change mitigation transition plan, our procedures mainly consisted of:
  - assessing whether the information disclosed in relation to the transition plan complies with the requirements of ESRS E1 and appropriately describes the key underlying assumptions of the plan, it being specified that we are not required to express a conclusion on the appropriateness or the level of ambition of the objectives of the transition plan;
  - assessing whether the transition plan reflects the commitments made by bioMérieux as stated in the governance minutes;
  - examining the qualitative assessment of locked-in greenhouse gas emissions performed by bioMérieux.

Information provided in application of social standards (ESRS S1 to S4)

The information disclosed regarding the Company's own workforce (ESRS S1) is included in section "3.4.1 Social - bioMérieux Headcount (ESRS S1)" of the Sustainability Report.

Our main procedures in relation to this information consisted in:

- obtaining an understanding of the sustainability information regarding the Company's own workforce included in the aforementioned section of the Sustainability Report;
- comparing the information provided with the information expected, taking into account the double materiality assessment carried out by bioMérieux, and in particular the materiality of the matters and IROs identified by bioMérieux;
- conducting interviews with the responsible persons in order to:
  - assess the process for collecting and processing the qualitative and quantitative information presented in Notes "3.2.1 Basis for Preparation" and "3.2.2 Governance" of the Sustainability Report in terms of methodology used to prepare the data;
  - reconcile this information with the available underlying documentation.

These procedures mainly concerned:

- the policies described by bioMérieux related to its own workforce regarding health and safety, diversity, or compensation;
- the description of the channels through which its own workforce can express their concerns and the follow-up actions taken on reported issues: professional whistleblowing system;
- comparing the information obtained with our knowledge of the Group, with the information contained in the consolidated financial statements and with the publications related to these issues that we were able to identify.

  Furthermore, we selected some information and, for each item, we:
  - assessed the geographic scope for which the information was prepared;
  - assessed how bioMérieux applies the key concepts of ESRS S1 related to this information, such as the concept of employees or non-employees;
  - defined and implemented analytical procedures appropriate to the information assessed;
  - assessed the compliance of the supporting documents with the corresponding information.

Compliance with the reporting requirements set out in Article 8 of Regulation (EU) 2020/852

Nature of procedures carried out

Our procedures consisted in verifying the process implemented by bioMérieux to determine the eligible and aligned nature of the activities of the entities included in the consolidation.

They also involved verifying the information reported pursuant to Article 8 of Regulation (EU) 2020/852, which involves checking:

- the compliance with the rules applicable to the presentation of this information to ensure that it is readable and understandable;
- on the basis of a selection, the absence of material errors, omissions, inconsistencies in the information provided, i.e. information likely to influence the judgement or decisions of users of this information.

Conclusion of the procedures carried out

Based on the procedures we have carried out, we have not identified any material errors, omissions, inconsistencies relating to compliance with the requirements of Article 8 of Regulation (EU) 2020/852.

Elements that received particular attention

Concerning key performance indicators and accompanying information

With regard to the total revenue and CapEx amounts (the denominators) presented in the regulatory tables, we assessed the reconciliations performed by bioMérieux with the accounting data used as a basis for preparing the financial statements.

With regard to the other amounts making up the various indicators of eligible and/or aligned activities (the numerators), we:

- implemented appropriate analytical procedures;
- assessed the amounts of revenue and CapEx deemed eligible and/or aligned.

Finally, we assessed the consistency of the information contained in section "3.3.1 Alignment with the European Taxonomy" of the Sustainability Report with the other sustainability information in this report.

Lyon, March 13, 2026

The Statutory Auditor

French original signed by

ERNST & YOUNG et Autres

Sylvain Lauria

3.7 Other sustainability disclosures

3.7.1 bioMérieux's tax policy

Governance and tax strategy

bioMérieux's tax policy is responsible. bioMérieux's tax approach is aimed at ensuring compliance with local legislation and regulations, in letter [1] and spirit [2], as well as with relevant international standards.

The bioMérieux tax policy was formally approved by the Board of Directors on March 13, 2024. It provides general guidance with regard to the Group's approach to taxation. It should serve as a reference for bioMérieux top management, and for all bioMérieux employees.

The bioMérieux tax policy is disclosed below and is also made available on the bioMérieux Intranet.

Fundamental principles of the tax policy

The Group's tax policy is defined according to the following principles:

1. A tax regime consistent with our business activity

bioMérieux's tax regime is a result of its business and operational choices:

- functions/risks of bioMérieux entities reflect an economic and operational reality;
- Group intellectual property and R&D activities are not located in a country for tax reasons;
- bioMérieux does not engage in tax avoidance [3] schemes;
- bioMérieux has no entities in tax havens [4], low-tax jurisdictions [5] or non-cooperative countries and territories, other than purely for commercial activity.

As explained above, the existence of subsidiaries, or a presence, in the following countries is justified purely for commercial reasons: the United Arab Emirates, Hong Kong, Hungary, Ireland, the Netherlands, Russia, the United Kingdom, Singapore, Switzerland, and Taiwan. The taxable profit in these countries is in line with the OECD's arm's-length principle [6]. No entity resides in a country for tax reasons.

2. Compliance

bioMérieux ensures that all duties, taxes and contributions are reported and paid in compliance with local regulations, and in accordance with recognized international standards such as OECD guidelines.

The Tax Department reports to the Group's Finance Department. It draws on a network of internal contacts and on external consultants, depending on the issue. This Department coordinates, raises awareness and supports the Finance Departments of each Group subsidiary in order to ensure they meet the standards of compliance required according to the Group's policy and standards.

3. International balance

bioMérieux has a transfer pricing policy, updated regularly, which complies with the arm's length principle and, generally, with OECD recommendations. This policy applies to all cross-border transactions within the Group.

In setting its transfer prices, the Company conducted a robust functional analysis of its activities, so as to compensate each Group company according to the functions performed, risks assumed, and assets and resources used.

Through this analysis, it has identified a number of "key entrepreneurs" (bioMérieux SA, bioMérieux Inc and BioFire) for the product and service lines on the market. These "key entrepreneurs" are primarily located in France and the United States. In accordance with OECD principles, they receive the residual compensation, i.e. the profit or loss, once all entities involved in the economic process, particularly commercial companies, have been fairly compensated.

4. Full cooperation with tax authorities

bioMérieux promotes open and proactive communication with tax authorities in all countries.

On December 11, 2024, the parent company, bioMérieux SA, signed a tax partnership agreement (a "trust-based relationship") with the French tax authorities. For bioMérieux, the aim of this partnership is to benefit from advice and discussion, so that its operations will be tax compliant as far upstream as possible. This initiative, offered by the French tax authorities, will allow bioMérieux to increase the legal certainty of its operations through tax rulings. The system is inspired by the "cooperative compliance" model used in other countries.

bioMérieux helps to draft the annual Country-by-Country Reporting (CbCR), which is submitted to the French tax authorities by the ultimate parent, Compagnie Mérieux Alliance, Institut Mérieux's parent company. France currently shares the CbCR data with more than 70 countries.

(1) The letter of the law: this refers to a literal interpretation of the law only.
(2) The spirit of the tax laws: this refers to the intention of the policy maker who wrote the respective law.
(3) Tax avoidance: tax avoidance is an abuse of the tax system, a deliberate attempt to get out of an obligation to pay tax by entering into a set of artificial financial arrangements which have little or no commercial purpose other than the reduction of a tax bill. Tax avoidance is unethical in that it seeks to undermine tax law and public policy and it is frequently found to be unlawful. Tax avoidance can be within the letter, but not the spirit*, of the law.*
(4) Tax havens: (offshore) countries or jurisdictions offering little or no tax liability. Tax havens may share only limited or no financial information with foreign tax authorities and may not require businesses to operate out of their country in order to receive tax benefits.
(5) Low-tax jurisdiction: for the purpose of this question, low-tax jurisdiction refers to any jurisdiction with significantly lower tax rates than the other jurisdictions in which the company operates.
(6) The arm's length principle: this valuation principle is commonly applied to commercial and financial transactions between related companies. It states that transactions should be valued as if they had been carried out between unrelated parties, each acting in their own best interest.

Contribution to the United Nations Sustainable Development Goal (SDG) 16

The United Nations Sustainable Development Goal (SDG) 16 is to promote peaceful and inclusive societies, ensure access to justice for all, and build effective, accountable and inclusive institutions. Through its responsible tax policy, the Group contributes to the socio-economic development of the countries in which it operates.

bioMérieux's tax liability includes a wide range of direct and indirect taxes, duties, social security contributions and customs duties.

Main corporate income tax data

The Universal Registration Document (URD) provides the following information about corporate income taxes:

- Explanation of the Group's income tax expense ("tax proof") (see § 6.1.2, Note 25).
- Corporate income tax payments (see § 6.1.2, Note 16.2).

Income tax payments broke down as follows in the various regions where the Group operates:

Corporate income tax payments *In millions of euros*	**2025**	**2024**
North America	110	181
Europe, the Middle East and Africa	18	7
Asia Pacific	16	14
Latin America	7	4
TOTAL	**152**	**206**

The Group's payment rate (income tax payments/income before tax) was 28.7% (vs. 35.5% in 2024). This decline is mainly due to the impact of the change in U.S. tax legislation.

3.7.2 Other information regarding biodiversity

The Company has placed special emphasis on the appearance of its facilities and on the landscaping and attractive architecture of its sites for a long time. It is therefore completely natural that, since 2015, a number of sites have worked with their green space maintenance subcontractors to improve how these spaces are managed with a view to protecting the environment by, for example, avoiding the use of pesticides and fertilizers, developing no-mow areas, mulching trees and beds, careful choice of tree species and installing beehives and insect hotels. Moreover, bioMérieux has installed bird or bat nests, as well as insect shelters and has built low walls to accommodate small fauna and ponds to house aquatic plants and a variety of fauna. The Company also fosters the development of endemic flora.

As part of sponsorship actions for fostering biodiversity preservation, in 2021, bioMérieux signed a three-year partnership with the French League for the Protection of Birds (*Ligue de Protection des Oiseaux, LPO*) for France, Birdlife for Spain and the *Lega Italiana Protezione Uccelli* (LIPU) for Italy. These associations conducted a diagnostic analysis of bioMérieux's sites to assess the biodiversity potential of the land and its specific natural features. They also provided advice on making green space management more environmentally sound and performed annual monitoring of biodiversity within bioMérieux. In France, the Craponne and Marcy l'Étoile sites obtained "LPO refuge sites" status thanks to all their achievements fostering biodiversity, as part of an action plan carried out in conjunction with the LPO. Simultaneously bioMérieux, as part of its philanthropic actions, supports several projects led by associations specialized in the preservation of threatened species, animal welfare, and understanding and protecting biodiversity.

In 2016, bioMérieux acquired Hyglos, which owns an innovative endotoxin assay technique. With this acquisition, bioMérieux can now offer an alternative solution, thereby preserving a protected species. Previously, such assays required use of the blood of horseshoe crabs, an endangered species. As part of its veterinary activities, bioMérieux tests the effectiveness of its tests on animals. However, these studies are conducted *ex vivo* and do not affect the physical integrity of the animals tested. Nevertheless, the pillars of the WOAH [(1)] (World Organization for Animal Health) which is an intergovernmental organization, are applied when assessing suppliers.

(1) Founded in 1924, the WOAH focuses on transparently disseminating information on animal diseases, improving animal health globally and thus building a safer, healthier and more sustainable world. The five pillars are: freedom from hunger, malnutrition and thirst; freedom from fear and distress; freedom from heat stress or physical discomfort; freedom from pain, injury and disease; freedom to express normal patterns of behavior.

4

Risk factors, risk management and internal control

4.1 Risk assessment AFR 228
Identification of major risks 228
Risk analysis and assessment 228
Treating risk 229

4.2 Company risk factors AFR 229
Table summarizing the main risks 230
4.2.1 Risks relating to bioMérieux's industry 231
4.2.2 Risks relating to bioMérieux's strategy and functioning 234
4.2.3 Risks relating to bioMérieux's business environment 241

4.3 Administrative, legal and arbitration procedures AFR 243

4.4 Internal control and risk management AFR 243
4.4.1 Internal control actors 245
4.4.2 Process 246
4.4.3 Management and monitoring of the internal control and risk management system 247

4.5 Insurance policy AFR 247
Main insurance policies 248

4.1 Risk assessment

The Company has established a risk management process, led by the Internal Control and Risk Department, to identify, assess and coordinate the risks it may face.

This Department is responsible for defining and monitoring the implementation of bioMérieux's risk management policies. Its activities revolve around the following objectives:

- create and preserve the Group's value, assets and reputation;
- identify emerging risks in order to secure the Group's decision-making and processes;
- harmonize risk management initiatives;
- develop risk culture within the Company.

The Internal Control and Risk Department defines and monitors changes in risk mapping at global level. These risk analyses are shared with the Executive Committee, the Audit Committee and the Board of Directors. This Department also participates in the preparation of specific risk analyses (Sapin II law, sustainability report, duty of vigilance, etc.).

The risk management process consists of three key steps described below.

Identification of major risks

Due to the diversity of its activities, its ecosystem and its international influence, the Group is faced with many types of risks: operational, financial, legal, environmental, image, compliance, etc.

These risks are identified by operational managers at all levels of the Company and its subsidiaries.

The Internal Control and Risk Department steers the risk identification process based on a methodology described below.

With regard to the scopes covered, all functions and departments are involved in the risk identification process and contribute with their expertise and view of the risks stemming from current or future activities.

The Risk Department also continuously monitors the external environment in which the Company operates in order to identify and anticipate the emerging risks it may face, in addition to the known and monitored risk benchmarks.

Risk analysis and assessment

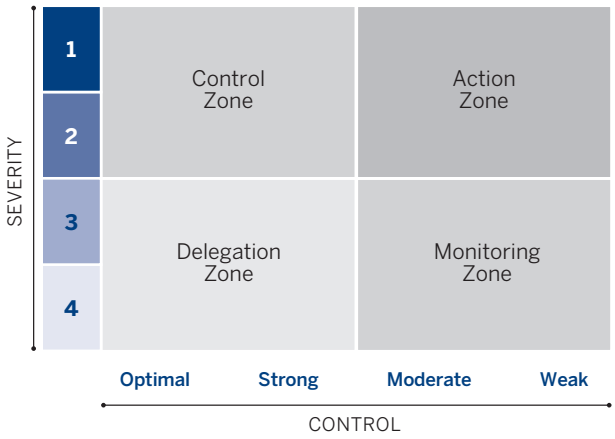
The Company's main risks are initially assessed according to their likelihood of occurrence and their financial, legal, human, environmental and image impact. The objective is to define the level of gross exposure to each of these risks.

OCCURRENCE	Minor	Medium	Strong	Major
Frequent	3	2	1	1
Possible	3	2	1	1
Rare	4	3	2	1
Impro-bable	4	4	3	2

IMPACT

In a second stage, the effectiveness of the actions carried out is assessed in order to define the net or residual risk. These net risks are then prioritized and additional remedial plans are identified and implemented.

This methodology is gradually rolled out within the operational entities and support functions, so as to manage the risks at a more detailed level.



Treating risk

With regard to the assessment of net or residual risks, risk treatment strategies may differ in order to achieve the objective set:

- risks in the action zone: risk reduction actions to move toward the control zone;
- risks in the control zone: actions to reduce the likelihood of occurrence or impact of the risk, or maintenance of the control systems in place to mitigate the risk;
- risks in the delegation zone: maintaining the risk under control;
- risks in the monitoring zone: actions aimed at ensuring that the severity of the risk (likelihood of occurrence or impact) does not increase.

Each risk identified during risk mapping exercises is overseen by a member of the Executive Committee and a Risk Champion who is responsible for organizing and implementing action plans with the aim of reducing the risk in terms of the risk treatment strategy adopted.

The risks and action plans are reviewed at least once a year to ensure the effective implementation of mitigation actions.

The Group's risk mapping is reviewed annually by the Executive Committee, then by the Audit Committee. Work sessions are organized during the year in order to review gross risks, monitor the progress of action plans put in place, assess the efficiency of risk management initiatives, and evaluate new risks. This enables the Company to dynamically assess its risk environment and, when deemed necessary, to define the action plans and internal audit program for the coming year.

This methodology is applied to describe and evaluate the main risks related to the Company's business, and where applicable, those created by its business relationships, its products or services.

4.2 Company risk factors

The Group conducts its business in a fast-changing environment that gives rise to risks that the Company is not able to control. A certain number of important factors can imply that the Company's growth and profitability objectives are not achieved.

The risks and uncertainties presented hereafter could have a material adverse impact on its business, outlook, financial position, results, ability to meet its objectives, or on its image and reputation. At the time of writing this document, based on the outcomes of the risk assessment carried out during the fiscal year and taking into account the mitigation measures put in place, the Company considers the risks described hereafter on to be the most significant. However, they are not the only ones to which the Company is exposed.

The presentation of the risk factors hereafter is the result of the Group's mapping exercise, at the date of this document. The Company draws investors' attention to the fact that, in accordance with Article 16 of Regulation (EU) 2017/1129 of June 14, 2017 and its implementation acts, and the Guidelines on risk factors under the Prospectus Regulation of March 29, 2019 (guidelines of the European Securities and Markets Authority), only the risks that are specific to the Group and that are the most significant are evoked. The list presented in this section is thus not exhaustive. Other risks feature in the risk map and may affect bioMérieux, but have not been presented below because they do not fulfill this criterion of specificity, or because they are currently unknown, or are still considered as insignificant at the time of preparation of this Universal Registration Document.

Table summarizing the main risks

The risk factors are presented by type in a limited number of categories. In the description of each risk which follows, within each category, the risk(s) having the greatest residual severity, and then the greatest likelihood of occurrence, are presented first.

Category		Risk factors	Residual criticality	Likelihood of occurrence
Risks relating to bioMérieux's industry		Competition and market trends	●●●	↗
	CSRD	Defective and/or insufficient product quality	●●○	→
		Changes in reimbursement policies	●○○	→
Risks relating to bioMérieux's strategy and functioning		Data reliability and management	●●●	↗
		Product innovation challenges	●●●	→
		Continuity of production/distribution chain & climate change	●●●	→
		Acquisition and integration strategy	●●●	→
	CSRD	Inadequate sustainable development-related strategy and implementation	●●●	→
	CSRD	Disruption in procurement activities	●●○	↗
	CSRD	Failure and vulnerability of information systems	●●○	↗
Risks relating to bioMérieux's business environment	CSRD	Ethics and compliance	●●●	↗
	CSRD	Regulatory environment applicable to products	●●○	→

Residual criticality scale *High* ●●● *Medium* ●●○ *Low* ●○○
Likelihood of occurrence scale *Probable* ↗ *Possible* → *Improbable* ↘

The above table reflects the exposure of the Company to the risks, after taking into account the mitigation measures implemented to reduce impact and likelihood, measures that are also described below.

Risks related to Corporate Social Responsibility are identified in the pictogram CSRD and are explained in Chapter 3.

The ongoing conflict between Russia and Ukraine and its impacts are exacerbating some of the aforementioned risks, including the embargo and economic sanctions policies, as is the tariff war between the United States and China, which is increasing trade frictions and trade volatility. The system for managing existing risks, which is part of the Group's crisis management process, makes it possible to monitor and minimize the impact of these crises. Multidisciplinary coordination teams secure supplies of raw materials and finished products and monitor the implementation of US and European sanctions policies.

Other risks and uncertainties that the Company currently considers not material, or that more generally concern all economic players, could also adversely affect its business, outlook, financial position, or ability to meet its objectives in the future. These risks are monitored as part of the Company's risk management process.

4.2.1 Risks relating to bioMérieux's industry

4.2.1.1 Competition and market trends

Residual criticality
●●●

Likelihood of occurrence
↗

RISK DESCRIPTION

***In vitro* diagnostics is an innovative industry in which the emergence of new technologies and new practices is a source of risks and opportunities (see § 1.2.1.2). The Company could be threatened by:**

- new technologies enabling quicker, more reliable or lower-cost diagnostics. Especially, new competitors from emerging countries (China and India in particular) are developing and could offer products that are less expensive than the Company's;
- the increasing integration of AI technologies provided by competitors in hospitals and laboratories and other customers;
- external constraints such as geopolitical tensions, macroeconomic events (changes in tariffs, inflation, increased costs, etc.) or local market regulations (centralization of tenders, local preference in China).

POTENTIAL IMPACTS ON THE COMPANY

Increased competition or market contraction could lead the Company to:

- lower its prices to keep its offering competitive for its customers;
- lose volume, thus having an unfavorable effect on sales and on its test production costs.

In this context, the Company cannot be certain that its products will be able to compete over the long term with products marketed by other players, and allow it to gain or maintain significant market share and benefit from an equivalent product reputation than its better-positioned competitors.

RISK MANAGEMENT

The Company has various channels dedicated to technological watch in order to detect the emergence of new technologies and to anticipate their potential and the speed of their adoption by laboratories. In addition, a Business Development Department is in contact with companies in the industry that are likely to provide access to innovative technologies, thus enabling the Company to enrich its product line, particularly through license agreements or acquisitions.

At the same time, **the Company is working on increasing the number of tests available on its platforms.** As an example, bioMérieux is endeavoring to include new antibiotics on the antimicrobial susceptibility testing (AST) of its VITEK® platform, to enhance the menu of the BIOFIRE® system with the renewal and improvement of existing tests and the extension to new pathologies, to improve the software architecture and synchronization of the system's modules, and to broaden the menu of the VIDAS® platform with differentiating tests. bioMérieux's R&D Department, with the assistance of the Chief Medical Officer, aims to extend the scope of some tests to other applications and to demonstrate the medical value of its products.

Lastly, **the Board of Directors has a Strategy Committee** whose mission is to analyze the Company's main challenges, particularly those related to changes in the technological, medical and market environments in order to guide the Group's strategy by adapting its solutions or its business model.

4.2.1.2 Defective and/or insufficient product quality CSRD

Residual criticality

Likelihood of occurrence →

RISK DESCRIPTION

The production and marketing of diagnostics products exposes the Company to product quality liability risks.

The Company could be held liable if a diagnostics error resulting from the defective performance of one of its products leads to unsuitable treatment of a patient or the sale of contaminated products. Even if diagnostics products are designed, manufactured and delivered in compliance with the quality standards (described in § 1.4) and it is common medical practice to perform a series of additional tests to reduce the risk of errors for the most serious diseases, this risk cannot be totally eliminated.

Moreover, the Group uses biological products that are manufactured or created from components developed from materials that are of human, animal or plant origin and which currently cannot be manufactured using synthetic materials. Their use can therefore lead to risks because of the variability related to their origin.

POTENTIAL IMPACTS ON THE COMPANY

Defective product quality could generate a negative impact for the health of patients and consumers. Such defective quality could lead to litigation from the Group's customers, and from patients or patient associations. In addition, the mandatory entry into force of the MIR 7.3.1 form in November 2025 imposes stricter requirements in terms of vigilance, traceability and reporting of serious incidents for all manufacturers of medical devices and IVD, resulting in an increased administrative and technical burden for the Company.

The competent health authorities could instruct inspections and, in the case of a major shortcoming, issue a letter of injunction or prohibit any sale until the identified shortcomings have been resolved. In 2019, the international framework was strengthened through consolidated audits such as the Medical Device Single Audit Program (MDSAP), where manufacturers undergo a simultaneous audit by multiple jurisdictions (United States, Japan, Canada, Australia, and Brazil. etc.), requiring a strict and permanent level of compliance for the Company.

Such a situation could lead to additional costs for the Company to implement corrective actions, protracted losses in market share, and an impact on sales and operating income.

Lastly, the Company's image would also be affected.

RISK MANAGEMENT

The Global Quality Department defines a quality management system and policy by which it ensures compliance with applicable quality standards (see § 3.4.4 section S4-1 Health and safety of users and product quality). The main manufacturing sites are certified compliant to ISO 9001 and ISO 13485.

Moreover, a Quality Assurance Department is involved in all phases of product development and at each stage of production and distribution. The Company also has a process for managing and monitoring customer complaints that aims at constantly improving the quality of its products and addressing any risks toward patients and consumers.

Lastly, the Legal Affairs Department oversees compliance with the applicable legal and regulatory provisions. It has set up an insurance policy to protect against and prevent its risks, notably in matters of civil liability (see § 2.5).

4.2.1.3 Changes in reimbursement policies

Residual criticality

Likelihood of occurrence →

RISK DESCRIPTION

A decision by a public or a private insurer to limit or stop the reimbursement of certain diagnostic tests could have a significant impact on demand for the Company's products and/or on the price charged by the Company to its customers (see§ 1.2.1.4).

In particular, the Company is exposed to:

- the US Protecting Access to Medicare Act (PAMA) of 2017, which provides for a reduction in Medicare reimbursements. During the first three years of its implementation, the reductions represented 4 million dollars, on most diagnostic tests. This law was suspended by the US Congress in 2019 and discussions are underway for possible implementation starting in 2027;
- the so-called One Big Beautiful Bill Act (OBBBA) passed on July 4, 2025 provides for up to $911 billion in Medicaid cost savings over the next decade. It introduces strict new eligibility requirements that are expected to drastically reduce the number of recipients, resulting in a lower number of Medicaid patients eligible to receive reimbursement for tests (PCR, multiplex panels, IVD). To make up for the reduction in funding, the states could lower reimbursement rates or restrict the list of tests covered, further increasing pressure on these procedures;
- decisions to reduce reimbursement for specific tests, particularly as a result of the accelerated aging of the population worldwide. As an example, in 2020, Palmetto, a Medicare Administrative Contractor, decided to reduce reimbursements for BIOFIRE® respiratory panels for outpatients over 65 years of age;
- decisions to reallocate healthcare budgets to budgets such as defense in a tense international climate could reduce funding earmarked for healthcare policies. Because of budgetary constraints, some countries also have post-treatment only reimbursement systems, which limit the use of preventive tests and place added pressure on already fragile budgets.

POTENTIAL IMPACTS ON THE COMPANY

As a result, the Company cannot be certain:

- that its customers will continue to buy the same volume of products;
- to maintain its prices, faced with lower reimbursement for its customers.

The impact of the PAMA reform on bioMérieux is mitigated by most of its products being used for hospitalized patients rather than outpatients. The Company nevertheless expects a potential indirect impact due to pressure on its customers' margins. So far, there is no evidence of a decrease in diagnostic test volumes resulting from the application of the OBBBA.

RISK MANAGEMENT

The Company, through its Medical Affairs Department, strives to promote the medical-economic value of its solutions. This Department files and defends requests for new product approval and assesses the medical value of the Company's products by conducting medico-economic studies and obtaining the related reimbursements.

Furthermore, the Company has a team dedicated to market access & reimbursement whose task is to promote the medical value of its products to private or public insurers and support its customers in their applications to obtain reimbursement by analyzing reimbursement processes and identifying coverage gaps and sales opportunities.

4.2.2 Risks relating to bioMérieux's strategy and functioning

4.2.2.1 Data reliability and management

Residual criticality
●●●

Likelihood of occurrence
↗

RISK DESCRIPTION

Due to the nature of its business, the Company processes a considerable amount of data. Managing and ensuring the reliability of this data poses significant challenges.

- Trust in the data is key to ensuring the integrity, reliability and security of the information used in an organization's decision-making and operational processes.
- Effective data management is crucial to maintaining this trust and minimizing associated risks.
- A lack of clear policies and procedures for gathering, storing, using and transferring data would expose the Company to regulatory non-compliance regarding intellectual property or data protection (GDPR, AI Act, Data Act, EHDS, etc.) as well as to unethical use of this information.
- Finally, the use of inaccurate, incomplete or obsolete data could lead to erroneous decisions.

POTENTIAL IMPACTS ON THE COMPANY

The Company may be unable to:

- deliver its products or services following the loss or compromise of data critical for its activity;
- comply with current regulations on intellectual property, data processing or unethical use of data, exposing it to financial and legal sanctions as well as reputational impact;
- make appropriate and relevant decisions due to an incomplete or distorted view of the situation, as a result of the production and use of erroneous data or the use of unreliable sources. This same risk would also apply to external stakeholders;
- produce reliable and auditable reports, which could lead to non-certification of these reports, impacting the Company's image as well as its access to certain markets.

RISK MANAGEMENT

The Company pays special attention to data management. Accordingly, a committee in charge of data governance reporting to the Executive Committee was created in 2023. This committee includes functions such as the Data Chief Officer, the Data Compliance Officer, and the Information Systems Department. Its objective is to define governance rules and preventive and corrective mechanisms that enable the Company to ensure the safe, ethical and compliant use of the data in its possession. The Data Privacy Department also relies on a network of local contacts within the organization's various entities and departments. Since 2025, a new data compliance organization has been in place to ensure that data is processed and stored properly based on their purpose and nature.

4.2.2.2 Product innovation challenges

Residual criticality
●●●

Likelihood of occurrence
➜

RISK DESCRIPTION

The Company invests significant amounts in new products R&D (systems, instruments, reagents, software, services, etc.) (see § 1.5.1).

It is possible that bioMérieux might not be investing in the most promising technologies or in the biomarkers that will become dominant in the market.

As the process of developing new diagnostics systems is particularly complex, the Company might:

- encounter technical difficulties and therefore be unable to develop a product that meets the performance requirements expected by customers, particularly in light of the increased development of Point-of-Care solutions and changes in clinical practices;
- encounter organizational difficulties related to the availability of resources having the necessary skills, and/or the default of partners or subcontractors involved in the development;
- not be able to meet to the desired deadlines (such as deadlines for the recruitment of patients during clinical trials);
- encounter difficulties in industrialization; the new instruments or reagents could prove to be too costly or difficult to manufacture on an industrial scale, and it might be difficult to find the supplies necessary for their manufacturing and market launch;
- encounter difficulties in intellectual protection of its products, which reduces the ability to secure and profitably exploit its innovations;
- not be able to obtain the regulatory clearance it requires to market and sell its new products;
- not succeed in demonstrating the medical and economic value of new diagnostics solutions, which is a key factor in the commercial success of its solutions.

POTENTIAL IMPACTS ON THE COMPANY

The Company could shelve R&D projects in which significant human and financial resources have been invested, even at a development stage close to the commercial launch date, which could impact the Company's financial position.

The launch of new products may require more operational or capital expenditure than anticipated by the Company on R&D, production, marketing, the sales force and commercial support, instrument installation and maintenance, medical education and customer training.

The Company may not collect the return on its R&D capital expenditure in the event of technical or industrial failure, if the products developed do not receive the requisite regulatory clearance and certificates of ownership or if they do not meet with the expected commercial success.

RISK MANAGEMENT

The Group pays particular attention to the selection, execution and monitoring of its R&D projects.

The Group endeavors to incorporate market expectations and to apply its knowledge base and technological platforms when defining its new products in order to deliver systems that create medical and technical economic value for its customers.

The Company has specialized committees bringing together the marketing, medical affairs, R&D, intellectual property and innovation **functions to identify and select future** development opportunities, fully taking into account the parameters described above. Lastly, the Company establishes both private and public partnerships (universities, research centers) in an open innovation approach, in order to broaden the spectrum of its knowledge and skills.

The Strategic Planning Department ensures that the overall strategy is aligned with the project portfolio, and contributes to the choice of R&D projects. The R&D activities are organized around dedicated teams, experts in different technologies (microbiology, immunoassays, and molecular biology). The R&D teams use a global project management software package. It includes a resource planning function, to ensure a balance between project demand and the availability of teams or subcontractors, in order to contribute to their proper implementation.

Financial teams dedicated to R&D monitor progress and compliance with project deadlines and costs, together with the project managers. They also take part in the upstream selection of projects through an evaluation of the value-creation potential associated with each project.

The Board of Directors has a Strategy Committee whose mission is to orient the Group's strategy and to conduct studies on the main challenges facing the Company, particularly those related to changes in the technological, medical and market environment.

4.2.2.3 Continuity of production and distribution chain & climate change

Residual criticality
●●●

Likelihood of occurrence
➜

RISK DESCRIPTION

The Company operates 19 manufacturing sites, each primarily dedicated to a single product line and technology, based on the principle of "one site, one product line" (see § 1.6.1). The result of this is that, with the exception of the culture media, each of the Company's flagship product lines is manufactured on a dedicated site.

Also, the Company has international logistics centers in France, the United States and Singapore, through which most flows intended to serve the various markets are directed.

The Company is therefore exposed to various risk factors that could lead to the loss or interruption of operations at one of its sites, including:

- an accidental or malicious industrial event: fire, explosion, contamination, loss or shutdown of a key production facility, cyber attack, physical intrusion;
- a natural or climate change-related event: storm/cyclone (St. Louis, United States, Durham, United States), extreme temperatures (Lombard, United States), earthquake (Salt Lake City, United States), or floods.
- the scarcity of resources required for production (e.g. water, raw materials) linked to environmental pressures and constraints;
- insufficient business continuity plans that could lead to ineffective processes (lack of disruption scenarios, critical activities not covered, activation or resumption times underestimated).

POTENTIAL IMPACTS ON THE COMPANY

Any event affecting the production capacity or causing a temporary or definitive interruption of the activity of the "mono-product" manufacturing sites and/or its international distribution center could cause a risk for public health and have a significant negative impact on the sales and image of the Company.

Furthermore, such events could require significant capital expenditure for the purpose of strengthening the organizational structure of the Company, and lead to additional costs resulting from the use of external help, such as consulting and support services.

If it were impossible to quickly resume operations at the manufacturing site, the Company could be forced to relocate production of the product line concerned. Given the complexity of the products manufactured by the Company, setting up relocated production resources could be long and costly.

RISK MANAGEMENT

All of the industrial sites have set up risk analyses related to their operations aiming to identify their exposure to risks and set up business continuity plans.

The Company performs annual audits of industrial sites together with its insurer, in order to identify possible vulnerabilities in coping with accidental events or malicious acts. The results of these audits are taken into account by the Company's insurance policy (see § 4.5).

The objective of these analyses is to put in place preventive actions (training employees, implementing emergency procedures) and/or corrective actions aimed at anticipating scenarios and reducing exposure to risks. For example, the Company has built a second site, far from the first, for the production of its BIOFIRE® molecular biology product line. At the same time, backup infrastructure (logistics platforms, independent energy systems, etc.) are in place to ensure the continuity of operations at affected sites. The Group regularly invests in its manufacturing sites to improve their safety. For instance, a five-year €300 million capital expenditure plan has been implemented since 2024.

Lastly, the Company has implemented regular monitoring of the natural disasters risk, which enables it to assess the impacts of climate change on the regions in which its sites operate. Given that the Company consumes little water and is therefore hardly dependent on it, it does not anticipate any major risk associated with the increasing scarcity of this resource.

4.2.2.4 Acquisition and integration strategy

Residual criticality
●●●

Likelihood of occurrence
➜

RISK DESCRIPTION

The development of the Company is partly based on targeted acquisitions or equity investments (e.g. Invisible Sentinel, BioFire, Specific Diagnostics and SpinChip Diagnostics) or external partnerships (such as Copan and Thermo Fisher Scientific) (see § 1.1.3).

These transactions essentially aim to enhance its technology portfolio, its product range or its geographical positions. The specifics of each of these acquisitions lead to its own difficulties, related to the initial lack of proficiency in the acquired technology.

The proposed valuation of certain targets or the conditions needed to obtain certain licenses may represent obstacles to signing or renewing agreements required for the implementation of this strategy (e.g. compliance, intellectual property, installed base, etc.).

Integrating acquired companies into the bioMérieux Group may prove complex and lead to departures of key people or slower than expected development as a result of overlaps or gaps in terms of responsibilities and operational efficiency (loss of agility, synergies not achieved).

Lastly, the conditions for executing the acquisition business plan might not be fulfilled.

POTENTIAL IMPACTS ON THE COMPANY

The Company may be unable to:

- find or retain partners that could provide the technologies, products or market access it may need;
- pursue its strategy of acquisition or use under license of technologies developed by third parties, or renew the rights required for some of its operations at the expiration date;
- preserve substantial know-how for the development, industrialization, and production, as well as the understanding of clients' needs, and the key factors of success for marketing the solutions created by the acquired companies, and thus be unable to meet the targets set at acquisition;
- meet the objectives set at the time of acquisitions, chiefly owing to differences between the initial estimate and the actual results of the business plan. Failure to meet financial targets would cause the partial or total depreciation of the value of assets (property, plant and equipment, intangible assets and goodwill) related to the acquisition.

RISK MANAGEMENT

The Company uses various networks dedicated to technological and competitive watch and is supported by a Business Development Department with international teams.

Before investing, the Company performs the necessary due diligence and endeavors to define the most relevant valuation of the target companies. The process for integrating companies is steered by the Executive Committee and adjusted to each situation in order to meet three main challenges:

- preserve the assets of the company acquired;
- ensure the acquisition plan goals are achieved;
- comply with bioMérieux's processes.

4.2.2.5 Inadequate sustainable development-related strategy and implementation CSRD

Residual criticality
●●●

Likelihood of occurrence
➜

RISK DESCRIPTION

Corporate responsibility with respect to the environment is becoming a major concern for the authorities and public opinion (see § 3.3).

This concern may result in more demanding regulations, notably in matters of Health, Safety and the Environment (HSE). Stricter laws, the disclosure of standardized indicators (CSRD), and more rigorous implementation measures than those currently in force could be applicable to the Company's manufacturing sites and products (RoHS, REACH, Biocides, GHS, CLP, CS3D, EU anti-deforestation law), as well as to the reprocessing of instruments placed or sold to customer laboratories.

In particular, international agreements, such as COP21 or the European initiative aiming for neutrality by 2050, are tending to drive companies toward a low-carbon economy. The production strategy for certain products is based on a "mono-site" approach (see § 1.6.1), which causes greenhouse gas emissions related to transporting products worldwide.

Finally, companies are increasingly under pressure from governments, competent authorities, customers and civil society to take full responsibility for respecting and protecting biodiversity and environmental performance.

POTENTIAL IMPACTS ON THE COMPANY

The reporting of standardized indicators on the environmental impacts of the Company's activities could affect how attractive investors consider it to be versus competitors with better scores or who are not subject to this reporting requirement. Similarly, if the Company fails to meet its CSR and sustainable development commitments, its attractiveness and reputation could be affected.

Bringing some of bioMérieux's activities or sites into compliance with the most restrictive environmental standards could require significant capital expenditure and affect production.

Any closure of a site would involve significant delays before obtaining the regulatory clearance necessary to restart production.

Lastly, a change in the "mono-site" industrial strategy could cause additional costs and technical difficulties in obtaining products of equivalent quality.

RISK MANAGEMENT

bioMérieux has renewed its commitments regarding responsibility and environmental impact and defining goals for reducing its environmental footprint by 2025 and 2030 (see § 3.3).

The Company has developed an ambitious action plan for improving its environmental impact, including eco-design, reducing greenhouse gas emissions, and managing resources and waste.

This plan is integrated into the Company's CSR strategy (see § 3.2.3) and is subject to regular reviews by the Executive Committee to monitor execution.

Two key principles are added to this framework: resource efficiency and environmental responsibility. A new, cross-functional governance structure has been set up, overseen by a CSR Committee and a Steering Committee, which is tasked with coordinating the implementation of this plan.

HSE is managed on the production sites under management systems that meet internationally recognized standards and are organized by a network of HSE professionals, locally, regionally and globally. This network aims to make sure that the regulations in force are known and applied, and that developments are monitored by the Regulation Watch Committee and their impacts anticipated.

Lastly, the Company is developing a strategy for eco-design and management of the end of product life, as described in § 3.3.6 section E5-2 – Eco-design.

4.2.2.6 Disruption in procurement activities CSRD

Residual criticality

Likelihood of occurrence

RISK DESCRIPTION

The Company is working with a vast network of suppliers and may, in certain cases, be in a position of dependency on some of them, due to their exclusivity or the specifics of the products/materials bought from them (see § 3.5.1 section G1-2 – Management of relationships with key partners).

The qualification of materials, components and all types of supplies used to produce products often requires a long process and limits the number of suppliers that are authorized or able to fulfill the needs and requirements of the Company. Certain components of the Company's products may become obsolete or unavailable if the suppliers were to decide to modify the composition of their products/materials or were no longer able to provide them. The Company is subject to strict rules in matters of manufacturing processes, and any change in raw materials must be requalified.

Lastly, the Company could lose the exclusive rights it holds with certain key partners, potentially to the benefit of competitors.

POTENTIAL IMPACTS ON THE COMPANY

A disagreement with certain suppliers or a failure of suppliers to meet their obligations could create difficulties for the Company's manufacturing operations, including for some of its main products, leading in certain cases to delivery interruptions, additional costs, and material delays resulting from the need to validate and put in place alternative procurement solutions.

In addition, certain suppliers' quality defects could negatively impact the Group's products, resulting in scraps during the production process.

Lastly, the Company could be forced to build up additional inventory of components if suppliers were to discontinue their production. It might even have to redevelop some of the production processes itself, which could lead to significant development costs and a temporary inability to manufacture its products.

RISK MANAGEMENT

The Company has set up a Global Purchasing Department and is mapping the risks associated with its key suppliers and materials. The Purchasing Department works with the R&D and Industrialization departments to reduce supply risk and supplier dependency.

From this map, the Company endeavors to secure its supplies by maintaining close relationships with its strategic suppliers, diversifying its sources of supply to the extent possible, endeavoring to conclude long-term supply contracts, building up buffer stocks, and partnering with its suppliers in a sustainable growth strategy (see § 3.5.1 section G1-2 – Management of relationships with key partners). The Company decided to produce in house certain components and critical materials, such as the strategic plastic components that go into tests in the VIDAS® immunoassay range.

4.2.2.7 Failure and vulnerability of information systems CSRD

Residual criticality

Likelihood of occurrence

RISK DESCRIPTION

The Company could face a failure in its information systems or their obsolescence, a personal data breach and attacks by cybercriminals.

The acceleration of the digital transformation underway over the past several years at the Company could heighten its exposure to risks related to cyberattacks and/or IT system failures.

These have a major importance in the routine execution of the Group's operations in processing, transmitting and storing electronic data relative to operations, to the financial statements of the Group, and to communication with personnel, patient associations, customers, distributors and suppliers of bioMérieux.

In particular, bioMérieux has access to patients' personal data, for which security is ensured by particularly strict regulations in the United States (Health Insurance Portability and Accountability Act – HIPAA) as well as Europe (General Data Protection Regulation bioMérieux – GDPR) (see § 3.5.1 section G1-5 – Data confidentiality and protection). Recently, the NIS2 EU Directive (Network and Information Security 2), which took effect on January 16, 2023, strengthened cybersecurity requirements by imposing strict risk management, information system security, incident reporting and regular audits. Any failure may result in sanctions or business disruption or may harm the Company's reputation. Lastly, bioMérieux's equipment is connected to the IT systems of its customers (LIS) and may therefore constitute a point of vulnerability for a cyber attack (see § 1.2.3.2 – BIOMÉRIEUX VISION SUITE).

POTENTIAL IMPACTS ON THE COMPANY

Any failure or malfunction of equipment, IT applications or communications network, notably of the Global ERP, or successful cybercriminal attack on the information systems or instruments of its customers connected to it could:

- lead to the use of strategic and confidential data by competitors;
- lead to the leakage, loss, theft and disclosure of personal data, including patient data, which could lead to administrative, civil, and criminal penalties;
- make it impossible to carry out routine operations and thus harm the business;
- affect the operations of customers;
- generate operating losses;
- and/or harm the image and reputation of the Company.

RISK MANAGEMENT

The Company has an Information Systems Department which is tasked with ensuring the availability, continuity and performance of available IT services and setting up an IT security program based on risk management.

It performs audits on the internal and external processes, in order to ensure the correct execution and compliance with procedures, and evaluate its exposure to cyber attacks.

To prepare for the eventuality of a major incident, the Company has set up "business recovery plans" in order to be able to quickly return to a satisfactory level of business. In addition, critical applications and networks are duplicated according to clearly defined criteria.

The Company pays particular attention to the security of its information systems, notably through a dedicated Global Information Systems Security Officer function. This function works in close collaboration with internal experts and external partners to implement and maintain a strategy and to manage security based on the international security standards for information systems ISO 27001 and ISO 27002.

End users are trained and made aware of the risks of cyber criminality and personal data protection (see § 3.5.1 section G1-5 – Cybersecurity).

The Company has an insurance policy covering cyber risks (see § 4.5).

Finally, a Data Protection Officer (DPO) is responsible for rolling out the personal data protection strategy throughout the Group. The DPO manages a network of local correspondents and carries out risk analyses. Its mission is to ensure a robust personal data management framework that complies with applicable local and international regulations.

4.2.3 Risks relating to bioMérieux's business environment

4.2.3.1 Ethics and compliance CSRD

Residual criticality ●●●

Likelihood of occurrence ↗

RISK DESCRIPTION

The Company is exposed to risks of fraud and corruption due to its international presence, its network of partners representing it, and the nature of its activities in contact with healthcare professionals and representatives of public authorities (see § 3.5.1 sections G1-3 and G1-4).

bioMérieux's products are ultimately sold to public and private healthcare organizations. The Company must therefore be very attentive to the laws and regulations relative to relationships between industrial companies on the one hand, and healthcare organizations and professionals on the other ("Bertrand" law, Sunshine Act). Moreover, a number of these organizations are public and are therefore subject to special rules regarding calls for tender and relationships with private operators. bioMérieux is also subject to international anticorruption laws (US FCPA, UK Bribery Act, Sapin II law etc.) sanctioning corrupt acts. This risk is increased:

- due to the international presence of the Group, which has the effect of increasing the number of laws and regulations that must be complied with, in addition to laws with an extra-territorial reach;
- due to the use of distributors, the Group does not therefore have total control of the relationship between the customer and the end user.

Also, bioMérieux is subject to the rules of international trade and, in this regard, is exposed to risks related to embargo and international policies (see § 3.5.1 Business conduct).

POTENTIAL IMPACTS ON THE COMPANY

In case of non-compliance with these laws and regulations and the principles of ethics and good business conduct, the Company would be exposed to legal proceedings that may result in financial loss or damage to its image and reputation.

Individuals committing offenses could also suffer severe criminal penalties.

RISK MANAGEMENT

The Company's actions are governed by a set of principles, directives, standards and procedures that comply with current norms. Therefore, bioMérieux has developed an anti-corruption program, which includes a specific section on the correct rules for interaction with healthcare professionals. This is described in § 3.5.1 sections G1-3 and G1-4. **The Company has produced a corruption risk mapping, in order to identify the risks inherent in its activities and implement global and regional improvement plans to mitigate them.**

The Ethics and Compliance Department is represented within the Executive Committee by the Legal, Corporate Integrity and Public Affairs Department. This Department is supported by local networks of correspondents trained in anti-corruption programs. An Ethics and Compliance Committee, which includes several members of the Executive Committee, meets at least once a quarter to define or revise the applicable procedures and guidelines, and review the actions carried out. Employees are trained annually in the principles of ethics and compliance, with online training courses on conflicts of interest, anti-corruption measures, and the Code of Conduct.

Since a significant portion of its sales are made through international or local distributors, bioMérieux contractually requires its partners to use the same high standards in the application of anti-corruption rules. It has also established a training program for their staff covering these subjects.

To minimize the risk of fraud, the Company has put in place an internal control system designed to prevent and identify fraud and ensure that procedures are duly applied, particularly by way of regular internal and external audits.

An alert line has been made available to employees and third parties to report any act that could infringe the laws and regulations in force or harm the reputation and values of the Company (see § 3.5.1 section G1-1 – EthicsLine, the whistleblowing hotline and recording of reports).

bioMérieux organized a Compliance Week with the aim of raising awareness among the teams and showing that such matters are modeled at the highest level.

In the summer of 2025, bioMérieux also affirmed its commitment to ethics in clinical research through a Bioethics Charter that ensures respect for human dignity, transparency and accountability.

4.2.3.2 Regulatory environment applicable to products CSRD

Residual criticality

Likelihood of occurrence

RISK DESCRIPTION

The Company's products and their manufacturing process are subject to strict, fast-changing regulations which vary widely from one country to another. These products are subject to controls carried out by the regulatory authorities throughout their process of development, production and marketing (see § 1.4).

The launch of *in vitro* diagnostics solutions is subject to the Company obtaining regulatory clearance. Securing the regulatory clearance or certification needed to market a new product may take several months or, in some countries, one to two years, and requires significant financial resources. Moreover, an increasing number of countries are creating regulatory bodies that are gradually implementing their own requirements for the registration of products, resulting in an increase in the number of registration cases to handle, whether for new references or existing references (notably Brexit and Switzerland)

Also, regulations aiming to limit the market release and use of certain dangerous substances (notably, in Europe, the REACH regulation and the RoHS directive – see § 3.3.3 Pollution) are gradually being applied to the scope of *in vitro* diagnostics, and have led the Company to include these requirements in all of its activities.

Lastly, changes to the following regulations could have an impact on bioMérieux and all those involved in *in vitro* diagnostics: regulations in various countries on the implementation of UDI (Unique Device Identification) and the European IVDR (In Vitro Diagnostic Regulation) (see § 1.4.3.1).

POTENTIAL IMPACTS ON THE COMPANY

New regulations or audits performed at the Company's manufacturing sites could:

- delay or preclude the marketing of new products by the Company;
- force the Company to interrupt or halt production or sales of existing products;
- oblige the Company to make changes to its manufacturing and quality control processes;
- impose costly constraints on the Company as well as on its suppliers.

RISK MANAGEMENT

The Company strives to reduce this risk by rigorously inspecting production output and monitoring the regulations and standards in all the countries in which it operates (see § 1.4 and 3.4.4 section S4-1 – Regulatory compliance applicable to products).

These regulation and standard watch committees meet at least once every half year in order to ensure a cross-disciplinary approach to monitoring the obligations applicable to the Company. The departments represented at these committee meetings include, for example: Regulatory Affairs, Quality Assurance, HSE, R&D support functions and Information Systems. They are responsible for oversight within their area of expertise.

In addition, a number of standards or benchmarks (including ISO) are in force within the Group. The Company sets up specific project teams to reach the level of compliance expected at the various deadlines set by these new regulations. These teams set priorities, define compliance action plans, and ensure the viability of the solutions selected for current products and for future developments.

In addition, the Group complies with the European Waste Electrical and Electronic Equipment Directive (WEEE Directive), and hires external service providers to remove equipment from customer sites located within the European Union and for the safe removal of heavy metals included in certain equipment. Accordingly, it no longer establishes provisions in this regard.

4.3 Administrative, legal and arbitration procedures

The Company is involved in a certain number of claims and litigation arising from the normal course of its business. It does not believe that these claims and litigation will have an unfavorable influence on the continuity of its operations. The Company is not involved in any claim or litigation considered to be critical, with the exception of the proceedings described in Notes 15.4 and 15.5 to § 6.1.2 of the consolidated financial statements.

To the best of the Company's knowledge, there are no other governmental, legal or arbitration proceedings, pending or threatened, that are liable to have or that have had a material impact on the Company's financial position or profitability during the past 12 months.

4.4 Internal control and risk management

Internal control is a process implemented by the Board of Directors, General Management, managers and all the employees of the Group's entities. It is grounded in principles, procedures and controls the purpose of which is to provide reasonable assurance that the following objectives will be achieved:

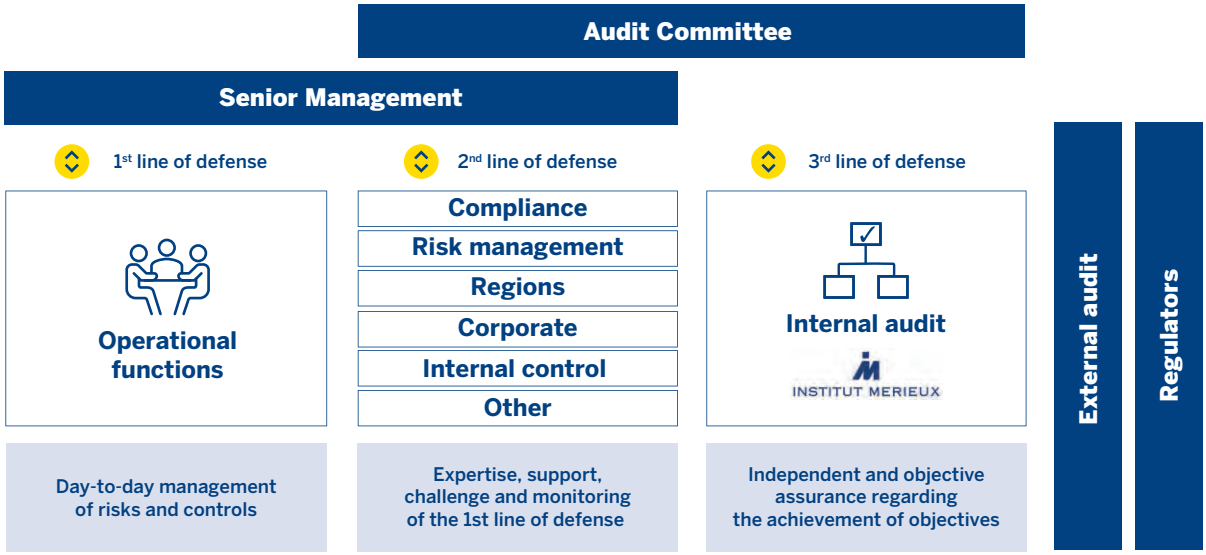
- aligning the conduct of operations with General Management's directives and strategies;
- the reliability of financial and non-financial information and its compliance with the laws and regulations in force;
- the management and control of operational and financial risks.

However, internal control does not provide absolute assurance that all the risks will be managed or that these objectives will be achieved.

The Group's internal control system is based on:

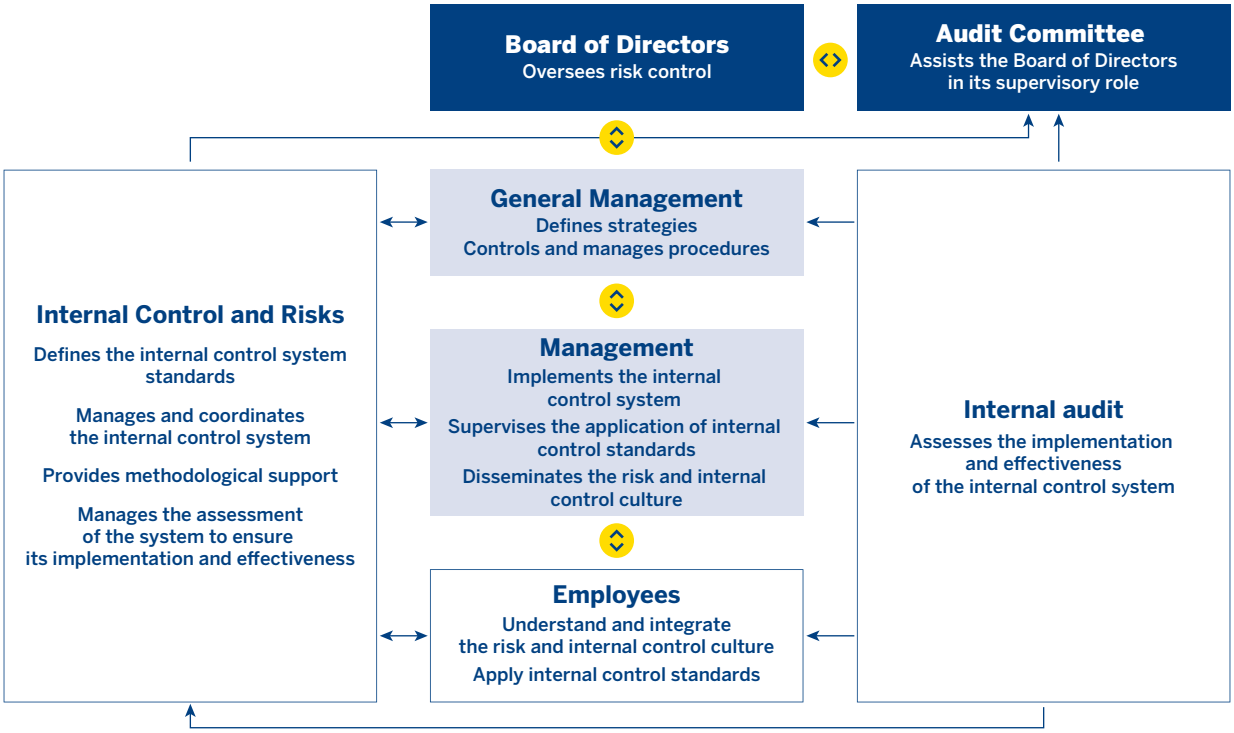
- the Internal Control – Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
- the AMF Reference Framework: "Internal Control and Risk Management Systems";
- recommendations published by the AMF.

The internal control system covers all companies within the Group's scope of consolidation, as well as all Group processes for which the organization, stakeholders and tools are shown below. It is based on the standard risk management model and organized around three lines of defense:



General Management and the Board of Directors, through the Audit Committee, help monitor and oversee the internal control system. For this oversight, General Management and the Audit Committee rely on the Internal Control and Risk Department and on audits carried out by the Internal Audit, Risk and Compliance Department, under the responsibility of the Institut Mérieux, as described below.

Under the authority of the Chief Financial Officer, Executive Vice President, Purchasing & Information Systems, who is a member of the Executive Committee, the Finance Department oversees Group-level functions and the administrative and financial functions of each Group entity.



4.4.1 Internal control actors

Internal control	The task of the Internal Control Department within the Finance Department is to strengthen and sustain the Company's internal control system. It is responsible for defining bioMérieux's internal control standards with process owners, assisting and coordinating their implementation by the operational departments, and managing and evaluating the internal control system as a whole. The Department also relies on a network of contacts within the subsidiaries. The objective is to provide reasonable assurance of the effectiveness of the Company's internal control system.
Accounting/Finance	bioMérieux has compiled a manual of accounting and consolidation principles for use by the Group's entities. This manual lists the principal items in the consolidated financial statements and specifies their content. It also defines the asset valuation methods to be used. For the Company and its main subsidiaries, the accounting procedures required by the application of these principles and local regulations when recognizing ordinary and recurring transactions are incorporated in the accounting software, in order to ensure that data are processed securely and automatically.
Controlling	The annual budget is prepared by the Executive Committee and validated by the Board of Directors. This budget, monitored by controllers distributed according to the Company's organization, is used to allocate the Group's resources to its various projects, activities and subsidiaries.
Consolidation	The consolidation process is centralized within the Group. The Consolidation Department checks that the financial statements of the subsidiaries are prepared in accordance with the Group's accounting principles, as set forth in procedure manuals provided to all Group entities. It has a consolidation software package which includes all the financial statements of the subsidiaries and consolidates them in accordance with the Group's chart of accounts. It conducts in-depth analyses of the accounts and prepares a quarterly analysis report for General Management.
Treasury & Financing	The Company and its subsidiaries have set up a cash pooling system of which it is the leader. Surpluses are managed according to a prudent policy validated by the Audit Committee. It is also responsible for managing exchange rate risks on the Group's net exposure for currencies where hedging instruments are available at a reasonable cost.
Tax	The Tax Department draws on a network of internal contacts and on external consultants, depending on the issue. It coordinates, raises awareness and supports the finance departments of each Group subsidiary so as to ensure their compliance with applicable regulations and the Group's standards (see § 3.7.1).
Shared service centers in Poland and Argentina	Two shared service centers in Poland and in Argentina help to manage the accounting and sales administration activities of 29 subsidiaries. They also help to harmonize internal processes and, through an improved separation of duties, to strengthen internal control in smaller Group companies.
Subsidiaries' Finance Departments	The operational and finance departments of each subsidiary are responsible for ensuring the effectiveness of internal control within their organization and undertake to implement a system that ensures operating efficiency, the reliability of accounting, financial and non-financial information and the optimal use of resources, while safeguarding assets and preventing fraud. In addition, the regional, functional and corporate departments are responsible for reviewing the work carried out within each subsidiary and for ensuring that internal control procedures are implemented effectively. Moreover, the regional Finance Departments verify the pertinence of the human, financial and business resources available locally with the assistance of support functions.
Ethics and Compliance	The Ethics and Compliance Department oversees the implementation of a robust, effective compliance program that stresses anti-corruption. This program is designed to fulfill the legal requirements in the countries in which we operate, in particular, the Sapin II law, US FCPA rules and the UK Bribery Act (see § 3.5.1 sections G1-3 and G1-4). It also includes: • a thorough process for selecting and assessing our distributors, suppliers and customers that includes verifying compliance with international sanctions and potential restrictions that apply to the sanctioned countries; • an approval procedure for interactions with Key Opinion Leaders and healthcare professionals and organizations; • an approval procedure for any contribution to charitable organizations; • a conflict of interest reporting and management procedure; • 21 anti-corruption controls outlined in the Internal Control Manual (see § 4.4.2); • a Code of Conduct distributed annually to all employees; • an annual training program for all employees on ethics and compliance principles; • local networks of contacts trained in anti-corruption programs; • a whistleblowing system that can be accessed online or by phone by all our employees, business partners, customers, etc. (See § 3.5.1 section G1-1).

4.4.2 Process

Control activities are put in place by the financial and operational departments based on Group procedures.

The Group has various written procedures (project management, capital expenditure management, processing of financial information, etc.), in French and in English which are accessible via its Intranet and/or specific servers.

The Risk Department oversees the updating of the Company's risk mapping, and regular risk identification, evaluation, and monitoring (see § 4), in coordination with the Internal Audit, Risk and Compliance Department of the Institut Mérieux.

bioMérieux's internal control environment is based on the elements described below:

Internal control manual	New guidelines for internal control integrating a risk-based approach have been available since 2020 and are regularly updated. This manual specifies the rules and lists all the essential controls with which organizations must comply, particularly with regard to anti-corruption and anti-money laundering measures. A training plan for the finance teams (local, regional, and Group), subsidiary managers, and relevant operational functions supplements the distribution of this manual. This manual includes information on the rules governing the separation of duties, rules relating to commercial management and the management of spending commitments, banking flows and payments, the principles governing internal control, financial and non-financial reporting and the approval of the financial statements. Since 2022, the manual has been expanded to cover other areas (supply chain, human resources, personal data protection and social and environmental responsibility).
Leveraging an integrated management software application	The Company has an integrated management software application in 43 of its subsidiaries. It aims to facilitate the definition of consistent procedures and the implementation of a more effective internal control system.
Financial training course	The Finance Department trains all new finance directors or managers within the subsidiaries in procedures and tools (several sessions are held each year), and makes it possible for some non-financial employees of the Company to acquire certain financial skills.
Fraud risk management	To minimize the risk of fraud, the Company has put in place an internal control system designed to prevent and identify fraud and ensure that procedures are duly applied. These include regular internal and external audits. In particular, it has implemented a process for centralizing information concerning fraud attempts, and for monitoring corrective and preventive actions, in particular by managing the risk of cybercrime (see § 4.2.2.7) and raising employee awareness of the methods commonly used by fraudsters.

4.4.3 Management and monitoring of the internal control and risk management system

Risk management and the implementation of internal control are ensured primarily by the members of the Executive Committee, department managers and the management teams at the Group's subsidiaries. Furthermore, under the responsibility of General Management and the Board of Directors, the Risk Department (see § 4.1) and other functions described below are specifically tasked with this implementation.

Internal control	The Internal Control and Risk Department leads the assessment of the internal control system to ensure its implementation and effectiveness. It has set up an annual self-assessment, which is carried out by the operational teams and covers the implementation of internal controls described in the manual. The operational teams define associated action plans if necessary. Tests are carried out annually on specific anti-corruption controls and on entities identified through a risk analysis. These tests are carried out as part of internal or external campaigns, based on the methodology defined by the Group, and are coordinated by the Internal Control and Risk Department. A summary of the work done and the corresponding conclusions are presented to the relevant functions and the Audit Committee.
Internal audit	The Group Audit Department of Institut Mérieux carries out internal audit activities in collaboration with the Management of bioMérieux and in accordance with identified risks. With help from employees in different roles and departments, the teams dedicated to internal audit ensure that the procedures defined by the Group are correctly applied in the subsidiaries and corporate departments. The conclusions are shared with bioMérieux's Internal Control and Risk Department. A risk analysis and advisory services system helps to continually improve operational processes. A charter defines the role of internal audit, its duties, its remit and the methodology used, in compliance with professional standards. The internal audit and risk teams draw up an annual audit plan based on a central risk analysis. A summary of the work carried out and the main findings are presented to the Audit Committee and the Executive Committee.
External audits	The Company is subject to various types of external audits as described below. The Statutory Auditors, Ernst & Young et Autres and Grant Thornton and its network, audit the consolidated financial statements and the parent company financial statements of the Company, as well as the individual financial statements of the vast majority of the Group's companies. For the other subsidiaries, the Statutory Auditors rely on the work carried out by these companies' external auditors. In addition to the reports required by law, the findings of the work carried out by the Statutory Auditors are summarized in a report that covers material audit findings and the manner in which they have been resolved, as well as recommendations regarding the Group's internal control procedures. These recommendations are reviewed with the management of the subsidiaries concerned and their implementation is monitored. The analysis and evaluation of internal control within the Company is carried out in consultation with the Statutory Auditors. They are apprised of the results of the work of the Internal Audit Department and the Internal Control and Risk Department, and they perform additional tests on the internal controls outlined in the manual.

4.5 Insurance policy

The Group has a structured, adjustable insurance policy worldwide that is designed to be consistent with the nature of its activities, geographical footprint and risk profile. This policy aims to effectively protect the Group's people, assets and income against major insurable risks that may affect its operations. The Group prefers to transfer these risks to insurers when this approach is economically and technically efficient.

This approach is part of the Group's global risk management strategy and is subject to centralized management, which ensures consistent coverage and optimization of the overall cost of insurance at the international level.

This policy is based on integrated worldwide insurance schemes, within the limits of the capabilities offered by insurance markets. When required by local regulations or specific operational features, these schemes are supplemented by local policies that ensure compliance and continuity of coverage. Any new company acquired by the Group is integrated into the insurance schemes, with some exceptions.

Insurers are selected based on strict criteria, including solvency, ability to provide assistance worldwide and quality of loss prevention and claims management services.

In an effort to control risks and safeguard its interests, the Group maintains strict confidentiality regarding sensitive information related to its insurance schemes.

Main insurance policies

Civil liability

The Group's entities are covered by a global civil liability insurance policy for all their operations. This policy includes business operations civil liability, product civil liability, professional civil liability and environmental damage. Coverage is defined according to market standards and levels of coverage taken out by comparable large international groups.

The design of these insurance policies takes into account the specific characteristics of the Group's activities, such as the professional nature of most of its customers and the organization of batch production, which limits the likelihood of serial losses.

Some activities carried out by the Group and its subsidiaries, such as biomedical research, require specific coverage from certain categories of civil liability insurance.

A specific scheme has been set up to cover the liability of the Group's corporate officers, managers and employees when performing their duties.

Property and casualty

The Group and its subsidiaries have property damage and business interruption coverage, based on "all risks with exclusions" policies, for the main accidental risks that may affect its sites.

Coverage limits are set according to maximum possible loss analyses and market practices, and sub-limits may apply to natural events, among other things.

This coverage is structured around a "Master" policy underwritten in France that covers all subsidiaries located in the European Union directly. For entities established outside the European Union, local policies are issued in order to reproduce the Master policy coverage, with limits adapted to the size and exposure of each subsidiary. In some specific cases, linked to the type of risk or local regulatory constraints, stand-alone policies may be underwritten.

For the purpose of proactive prevention, the Group works closely with its insurers to organize regular risk prevention visits to its main industrial, logistics and research sites. These visits are an opportunity to share best practices, strengthen security systems and optimize maintenance and business continuity procedures. They help maintain a high level of risk control and ensure the Group's operational resilience.

Transport

The Group has a global insurance scheme that covers risks associated with the national and international transport of its goods by land, sea and air. This coverage applies to all the subsidiaries and ensures protection tailored to the nature of the Group's logistics flows.

Specific extensions may be put in place to cover certain risks.

Cyber

The Group has an insurance policy that covers both damage and civil liability for risks arising from cyberattacks or breaches of personal data confidentiality.

5

Notes to fiscal year 2025

5.1 Business and financial review AFR 250
5.1.1 Sales 250
5.1.2 Financial position 251
5.1.3 Key events during the year 252

5.2 Capital resources AFR 254
5.2.1 Share capital 254
5.2.2 Source and amount of cash flow 254
5.2.3 Borrowing conditions and financing structure 254
5.2.4 Restriction on the use of share capital 254
5.2.5 Expected financing sources 254

5.3 Significant change in financial or trading position 255

5.4 Capital expenditure AFR 255
5.4.1 Main capital expenditure – past 255
5.4.2 Main capital expenditure – current 255
5.4.3 Main capital expenditure – future 255

5.5 Overview and current trends and objectives AFR 256
5.5.1 Events subsequent to closure 256
5.5.2 Outlook for fiscal year 2026 256

5.1 Business and financial review

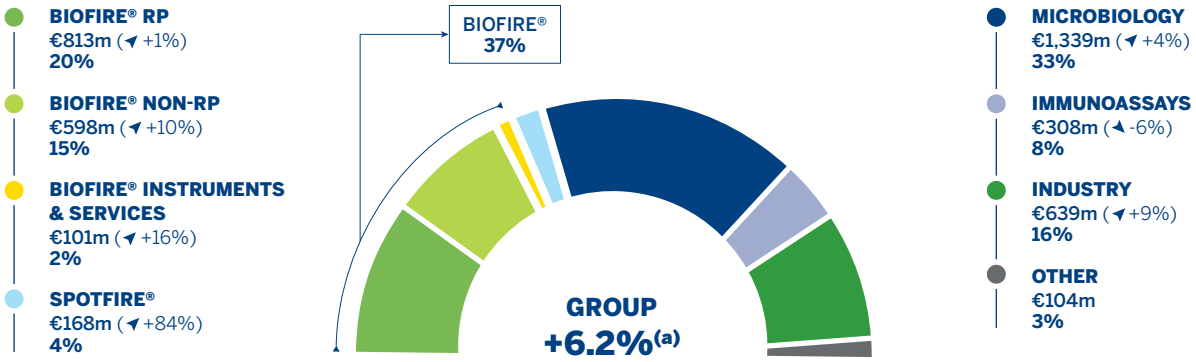
5.1.1 Sales

Consolidated sales amounted to €4,070 million in 2025, up 6.2% like-for-like from €3,980 million in the prior year period. Reported growth stood at +2.3% for the period. The appreciation of the euro against most currencies in 2025, and notably the US dollar, the Argentine peso, the Turkish lira and the Indian rupee, had a -€151 million negative impact on 2025 annual sales. Changes in the scope of consolidation were insignificant and the Company applied IFRS 29 on hyperinflation for Argentina and Turkey.

Change in sales
(in millions of euros)

Sales – twelve months ended December 31, 2024	**3,980**	
Currency effect	-151	-3.8%
Changes in the scope of consolidation & Hyperinflation	-7	-0.2%
Organic growth (at constant exchange rates and scope of consolidation)	248	+6.2%
SALES – TWELVE MONTHS ENDED DECEMBER 31, 2025	**4,070**	**+2.3%**

The year-on-year change in sales by application is summarized as follows:



(a) At constant exchange rates and scope of consolidation

- In 2025, organic growth of the four growth drivers of the GO•28 strategic plan was 9.4%:
  - BIOFIRE® [1] non-respiratory panels recorded organic growth of 10% thanks to an increase across all panels and a significant expansion of the installed base,
  - SPOTFIRE® [2] continued its strong growth trajectory, posting organic growth of 84% year-on-year. The installed base reached 6,400 instruments by the end of the year, a 110% increase versus 2024,
  - the performance of microbiology (+4%) was impacted by a double-digit decline in the Chinese market. Outside this geography, the increase was 6.3%,
  - industrial applications showed strong momentum with organic growth of 9%, driven by a 14% increase in the pharmaceutical quality control segment, bolstered by the launch of new ranges (molecular range, 3P® ENTERPRISE);
- BIOFIRE® respiratory panels grew 1% organically, reflecting strong epidemiological activity in the first quarter, followed by more moderate levels in the following quarters.
- In the immunoassay range, sales were down 6% due to the combined effect of the slowdown in the Chinese market, which was impacted by the implementation of the local group buying policy, and the ongoing decline in global sales of VIDAS® PCT (which account for 17% of total immunoassay sales). Other VIDAS® activity remained virtually stable.

(1) In this chapter, BIOFIRE® refers to the BIOFIRE® FILMARRAY® TORCH system and associated panels.
(2) In this chapter, SPOTFIRE® refers to the BIOFIRE® SPOTFIRE® system and associated panels.

The year-on-year change in sales by geographic area is summarized as follows:

Sales by region *(in millions of euros)*	12 months ended Dec. 31, 2025	12 months ended Dec. 31, 2024	% change as reported	% change at constant exchange rates and scope of consolidation
North America	1,846.8	1,793.3	+3.0%	+7.6%
Latin America	274.7	261.6	+5.0%	+17.5%
EMEA[(a)]	1,313.9	1,268.6	+3.6%	+4.6%
Asia Pacific	634.4	656.3	-3.3%	+1.5%
GROUP TOTAL	**4,069.8**	**3,979.9**	**+2.3%**	**+6.2%**

(a) Europe, the Middle East and Africa.

- In North America (45% of the annual total), annual sales were up 8%, fueled by the solid growth of BIOFIRE® non-respiratory panels, SPOTFIRE® and industrial applications. Sales of BIOFIRE® respiratory panels were stable in an epidemiological context similar to that of 2024.
- In Latin America (7% of the annual total), sales increased by 18% to €275 million, with steady growth in all clinical segments, while industrial applications posted mid-single-digit growth.
- In Europe – Middle East – Africa (32% of the total), sales rose by 5% to €1,314 million. This performance was driven by growth in sales of BIOFIRE® non-respiratory panels and in microbiology. Industrial applications rose by 7%.
- In Asia-Pacific (16% of the annual total), sales were up 1.5%, or 11% excluding China. Clinical application sales saw double-digit growth in Japan and India. Activity was down 14% in China.

5.1.2 Financial position

5.1.2.1 Profit & loss statement

Contributive operating income before non-recurring items

In 2025, CEBIT rose by 16% at constant exchange rates and scope of consolidation reaching €728 million, representing 17.9% of total sales, an increase of +100 bps on a reported basis versus 2024. The organic margin increase of 160-bps (constant exchange rates and scope) was partially offset by a negative currency effect of -10 bps (-€33 million) and a scope impact of -50 bps (-€20 million) related to recently acquired companies.

- Gross profit for the year reached €2,309 million, representing 56.7% of sales, up 90 bps on an organic basis versus 2024. This improvement was driven by a favorable product mix, notably a higher share of molecular products, and GO•28 performance initiatives (lower procurement and transport costs, as well as efficiency improvements), which were partly offset by higher tariffs and depreciation of installed instruments.
- Selling, general and administrative expenses amounted to €1,111 million, or 27.3% of sales, a like-for-like increase of 4.1%, reflecting the continued investment in marketing and commercial capabilities and the cost of MyShare, the bioMérieux worldwide employee share ownership plan, partly offset by efficiency in sales, marketing and support functions.
- R&D expenses stood at €507 million, or 12.5% of sales. This moderate like-for-like increase of 2.9% was enabled by the GO•28 Innovation Powerhouse initiatives, while continuing to deliver innovation.
- Other operating income amounted to around €38 million for the fiscal year, compared to €47 million in 2024 mainly due to evolutions in the R&D tax credits in the US and in France.

Operating income

- The amortization and impairment of acquisition-related intangible assets amounted to €167 million in 2025 compared with €58 million in 2024. Of this amount, €141 million are attributable to the partial impairment of the REVEAL™ technology (fast AST solution), reflecting a slower-than-expected development of the market and a more gradual commercial ramp-up of the product.
- As a result, the Group ended the 2025 fiscal year with an operating income of €521 million, down 4% at current exchange rate and scope of consolidation compared to €589 million in 2024.

Net income of consolidated companies

- Net financial result amounted to €4 million over the fiscal year, compared to -€9 million in 2024 mainly driven by a positive currency effect on cash positions related to the appreciation of the euro versus the US dollar.
- The Group's effective tax rate stood at 24.5% on December 31, 2025, versus 26.6% in 2024 which was impacted by the impairment on Hybiome.

- Net income, Group share reached €398 million in 2025, down 8% in comparison to €432 million in 2024.
- Adjusted net earnings per share, which correspond to the basic net earnings per share restated for amortization and impairment losses of intangible assets related to acquisitions and other non-recurring income and expenses from operations, amounted to €552 million, representing organic growth of 17% compared with 2024. Adjusted diluted net earnings per share for 2025 were €4.64, compared with €4.25 in 2024, a +9% reported increase, fully in line with the evolution of the CEBIT.

5.1.2.2 Cash flows

Free cash flow

Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA) came to €960 million, or 23.6% of sales, up 10% organically versus 2024, significantly exceeding the organic sales growth, reflecting the strengthened operating leverage.

Working capital requirement increased by €66 million in 2025:

- inventories rose by €10 million during the fiscal year, driven by the insourcing of the VITEK® MS PRIME manufacturing, as well as raw materials for the BACT/ALERT® range;
- trade receivables grew by +4% (+€29 million) at constant exchange rates and scope, a slower pace than organic sales, thanks to a significant improvement in cash collection, notably in the US;
- trade payables were slightly up compared to the 2024 fiscal year;
- other working capital requirement increased by €30 million, mainly due to the payment of some variable compensation debts related to the 2024 fiscal year.

Income tax paid represented €152 million, down from €206 million in 2024, reflecting the impact of the evolution of the US tax legislation that came into effect in July 2025.

Capital expenditure represented 8.2% of sales or €335 million in 2025, versus €346 million in 2024. Main investments were related to the expansion and automation of the manufacturing capacities in the US and in France together with the increase in the number of instruments installed, mainly SPOTFIRE®.

As a result, free cash flow came in at €462 million in 2025, a remarkable improvement compared to €330 million in 2024.

Business development operations

- In January 2025, bioMérieux acquired 100% of SpinChip Diagnostics ASA, a company based in Oslo, (Norway), that has developed a game-changing immunoassay Point-of-Care diagnostics platform. The cash outflow amounted to €112 million.
- In January 2025, bioMérieux also acquired 100% of Neoprospecta, a Brazil-based company dedicated to data and genomics solutions for microbial risk management in food and pharma industries. The cash outflow amounted to €8 million.
- In June 2025, bioMérieux acquired the assets of Day Zero Diagnostics, a US-based infectious disease diagnostics company using genome sequencing and machine learning to combat antimicrobial-resistant infections. The cash outflow amounted to €19 million.

Change in net debt

Dividend of €106 million or €0.90 per share has been paid in 2025, +6% from the €0.85 dividend per share the year before. As a result, net cash position came to €108 million as of December 31, 2025, versus a net debt position of €41 million as of December 31, 2024. This net cash position includes the discounted liability related to leases (IFRS 16) amounting to €151 million.

5.1.3 Key events during the year

bioMérieux strengthens its point of care presence with the acquisition of the immunoassay start-up SpinChip Diagnostics.

On January 13, 2025, bioMérieux announced it has entered into an agreement to acquire SpinChip Diagnostics ASA, a privately held Norwegian diagnostics company that has developed a game-changing immunoassay diagnostics platform. It can deliver a result from a whole blood sample within ten minutes with the same high-sensitivity performance as the laboratory instruments. The small instrument is perfectly suited to testing at the patient point of care. bioMérieux has had a non-controlling interest in SpinChip since March 2024.

bioMérieux acquires Neoprospecta.

On January 29, 2025 bioMérieux acquired Neoprospecta, a Brazil-based company that develops and markets innovative user-friendly data and genomics solutions for augmenting quality assurance programs and improving microbiological risk prevention in food and pharma industries.

bioMérieux receives U.S. FDA clearance for the new version of its molecular test targeting causes of gastroenteritis, BIOFIRE® FILMARRAY® Gastrointestinal (GI) Panel Mid.

On February 11, 2025, bioMérieux announced that its BIOFIRE® FILMARRAY® Gastrointestinal (GI) Panel Mid has obtained clearance from the U.S. FDA. This midplex molecular biology panel tests for eleven of the most common bacteria, viruses and parasites associated with gastroenteritis, all from one sample, with results available in approximately one hour.

bioMérieux launches GENE-UP® TYPER, an innovative diagnostic solution for food industries to rapidly analyze the root cause of contamination by *Listeria monocytogenes.*

On February 13, 2025, bioMérieux announced the launch of GENE-UP® TYPER, a real-time PCR diagnostic solution comprising a test and a web application, for the rapid characterization of microorganism strains. The first version, GENE-UP® TYPER LMO, targets *Listeria monocytogenes*. The solution allows for the rapid identification of the source of contamination and accelerates the decision-making process to minimize or even prevent further contaminations in the future. This automated system brings high-tech solutions to the pathogen detection market with its speed, ease of use, and precision.

bioMérieux receives 510(k) clearance from the FDA for VITEK® COMPACT PRO, a new identification and AST system for combating antimicrobial resistance.

In March 2025, bioMérieux received 510(k) clearance from the FDA for VITEK® COMPACT PRO. This innovative microorganism identification and AST system can be used in clinical laboratories to help diagnose infectious diseases and combat antimicrobial resistance, and in industrial laboratories to identify contamination and ensure consumer safety. VITEK® COMPACT PRO combines the latest diagnostics technologies with the globally recognized strengths of its predecessor, VITEK® 2 COMPACT.

bioMérieux obtains CE marking for LUMED™ APSS™, a state-of-the-art software solution designed to support decision-making regarding antimicrobial stewardship (AMS).

On April 7, 2025, bioMérieux obtained CE marking for LUMED™ APSS™, an advanced clinical decision support system designed to improve AMS programs and patient outcomes. LUMED™ APSS™ is a software solution designed for hospital pharmacists and infectious disease specialists to help them combat the excessive or inappropriate use of antibiotics, which contribute to the development of drug-resistant organisms. Through a multi-step process, this system ensures that antibiotic treatments are continuously evaluated and adjusted based on the latest clinical data, thereby promoting the reduction of unnecessary treatments and the use of oral alternatives when appropriate.

WATCHFIRE™, a new PCR test developed by bioMérieux to detect viruses and bacteria in wastewater and address potential outbreaks of infectious diseases.

On April 22, 2025, bioMérieux announced the launch of its WATCHFIRE™ molecular diagnostics solution. The WATCHFIRE™ Respiratory (R) Panel test, capable of targeting 22 different pathogens, works with the BIOFIRE® FILMARRAY® TORCH instrument and FIREWORKS™ software to provide real-time trends on the presence of viruses and bacteria in wastewater samples.

MyShare 2025: worldwide employee share ownership plan.

From April 29 to May 19, 2025, eligible bioMérieux employees had the opportunity to purchase bioMérieux shares (directly or indirectly for French employees) at a discounted price and with an employer contribution. More than 6,200 employees purchased approximately 200,000 shares.

VETFIRE™: bioMérieux launches an innovative diagnostic test to detect infectious equine respiratory diseases.

On June 3, 2025, bioMérieux announced the launch of VETFIRE™, a PCR diagnostic kit to simultaneously screen for 7 causative pathogens of infectious equine respiratory diseases. This easy-to-use and very fast test, with results in 20 minutes, helps veterinarians make treatment and isolation decisions very quickly, improving animal care and helping to contain outbreaks.

bioMérieux strengthens its next-generation sequencing capabilities with the acquisition of the solutions and technologies of Day Zero Diagnostics.

On June 16, 2025, bioMérieux announced the signing of an agreement to acquire the assets of Day Zero Diagnostics. This U.S.-based company, which specializes in the diagnosis of infectious diseases, uses genome sequencing and machine learning to combat the proliferation of antimicrobial-resistant infections. This strategic acquisition aims to expand bioMérieux's capabilities in next-generation sequencing (NGS) and rapid diagnostics, thereby reinforcing its commitment to improving patient monitoring and promoting AMS through innovative solutions.

bioMérieux develops a revolutionary quality control solution: GENE-UP® PRO HRM.

On August 5, 2025, bioMérieux announced the launch of GENE-UP® PRO HRM, the first commercially developed DNA-based test capable of detecting heat-resistant molds at the molecular level. Developed in partnership with the long-standing brand Ocean Spray Cranberries, Inc., this groundbreaking innovation in quality control accurately detects the presence of heat-resistant viable molds and significantly reduces turnaround time, from 15 days using the current compendial method to just 72 hours.

bioMérieux receives 510(k) clearance and CLIA waiver from the U.S. FDA for the addition of anterior nasal swab sampling to its BIOFIRE® SPOTFIRE® R/ST Panel Mini test.

On August 18, 2025, bioMérieux announced that its BIOFIRE® SPOTFIRE® R/ST Panel Mini test had received 510(k) clearance and a CLIA waiver for the addition of a new anterior nasal swab collection method. This swab is compatible only with the test's respiratory menu. By collecting the sample only from the anterior portion of the nasal cavity, this type of swab improves patient comfort.

Oxford Nanopore and bioMérieux launch AmPORE-TB, a Research Use Only sequencing-based solution to rapidly characterize drug-resistant tuberculosis.

With a launch announced on November 5, 2025, AmPORE-TB is a complete solution, which uses Oxford Nanopore's benchtop dedicated GridION device, to characterize 24 TB-resistant genes and provides comprehensive results within the same day. With its built-in software, the solution provides automated data analysis and reporting. The WHO recognition underscores the importance of the AmPORE-TB technology, which can provide rapid, high-resolution insights into the genetic makeup of drug-resistant tuberculosis.

bioMérieux launches leading endocrinology testing offer dedicated to enhancing equine health.

On December 4, 2025, bioMérieux announced the commercial launch of two immunoassay tests dedicated to equines: VIDAS® Equine INSULIN and VIDAS® Equine ACTH. Performed directly at the point of care, these rapid and reliable tests provide veterinarians with lab-comparable results in only 20 to 45 minutes, thereby enabling better detection and management of major chronic equine endocrine disorders. Around 18% to 27% of horses over 15 years old suffer from endocrine disorders, including Equine Metabolic Syndrome (EMS) and PPID (Pituitary Pars Intermedia Dysfunction or Cushing's disease). These conditions increase the risk of complications and are responsible for nearly 90% of chronic laminitis cases, leading to pain and lameness in horses.

5.2 Capital resources

5.2.1 Share capital

See the consolidated statement of changes in shareholders' equity in § 6.1.1 and Note 14 in § 6.1.2.

5.2.2 Source and amount of cash flow

The net cash surplus was €108 million as of December 31, 2025, versus a net debt position of €41 million as of December 31, 2024.

Further information relating to cash flow is presented in § 5.1.2.2.

The consolidated cash flow statement is presented in § 6.1.1.

5.2.3 Borrowing conditions and financing structure

At December 31, 2025, bioMérieux SA also had an undrawn syndicated credit facility of €600 million with an initial maturity in March 2028 extended to March 2030 following the exercise of two extension options in February 2024 and February 2025. On February 12, 2024, bioMérieux amended this syndicated credit facility agreement in order to include a margin adjustment mechanism subject to the achievement of four Environmental, Social and Governance (ESG) indicators.

In June 2020, bioMérieux issued a €200 million private placement in the form of a EURO PP with a top-tier European investor, of which €145 million is repayable in 2027 and €55 million in 2030.

In 2015, the Company signed a 12-year leasing agreement in the original amount of €45 million to finance the extension of its site at Marcy l'Étoile.

Lastly, in order to meet the general financing needs of bioMérieux SA and its subsidiaries, the Company has a €500 million NEU CP (Negotiable EUropean Commercial Paper) program as well as a €500 million NEU MTN (Negotiable EUropean Medium Term Note) issue program.

The details and terms and conditions of these financing facilities are provided in Note 16.3 of § 6.1.2.

5.2.4 Restriction on the use of share capital

See Notes 12.2 and 16.6 of § 6.1.2.

5.2.5 Expected financing sources

Current industrial capital expenditure is generally financed by the Company's equity (see the consolidated cash flow statement in § 6.1.1).

5.3 Significant change in financial or trading position

To the best of the Company's knowledge, no significant change in its financial or trading position has occurred since the end of 2025, with the exception of the information described in § 5.5 of this Universal Registration Document.

5.4 Capital expenditure

5.4.1 Main capital expenditure – past

The year 2025 was characterized by the completion of several major projects:

- Salt Lake City (Utah, United States): continuation of projects to automate production of BIOFIRE® reagents in order to increase capacities;
- Durham (North Carolina, United States): completion of the project to reorganize and increase the production capacity of the BACT/ALERT® range with the commissioning of a new production line;
- Shanghai (China): completion of the first phase of the plan for the localized production of microbiology range equipment.

As a result, capital expenditure amounted to €335 million. It therefore represented 8% of sales. At December 31, 2024, capital expenditure totaled €346 million (including changes in debt on acquisition of fixed assets).

5.4.2 Main capital expenditure – current

The Company continues to develop its production capacity to meet customer demand:

- Salt Lake City (Utah, United States) site: continuation of projects to automate production of BIOFIRE® reagents in order to increase capacity;
- St. Louis (Missouri, United States) site: continuation of plan to automate and increase capacity of production lines for VITEK® 2 cards;
- Shanghai (China): continuation of the site transformation plan for setting up the microbiology product line equipment;
- Grenoble (France): continuation of the site reorganization project to increase R&D capacities;
- Marcy l'Étoile (France): ongoing construction of a new building to produce biological raw materials;
- Oslo (Norway): launch of the project to prepare the industrial activities for producing reagents and equipment for the SpinChip range, in partnership with the teams in Marcy l'Etoile (France);
- Florence (Italy): continuation of the site reorganization plan following the acquisition of adjacent land.

Current capital expenditure is generally financed by the Company's equity (see the consolidated cash flow statement in § 6.1.1).

In 2026, the Company anticipates an overall capital expenditure effort of around 9% of sales for the fiscal year.

5.4.3 Main capital expenditure – future

In addition to current projects, bioMérieux will continue to adapt and upgrade its production resources.

5.5 Overview and current trends and objectives

5.5.1 Events subsequent to closure

bioMérieux acquires Accellix

On January 20, 2026, bioMérieux acquired Accellix, an American company specializing in rapid, automated flow cytometry solutions for cell and gene therapy quality control. With this strategic transaction, bioMérieux strengthens its Pharmaceutical Quality Control activity and invests in innovative solutions that will support the growing advanced therapy market and improve patient outcomes worldwide.

5.5.2 Outlook for fiscal year 2026

Sales are expected to grow between +5% and +7% on a like-for-like basis, driven by the four growth drivers of the GO•28 strategic plan:

- sales of BIOFIRE® non-respiratory panels are expected to grow around 10% organically, leveraging the large installed base of BIOFIRE® instruments;
- sales of SPOTFIRE® should grow between +40% and +60% organically, depending on the respiratory epidemiology across the year;
- microbiology sales are expected to grow between +3% and +5% organically, driven by the increased need for efficient solutions to fight against antimicrobial resistance while still impacted by the soft Chinese market;
- industrial applications sales should grow between +7% and +9% organically.

BIOFIRE® respiratory panels sales are foreseen to evolve between -3% and +3% organically depending on the respiratory epidemiology across the year. Immunoassays sales should decline between 0% to -5% organically.

Contributive operating income before non-recurring items is expected to grow by at least +10% in 2026 versus 2025 at constant exchange rates and scope (and assuming 15% US tariffs). Currency effect would have a negative impact in the range of €50 million to €60 million on the 2026 CEBIT.

6

Financial statements

6.1 Consolidated financial statements AFR 258

6.1.1 Consolidated financial statements for the fiscal years ended December 31, 2024 and 2025 258

6.1.2 Notes to the Financial Statements 263

6.1.3 Statutory Auditors' report on the consolidated financial statements 320

6.2 Parent company financial statements AFR 323

6.2.1 Parent company financial statements of bioMérieux SA for the fiscal years ended December 31, 2024 and 2025 323

6.2.2 Notes to the Financial Statements 327

6.2.3 Analysis of the results and other financial information 356

6.2.4 Statutory Auditors' report on the parent company annual financial statements 361

6.1 Consolidated financial statements

6.1.1 Consolidated financial statements for the fiscal years ended December 31, 2024 and 2025

Consolidated profit & loss statement

In millions of euros	Notes	2025	2024
Revenue	3.1.1	**4,069.8**	**3,979.9**
Cost of sales		-1,761.0	-1,764.6
Gross profit		**2,308.8**	**2,215.3**
Other operating income and expenses	19	**37.8**	**46.9**
Selling expenses		-791.2	-783.8
General and administrative expenses		-320.0	-313.8
Research and development		-507.4	-491.5
Total operating expenses		**-1,618.7**	**-1,589.1**
Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs	23	-166.8	-58.4
OPERATING INCOME BEFORE NON-RECURRING ITEMS		**561.1**	**614.7**
Other non-recurring income and expenses from operations	24	-39.8	-25.9
Operating income		**521.3**	**588.8**
Cost of net financial debt	22.2	13.2	-4.9
Other financial income and expenses	22.3	-8.9	-4.5
Income tax	25	-128.8	-154.3
Share in net income of associates		-0.1	0.0
Consolidated net income		**396.9**	**425.1**
Share attributable to non-controlling interests		-0.6	-7.1
ATTRIBUTABLE TO THE PARENT COMPANY		**397.5**	**432.2**
Basic earnings per share		€3.37	€3.67
Diluted (net) earnings per share		€3.34	€3.64

Comprehensive income

In millions of euros	Notes	2025	2024
Consolidated net income		**396.9**	**425.1**
Items to be reclassified in income		**-367.2**	**187.9**
Fair value gains (losses) on financial hedging instruments	(a)	2.0	5.2
Tax effect		-0.3	-1.3
Movements in cumulative translation adjustments	(b)	-368.9	183.9
Items not to be reclassified to income		**-34.8**	**-39.4**
Fair value gains (losses) on financial assets	(c)	-39.3	-38.8
Tax effect		0.0	0.1
Remeasurement of employee benefits	(d)	5.8	-1.0
Tax effect		-1.3	0.2
Total other comprehensive income		**-402.0**	**148.5**
Comprehensive income		**-5.1**	**573.6**
Share attributable to non-controlling interests		-2.2	-6.9
ATTRIBUTABLE TO THE PARENT COMPANY		**-3.0**	**580.5**

(a) Change in the effective share of financial hedging instruments.
(b) The change in translation differences in 2025 is mainly related to the depreciation of the dollar against the euro and, to a lesser extent, to the impact of hyperinflation (see Note 2.7.3), whereas in 2024, the change in translation differences mainly reflected the appreciation of the dollar against the euro.
(c) Changes in the fair value of financial instruments concern shares in non-consolidated companies for which the Group has opted for a change in the fair value in other comprehensive income not reclassified in profit and loss (see Note 7).
(d) The change is mainly related to an increase in discount rates (see Note 15.3).

Consolidated balance sheet

Assets

In millions of euros	Notes	12/31/2025	12/31/2024
Goodwill	4	727.8	730.4
Other intangible assets	5	401.5	492.0
Property, plant and equipment	6	1,515.9	1,525.4
Right-of-use assets		141.3	170.2
Non-current financial assets	7	128.7	195.0
Investments in associates		0.7	0.8
Other non-current assets		10.3	9.1
Deferred tax assets	25.3	108.1	145.9
Non-current assets		**3,034.3**	**3,268.9**
Inventories and work-in-progress	8	959.7	1,037.3
Trade receivables and assets related to contracts with customers	9	766.2	792.3
Other operating receivables	11	178.5	176.0
Current tax receivables	11	47.8	21.3
Non-operating receivables	11	18.4	24.5
Cash and cash equivalents	12	569.8	449.8
Current assets		**2,540.4**	**2,501.1**
Assets held for sale	**13**	**0.0**	**0.0**
Total assets		**5,574.7**	**5,770.0**

Shareholders' equity and liabilities

In millions of euros	Notes	12/31/2025	12/31/2024
Share capital	14	12.0	12.0
Additional paid-in capital and reserves	14	3,692.6	3,760.6
Net income for the year		397.5	432.2
Group equity		**4,102.1**	**4,204.9**
Minority interests		**3.9**	**6.1**
Equity of consolidated companies		**4,106.0**	**4,211.0**
Long-term borrowings and debt	16	330.0	349.2
Deferred tax liabilities	25.3	26.0	25.7
Provisions	15	48.0	49.2
Non-current liabilities		**404.0**	**424.1**
Short-term borrowings and debt	16	131.4	141.5
Provisions	15	44.3	37.3
Trade payables	17	262.1	272.4
Other operating payables	17	539.4	574.2
Current tax payables	17	18.3	35.4
Non-operating payables	17	69.2	74.1
Current liabilities		**1,064.7**	**1,134.9**
Liabilities related to assets held for sale	**13**	**0.0**	**0.0**
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES		**5,574.7**	**5,770.0**

Consolidated cash flow statement

In millions of euros	Notes	2025	2024
Consolidated net income		**396.9**	**425.1**
• Investments in associates		0.1	0.0
• Cost of net financial debt	22.2	-13.2	4.9
• Other financial income and expenses	22.3	8.9	4.5
• Income tax expense	25.2	128.8	154.3
• Net additions to amortization and impairment of intangible assets related to acquisitions	21 and 23	438.4	325.1
EBITDA (before non-recurring items)	**16.1**	**959.7**	**913.9**
Other non-recurring income and expenses from operations (excluding non-recurring provisions for impairment, asset impairment losses and capital gains (losses) on disposals of fixed assets)	24	0.0	0.0
Other financial income and expenses (excluding provisions and disposals of non-current financial assets and the effect of hyperinflation on OCI)	22.3	-3.7	0.2
Net additions to operating provisions for contingencies and losses	15.2	14.4	-8.2
Fair value gains (losses) on financial instruments		1.2	-0.6
Share-based payment		26.5	23.4
Elimination of other non-cash or non-operating income and expenses		**38.3**	**14.8**
Change in inventories		-10.1	-85.1
Change in trade receivables		-29.0	-53.7
Change in trade payables		3.4	-0.6
Change in other operating working capital		-30.2	92.3
Change in operating working capital requirement[(a)]		**-65.9**	**-47.1**
Other non-operating working capital		-0.8	-0.2
Change in non-current non-financial assets and liabilities		-4.6	-3.7
Change in working capital requirement		**-71.3**	**-51.0**
Income tax paid		**-151.6**	**-205.5**
Cost of net financial debt	**22.2**	**13.2**	**-4.9**
Net cash from operating activities		**788.4**	**667.3**
Purchases of property, plant and equipment and intangible assets[(b)]	5.2 and 6.1.2	-335.3	-345.8
Proceeds from disposals of property, plant and equipment and intangible assets		10.4	9.4
Proceeds from other non-current financial assets		-1.0	-1.2
Free cash flow[(c)]		**462.4**	**329.7**
Disbursements related to non-consolidated and equity-accounted securities		-5.2	-13.4
Impact of changes in Group structure		-130.5	-8.8
Net cash flows from (used in) investment activities		**-461.7**	**-359.8**
Purchases and sales of treasury shares		-18.2	-37.6
Dividends paid to owners		-106.1	-100.2
Cash flows from new borrowings	16.4	33.6	9.8
Cash flows from loan repayments	16.4	-63.2	-84.6
Change in interests without acquisition or loss of control		-1.5	0.0
Net cash used in financing activities		**-155.4**	**-212.6**
NET CHANGE IN CASH AND CASH EQUIVALENTS		**171.3**	**94.8**
NET CASH AT THE BEGINNING OF THE YEAR		**442.1**	**333.4**
Impact of currency changes on net cash and cash equivalents		-48.4	13.9
NET CASH AT END OF YEAR		**565.1**	**442.1**

(a) Including allocations (reversals) of short-term provisions.
(b) Including advances and prepayments on fixed asset suppliers.
(c) Available free cash flow consists of cash flows related to the activity and those related to capital expenditure excluding net cash from acquisitions and disposals of subsidiaries.

Comments on the changes in the Group's consolidated net cash and cash equivalents are provided in Note 16.

Change in consolidated shareholders' equity

	Attributable to the parent company										Minority interests
In millions of euros	Share capital	Consolidated additional paid-in capital and reserves[a]	Cumulative translation adjustments	Change in fair value[b]	Actuarial gains and losses[c]	Treasury shares	Share-based payment	Total additional paid-in capital and reserves	Net income	Total	Total
Equity at December 31, 2023	**12.0**	**3,420.1 [h]**	**38.0 [i]**	**-34.6**	**-47.3**	**-19.1**	**25.4**	**3,382.5**	**357.6**	**3,752.2 [h]**	**0.0**
Total comprehensive income for the period			183.7	-34.7	-0.7			148.2	432.2	580.5	-6.9
Appropriation of prior-period net income		357.6						357.6	-357.6	0.0	
Dividends paid[d]		-100.2						-100.2		-100.2	
Treasury shares		-14.3				-23.9		-38.2		-38.2	
Share-based payment[e]							23.4	23.4		23.4	
Changes in ownership interests[f]		-12.6						-12.6		-12.6	13.0
Other changes[g]		16.3		-0.5			-15.9	-0.1		-0.1	
Equity at December 31, 2024	**12.0**	**3,666.9 [h]**	**221,7 [i]**	**-69.8**	**-48.1**	**-42.9**	**32.8**	**3,760.6**	**432.2**	**4,204.9 [h]**	**6.1**
Total comprehensive income for the period			-367.4	-37.6	4.5			-400.5	397.5	-3.0	-2.2
Appropriation of prior-period net income		432.2						432.2	-432.2	0.0	
Dividends paid[d]		-106.1						-106.1		-106.1	
Treasury shares		-21.7				2.9		-18.8		-18.8	
Share-based payment[e]							26.5	26.5		26.5	
Changes in ownership interests[f]		-1.5						-1.5		-1.5	
Other changes[g]		40.4	0.1	-16.9			-23.4	0.1		0.1	
EQUITY AT DECEMBER 31, 2025	**12.0**	**4,010.2 [h]**	**-145.6 [i]**	**-124.3**	**-43.6**	**-40.0**	**35.9**	**3,692.5**	**397.5**	**4,102.1 [h]**	**3.9**

(a) Of which additional paid-in capital: €74.0 million at December 31, 2025 and at December 31, 2024.
(b) Mainly including changes in the fair value of Oxford Nanopore Technologies, Accelix; Proxim and Accunome and hedging instruments.
(c) Actuarial gains and losses on employee benefit obligations arising since the effective date of IAS 19R.
(d) Dividends per share: €0.90 in 2025 compared with €0.85 in 2024. Shares not qualifying for dividends amounted to 373,069 at December 31, 2025 compared with 439,722 at December 31, 2024.
(e) The fair value of benefits related to free share grants is being recognized over the vesting period.
(f) In 2025, this corresponded to buyout of a 5.2% stake from some of Hybiome's minority shareholders (see Note 1.1.3.2). In 2024, this corresponds to the Group's accretion on Hybiome of 16.1%.
(g) In 2025, this change corresponded to the reclassification following the grant of free shares and the reclassification of the SpinChip sale from changes in fair value to reserves. In 2024, this change mainly corresponded to reclassification following the grant of free shares.
(h) Of which bioMérieux SA distributable reserves including net income for the year: €1,607 million in 2025 compared with €1,261 million in 2024.
(i) See Note 14.2 Cumulative translation adjustments.

6.1.2 Notes to the Financial Statements

bioMérieux is a leading international diagnostics group that specializes in the field of *in vitro* diagnostics for clinical and industrial applications. The Group designs, develops, manufactures and markets diagnostics systems, i.e. reagents, instruments, and software. bioMérieux is present in more than 160 countries through its locations in 46 countries and a large network of distributors.

The parent company, bioMérieux, is a French joint stock company (société anonyme) whose headquarters are located in Marcy l'Étoile (69280) and whose shares are listed on Euronext Paris, compartment A.

These consolidated financial statements have been approved by the Board of Directors on February 26, 2026.

The financial statements will only be considered definitive after approval by the Annual General Meeting on May 28, 2026.

The consolidated financial statements are presented in millions of euros.

CONTENTS

NOTE 1	Changes in the scope of consolidation during the fiscal year and significant events	264
NOTE 2	General accounting principles	266
NOTE 3	Operating income before non-recurring items and segment information	269
NOTE 4	Goodwill	274
NOTE 5	Other intangible assets	277
NOTE 6	Property, plant and equipment, assets related to right-of-use and other leasing agreement receivables	279
NOTE 7	Non-current financial assets	284
NOTE 8	Inventories and work-in-progress	285
NOTE 9	Trade receivables and assets related to contracts with customers	286
NOTE 10	Liabilities related to contracts with customers	288
NOTE 11	Other receivables	288
NOTE 12	Cash and cash equivalents	288
NOTE 13	Assets and liabilities held for sale	289
NOTE 14	Shareholders' equity and earnings per share	289
NOTE 15	Provisions – Contingent assets and liabilities	291
NOTE 16	Net debt – Cash	295
NOTE 17	Trade and other payables	301
NOTE 18	Share-based payments	302
NOTE 19	Other operating income and expenses	303
NOTE 20	Personnel costs	303
NOTE 21	Impairment, net additions to depreciation, amortization and provisions	303
NOTE 22	Net financial expense	304
NOTE 23	Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs	305
NOTE 24	Other non-recurring income and expenses from operations	305
NOTE 25	Current and deferred income tax	306
NOTE 26	Statutory Auditors' fees	308
NOTE 27	Financial instruments: financial assets and liabilities	308
NOTE 28	Risk management	311
NOTE 29	Off-balance sheet commitments	315
NOTE 30	Transactions with related parties	315
NOTE 31	Subsequent events	316
NOTE 32	Consolidation	316
NOTE 33	Alternative performance indicators	316
NOTE 34	List of consolidated companies at December 31, 2025	317

NOTE 1 Changes in the scope of consolidation during the fiscal year and significant events

1.1 Changes in the scope of consolidation

1.1.1 Acquisition of SpinChip Diagnostics ASA

On January 20, 2025, bioMérieux acquired all the capital of SpinChip Diagnostics ASA ("SpinChip"), a Norwegian company that has developed an immunoassay diagnostics platform capable of delivering rapid results from a single drop of blood with the same sensitivity and performance as laboratory tests. This acquisition has enabled bioMérieux to strengthen its presence on the *point-of-care diagnostics market*.

This acquisition of the remainder of SpinChip's capital follows the acquisition of a 20% non-controlling interest of the capital in 2024 (see Note 1.3). The acquisition of 80% of the capital represents a disbursement of approximately €112 million. The securities acquired in 2024 had been revalued at December 31, 2024 at the transaction price of January 20, 2025.

The subsidiary was fully consolidated at the time of the acquisition. The analysis of the allocation of the acquisition price based on 100% of the acquisition price led to the recognition, at the acquisition date, of technology net of deferred tax liabilities for €87.2 million (including €106.9 million of technology and €19.7 million of deferred tax liabilities), deferred tax assets of €6.1 million and goodwill of €45.0 million, which became final in January 2026. The latter was allocated to the Immunoassay cash-generating unit. It mainly reflects the Group's commitment to strengthen its presence in the *point-of-care* diagnostics market.

Transaction-related costs of €0.6 million were incurred in 2025 and were recorded on the line "Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs" under current operating income.

No amortization of technology was recognized at December 31, 2025. Amortization is expected to start in late 2026 or early 2027, at the same time as the marketing launch.

No revenue was generated in 2025. SpinChip posted an operating loss of €19 million for 2025 fiscal year. No pro forma information was provided for the comparative periods, since the impact was considered to be non-material.

1.1.2 Acquisition of Neoprospecta

On January 29, 2025, bioMérieux Brazil acquired 100% of Neoprospecta, a Brazil-based company that develops and markets innovative data and genomics solutions for augmenting quality assurance programs and improving microbiological risk prevention in food and pharma industries. The acquisition of Neoprospecta illustrates bioMérieux's ambition to strengthen its Data & Genomics offering.

The acquisition of 100% of the capital in 2025 represents an investment of approximately €8 million, €2 million of which will be paid out over five years (maturing in 2030).

The subsidiary was fully consolidated at the time of the acquisition. The analysis of the allocation of the acquisition price led to the recognition, at the acquisition date, of technology net of deferred tax liabilities of €2.1 million, €0.2 million of deferred tax assets and €4.3 million of goodwill, which became final in January 2026. The latter was allocated to the Industrial Applications cash-generating unit.

Amortization of technology and the client database was recognized in operating income before non-recurring items for €0.4 million in 2025 (under "Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs" line).

Neoprospecta posted an operating loss of €0.4 million in 2025. Since the impact of the integration of Neoprospecta in the Group's financial statements is not significant, no pro forma information has been provided in the notes for the comparative fiscal years.

1.1.3 Other changes in the scope of consolidation

1.1.3.1 Acquisition of Day Zero Diagnostics assets

On June 13, 2025, bioMérieux acquired the assets of Day Zero Diagnostics, a U.S. company specializing in the diagnosis of infectious diseases using genomic sequencing and machine learning.

The acquisition of these assets amounted to €19 million at December 31, 2025. These assets are intended for use in research to fight against the proliferation of antimicrobial-resistant infections. The analysis carried out resulted in this acquisition being considered as falling within the scope of IFRS 3.

Transaction-related costs of €3.9 million were incurred in 2025 and were recorded on the line "Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs" under current operating income.

1.1.3.2 Other changes in the scope of consolidation

In July 2025, bioMérieux acquired an additional 5.2% stake in Suzhou Hybiome Biomedical Engineering Co. Ltd for approximately €1.5 million. The stake in Suzhou Hybiome Biomedical Engineering Co. Ltd increased from 87.4% at December 31, 2024 to 92.6% at December 31, 2025.

1.2 Significant events of the fiscal year

1.2.1 VITEK® REVEAL™ technology

In light of the slower-than-expected commercial launch of the VITEK® REVEAL™ solution in the United States, the Group conducted an impairment test on the group of technological and industrial assets assigned to this solution. An impairment loss of the technology of €140.7 million was recognized in the accounts at December 31, 2025, presented as "amortization and impairment of intangible assets related to acquisitions and acquisition-related costs."

1.2.2 Announcement of the closure of the San José site

In early December 2025, the Group announced the closure of its San José site, with the transfer of VITEK® REVEAL™ research, development, and production activities to St. Louis. The closure is scheduled for the end of 2026. This decision results in the recognition of impairment of tangible and rental assets of €27.5 million and restructuring costs of €12.8 million recognized in other non-recurring income and expenses from operations, taking into account their material and non-recurring nature.

1.2.3 MyShare global employee share ownership plan

In May 2025, bioMérieux employees were given the opportunity to acquire existing bioMérieux shares on preferential terms (discount and employer contribution). The launch of this employee share ownership plan, called MyShare, is part of the goal to increase employee involvement in Group performance.

The share offer, authorized by the Board of Directors on December 17, 2024, was made to all eligible employees residing in a country participating in the operation.

More than 6,000 employees participated in the operation, subscribing to approximately 200,000 shares.

The impact of MyShare constitutes personnel costs of approximately €8 million in the annual financial statements, recognized under general and administrative expenses.

1.2.4 Economic and geopolitical context

Since the second half of 2025 onward, U.S. customs tariffs have had a non-material impact on current operating income. The Group monitors its exposure to customs duties and is still working on mitigation actions. These items did not result in material changes in estimates at December 31, 2025, in particular with regard to the terms of the calculation of provisions on inventories or trade receivables and impairment tests.

1.3 Summary of significant events in 2024

As a reminder, the significant events of fiscal year 2024 were the following:

- acquisition of Lumed Inc. on January 4, 2024 for approximately C$13 million (€9 million). This subsidiary has been fully owned by the Group since the acquisition date;
- acquisition of a non-controlling interest in SpinChip on March 7, 2024, for an investment of €11 million, giving bioMérieux a 20% stake in the company. Based on the agreement entered into on January 13, 2025 to acquire all of the company's shares, the unconsolidated shares were revalued at fair value against other comprehensive income in the amount of €17 million, bringing the total amount of unconsolidated shares to €28 million at December 31, 2024.

Significant events in the 2024 fiscal year did not have a material impact on the 2025 annual financial statements, with the exception of the acquisition of SpinChip on January 20, 2025 (see Note 1.1.1).

1.4 Information, on a comparable basis, on changes in the scope of consolidation

No information on a comparable basis is given on the profit & loss statement, as the external growth transactions occurring in 2025 did not have any significant impact, as stated in Note 1.1.

The impact of changes in the scope of consolidation is shown on a separate line of the cash flow statement and tables showing year-on-year changes in the Notes.

NOTE 2 General accounting principles

2.1 Standards, amendments and interpretations

The consolidated financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS), including all standards, amendments and interpretations adopted by the European Commission at December 31, 2025. The reporting standards can be viewed on the European Commission's website.

The new standards, amendments and interpretations adopted by the European Commission and applicable from January 1, 2025 are presented below:

- amendment to IAS 21 "Lack of exchangeability," published by the IASB in August 2023 and by the EU in November 2024.

These amendments had no impact on the Group's financial statements at December 31, 2025.

Since 2023, the Group has adopted the amendment to IAS 12 "Income Taxes" relating to the application of the European Pillar 2 Directive, so as not to take into account any effects of the Directive on the calculation of deferred tax. Given the information currently available, the impact of the application of Pillar 2 on current tax was estimated as not significant for the Group's consolidated financial statements at December 31, 2025, as it was in 2024.

bioMérieux did not opt for the early application of the standards, amendments and interpretations adopted or in the process of being adopted by the European Union, which will become effective after December 31, 2025, but some of which could have been applied early as an interpretation of existing texts, in particular:

Fiscal years beginning on or after January 1, 2026

- amendments to IFRS 7 and IFRS 9, Classification and Measurement of Financial Instruments, adopted by the IASB in May 2024 and adopted by the EU in May 2025;
- Amendment to IFRS 7 and IFRS 9 on power purchase agreements from natural sources, adopted by the IASB in December 2024 and adopted by the EU in June 2025;
- annual improvements to standards – Volume 11: amendments to IFRS 1, 7, 9, 10 and IAS 7, adopted by the IASB in July 2024, and adopted by the EU in July 2025.

Fiscal years beginning on or after January 1, 2027

- IFRS 18, Presentation and Disclosure in Financial Statements, adopted by the IASB in April 2024, adoption process launched by the EU.

The Group does not expect these amendments to have a material impact on its consolidated financial statements. The Group is conducting an analysis regarding IFRS 18.

There are no standards, amendments and interpretations published by the IASB, with mandatory application for the fiscal years opened on January 1, 2025, but not yet approved at the European level (and for which early application is not possible on a European level), which would have had a significant impact on the consolidated financial statements.

The financial statements of consolidated Group companies that are prepared in accordance with local accounting principles are restated to comply with the principles used for the consolidated financial statements.

2.2 General presentation methods used for the financial statements

The balance sheet is presented based on the distinction between "current" and "non-current" assets and liabilities as defined in the revised version of IAS 1. Consequently, the short-term portion of provisions, borrowings and financial assets (due within one year) is classified as "current" and the long-term portion (due beyond one year) is classified as "non-current."

The consolidated profit & loss statement is presented by function, with the exception of the presentation on a specific line, in operating income before non-recurring items, of the net impact of amortization and impairment of intangible assets related to acquisitions and acquisition-related costs.

The Group applies the indirect method of presenting cash flows.

2.3 Judgments and estimates

When preparing the consolidated financial statements, estimates and assumptions are made that affect the book value of certain assets, liabilities, and profit & loss statement items. They particularly concern the measurement and impairment of intangible assets acquired as part of business combinations and the impairment of intangible assets (including goodwill); the measurement of post-employment benefit obligations; the measurement of non-current financial assets; determination of rental agreement periods; provisions; deferred taxes; share-based payments; as well as disclosures provided in certain notes to the financial statements. These estimates and assumptions are reviewed on a regular basis, taking into consideration past experience and other factors deemed relevant in light of prevailing economic conditions. Changes in those conditions could therefore lead to different estimates being used for the Group's future financial statements.

During the fiscal year, bioMérieux did not observe any significant change in the level of uncertainty related to these estimates and assumptions, except for the volatile discount rate used to measure employee benefit obligations (see Note 15.3), the factors associated with impairment tests on CGUs including discounted projections of future operating cash flows (see Note 4), and the volatility associated with translation differences.

Regarding climate change effects, at this stage, the Group has not identified any significant impact on the financial statements from current environmental regulations, such as changes in the useful life of non-current assets, changes in business plans, recognition of a provision for risks, or recognition of a credit risk. In particular, the Group's decarbonization strategy is based on reducing the use of fossil fuels by implementing low-carbon technologies and increasing the share of renewable energy in overall consumption (through the installation of on-site generation facilities such as solar panels or through the implementation of renewable electricity supply contracts such as PPAs ("Power

Purchase Agreements") in France and the United States). The Group's analysis led to the conclusion that PPA-type contracts, relating to the purchase of green electricity from renewable energy sources, constitute power purchase agreements. As such, they do not fall within the scope of IAS 16, IFRS 16 and IFRS 9, since they do not correspond to the acquisition, in substance, of infrastructure, the lease payments vary according to the volumes produced, and the "own use" criteria are met.

The accounting impacts related to this strategy were accurately reflected in the financial statements at December 31, 2025.

The risks related to climate change effects, in relation to those currently assessed, as well as the Group's commitments in terms of carbon neutrality and reduction of greenhouse gas emissions did not have any significant impact on the financial statements. The Group has incorporated short-term effects into its strategic plans, on the basis of which it performs impairment tests on intangible assets with indefinite useful lives (see Note 4). The long-term effects of these changes cannot be quantified at this stage.

2.4 Presentation of the profit & loss statement

The Group continues to use contributive operating income before non-recurring items as the main performance metric in its financial communications (see Note 33 for a description of alternative performance metrics). It is not included in the presentation of the published profit & loss statement.

Amortization and impairment of intangible assets related to acquisitions, as well as acquisition-related costs, are presented on a dedicated line in the profit & loss statement. They are included in the published current operating income, but excluded from the contributive operating income before non-recurring items.

The definition of other non-recurring income and expenses from operations is the same as that applied for prior years (see Note 24.1).

2.5 Consolidation methods

Companies over which bioMérieux has exclusive control are fully consolidated.

The Group determines whether it controls an investee based on the criteria set out in IFRS 10 (direct or indirect power over the investee to direct the financial and operating policies of the relevant activities, exposure to variability of returns and ability to use its power to affect the amount of the returns). Control is generally deemed to exist when bioMérieux directly or indirectly owns more than one half of the voting rights of the investee. In determining whether control exists, the Group considers any currently exercisable potential voting rights, including those held by another entity.

Companies over which bioMérieux exercises significant leverage are accounted for by the equity method. Significant influence is the power to participate in the financial and operating policy decisions of an entity, without exercising control. It is deemed to exist when the Group holds between 20% and 50% of the voting rights either directly or indirectly.

The analysis of partnerships made according to the criteria defined by the IFRS 11 standard did not identify any joint ventures or joint operations. Joint ventures are accounted for using the equity method.

Subsidiaries are fully consolidated from the date on which control is effectively transferred to the Group.

The list of consolidated companies is provided in Note 34.

All significant intra-group balances and transactions are eliminated in consolidation (notably dividends and internal gains on inventories and non-current assets).

2.6 Fiscal year closing dates

All Group companies have a December 31 year-end, except for the Indian subsidiaries, for which interim accounts are drawn up at the Group's closing date.

2.7 Foreign currency translation

The reporting currency of bioMérieux is the euro and the consolidated financial statements are presented in millions of euros.

2.7.1 Translation of the financial statements of foreign companies

The financial statements of foreign subsidiaries whose functional currency is not the euro or the currency of a hyperinflationary economy are converted as follows:

- balance-sheet items (except for equity) are translated using the official year-end exchange rate;
- profit & loss statement items are translated using the average exchange rate for the fiscal year;
- equity items are translated using the historical rate;
- cash flow statement items are translated using the average exchange rate for the year.

The differences resulting from the conversion of the financial statements of these subsidiaries are recorded in a separate item in the table of other non-recyclable items of comprehensive income, "cumulative translation adjustments"; the movements for the fiscal year are presented in a separate line in the other items of comprehensive income.

When a transaction results in a loss of control of a foreign company (sale, liquidation, dilution, etc.), translation differences previously recognized in other comprehensive income relating to that company are recognized in consolidated net income for the year. If shares in a subsidiary are sold without any loss of control over the subsidiary, the translation differences are reclassified between minority interests and translation differences attributable to the parent company.

No disposal of foreign subsidiaries occurred over the fiscal years presented.

The accounts of the financial statements of foreign subsidiaries whose functional currency is that of a hyperinflationary economy are converted at the closing rate (see Note 2.7.3).

The main conversion rates used were the following:

AVERAGE TRADING PRICES

1 euro =	USD	JPY	GBP	CNY	MXN	INR	CAD
2025	**1.13**	**168.98**	**0.86**	**8.12**	**21.67**	**98.50**	**1.58**
2024	1.08	163.86	0.85	7.79	19.82	90.56	1.48
2023	1.08	151.97	0.87	7.66	19.18	89.29	1.46

YEAR-END RATES

1 euro =	USD	JPY	GBP	CNY	MXN	INR	CAD
2025	**1.18**	**184.09**	**0.87**	**8.23**	**21.12**	**105.60**	**1.61**
2024	1.04	163.06	0.83	7.58	21.55	88.93	1.49
2023	1.11	156.33	0.87	7.85	18.72	91.90	1.46

2.7.2 Translation of transactions in foreign currencies

As prescribed by IAS 21 "The Effects of Changes in Foreign Exchange Rates," each Group entity translates foreign currency transactions into its functional currency at the exchange rate prevailing on the transaction date. Exchange rate gains or losses resulting from differences in rates between the transaction date and the payment date are recognized in the corresponding lines in the profit & loss statement (sales and purchases for commercial transactions).

Foreign currency payables and receivables are translated at the year-end exchange rate (December 31, 2025) and the resulting currency translation difference is recognized in the income statement at the end of the fiscal year.

Derivatives are recognized and measured in accordance with the general principles described in Note 27.1 "Recognition and measurement of financial instruments." Foreign exchange derivatives are recognized in the balance sheet at their fair value at the end of each reporting period.

2.7.3 Hyperinflation

IAS 29, Financial Reporting in hyper-inflationary economies, applies to Argentina and Turkey.

In accordance with the provisions of the standard, non-monetary balance sheet items have been restated by applying a general price index. Profit & loss statement and statement of comprehensive income items have been restated by applying the change in the general price index from the date of initial recognition of the income and expenses items in the financial statements. The adjusted balance sheet and profit & loss statement were translated at the closing exchange rate.

The impact of these restatements on operating income is not material at Group level.

No other subsidiary became hyperinflationary during fiscal year 2025.

NOTE 3 Operating income before non-recurring items and segment information

3.1 Recurring income

Revenue is recognized in application of IFRS 15 "Revenue from Contracts with Customers."

3.1.1 Revenue

Revenue is composed of income from the sale of goods and services according to the meaning of IFRS 15 and income from the rental of equipment according to the meaning of IFRS 16.

The principles for revenue recognition defined by IFRS 15 are defined based on an analysis in five successive stages:

- identification of the agreement;
- identification of the different performance obligations, i.e. the list of separate goods and services that the seller has undertaken to provide to the buyer;
- determination of the overall price of the agreement;
- allocation of the overall price of each performance obligation;
- recognition of revenue when a performance obligation is satisfied.

In practice, the rules for revenue recognition according to the main performance obligations identified are presented below:

- Sales of reagents:

  Revenue from the sales of reagents is recognized when the Company has transferred control of assets which, in practice, corresponds to the date of dispatch.
- Sales of equipment:

  Revenue from sales of equipment is recognized when the Company has transferred control of the assets which, in practice, corresponds to the date of delivery or installation, depending on the complexity of the equipment.
- Equipment rental:

  Revenue composed of income from equipment rental and leasing agreements according to the meaning of IFRS 16 is recognized as revenue in a straight-line manner over the term of the agreement, for the discounted value at the date of establishment of the contract.

  The agreements have an average term ranging between 3 and 5 years.
- Leasing agreements:

  When the Group makes assets available to third parties under rental agreements on terms equivalent to a sale, the assets are recorded as though they had been sold, as prescribed by IFRS 16 "Leases" (see Note 6.3).
- Contracts for the provision of equipment:

  Contracts for the provision of equipment are related to other services (supply of reagents, maintenance services, guarantee extensions). They are considered as multiple-element contracts.

  The analysis of the criteria defined by the standard led to contracts for the provision of equipment being considered as rental agreements, not transfer contracts.

  The application of the standard led to the statement in the notes to the consolidated financial statements of a breakdown of revenue based on the various components of a multiple-element arrangement (reagent sales, implicit rent, etc.), without having to change the amount of revenue.
- Service agreements:

  The services essentially correspond to training, after-sales service, and maintenance. Training and after-sales service are recognized in revenue when the services are provided. The analysis performed according to IFRS 15 led to maintenance services being recognized linearly over the term of the maintenance agreement. Deferred income is recognized when the maintenance services are invoiced in advance.
- Guarantees:

  The majority of contracts including an item of equipment always include a guarantee. The customer does not have the option to purchase the guarantee, so it is not a guarantee providing a service, but an insurance policy and not an obligation to provide a separate service. It is recognized according to IAS 37 "Provisions, Contingent Liabilities and Contingent Assets" (see Note 15.2).

  Guarantee extension contracts may be purchased by the customer, and they do provide an additional service. This service fulfills the criteria to be considered as a separate performance obligation. The performance obligation is recognized as such in accordance with the provisions of IFRS 15.
- Returns:

  There are no specific obligations in terms of returns when the products sold are not defective.
- Payment conditions:

  Operations related to sales of reagents and sales of equipment are paid for under the conditions defined in the contract, which may vary from one country to another. Payment deadlines are usually between two and three months.

  Customer contracts which have a financing component are operating rental agreements, leasing agreements and provision of equipment agreements. In these cases, the payments are made according to the payment schedule defined contractually.

The procedures for the recognition of revenue do not require significant judgments.

Also, the analysis carried out by the Group did not identify any assets in relation to marginal costs of obtaining the contract or contract performance costs, nor specific points pursuant to the distinction between agent and principal.

The Group acts as principal in its relationships with customers.

The table below presents the breakdown of revenue according to the different revenue categories, in accordance with IFRS 15.

In millions of euros	2025	2024
Sales of equipment	282.3	265.6
Sales of reagents	3,393.2	3,324.7
Sales of services	254.1	243.6
Equipment rentals[(a)]	61.9	62.0
Other revenue	78.3	84.0
REVENUE	**4,069.8**	**3,979.9**

(a) Equipment leasing includes rent and the share of revenue due to the sale of the reagents reclassified as rent for equipment provision contracts (see above).

Revenue is measured at the fair value of the consideration received or receivable, net of any discounts and rebates granted to customers. Sales taxes and value-added taxes are not included in revenue.

The segment breakdown of revenue is given in Note 3.4. The breakdown by technology is given in Note 3.5. The analysis performed according to IFRS 15 did not lead to presenting other breakdowns of revenue.

3.1.2 Other operating income

Other income primarily consists of license fees and subsidies. The rules on the recognition of other income are presented below:

- other income related to customer contracts: it is composed of reassigned royalties; and the analysis of license contracts according to IFRS 15 led to them being considered as giving a right of access to intellectual property. As the obligation for performance is fulfilled gradually, the revenue is recognized over the term of the agreement;
- other income not related to customer contracts: this primarily corresponds to research subsidies received and research tax credits, considered equivalent to subsidies according to IAS 20 (see Note 19).

3.2 Recurring expenses

Cost of sales includes the following:

- the cost of raw materials consumed, including freight, direct and indirect personnel costs for production personnel, the depreciation of assets used in production, all external expenses related to manufacturing (utilities, maintenance, tools, etc.), as well as indirect expenses (the Group's share of expenses such as Purchasing, Human Resources, and Informatics). Expenses relating to areas such as Quality Control, Production Quality Assurance, Engineering, Business Processes, and Supply Chain are included in production costs;
- royalties paid in relation to marketed products;
- distribution expenses, including shipping and warehousing, as well as the cost of shipping finished products to distribution centers or end customers;
- depreciation of instruments placed with or leased to customers;
- technical support expenses, including the cost of installing and maintaining instruments placed or sold, irrespective of whether such services are billed separately. Also included under this heading are personnel costs, travel expenses and the cost of spare parts, as well as movements in provisions for warranties granted at the time instruments are sold.

Operating expenses

Selling expenses include expenses incurred by the Strategy, Marketing, Sales and Sales Administration Departments. They also include sales bonuses and commissions paid to employees in the Group's Sales Departments and to independent sales agents. Advertising and promotional costs are also classified as selling and marketing expenses.

General and administrative expenses comprise the cost of General Management and Support services (Human Resources, Legal, Finance), excluding the portion of costs incurred by these departments that is allocated to the other departments that directly use their services

Research & Development expenses include all costs concerning in-house and outsourced research & development work on new products (other than software design costs) as well as expenses related to Regulatory Affairs, Intellectual Property, Technological Monitoring, and Research & Development Quality Assurance. Subsidies received in connection with research programs are shown in other operating income (see Note 3.1.2).

Royalty payments (fixed or proportional) are included in the cost of sales of the corresponding products. If no product is marketed or marketable in the short term, these payments are classified as Research & Development expenses.

Other information relating to recurring expenses

Variable compensation (performance-related bonuses, commissions, discretionary and non-discretionary profit-sharing plans) as well as share-based payments are included in the personnel costs of the departments concerned.

In the context of long-term employee benefits, current service costs and the interest cost net of the return on plan assets are recognized within operating income before non-recurring items.

Corporate value-added tax (CVAE) (cotisation sur la valeur ajoutée des entreprises) is classified under operating expenses given that the added value generated by the Group's French operations significantly exceeds their taxable income.

Foreign exchange gains and losses related to transactions are included in the profit & loss statement lines corresponding to the category of the transaction concerned (primarily revenue, cost of sales, and financial expenses). The presentation of foreign exchange gains and losses related to derivative instruments is given in Note 28.

3.3 Operating income before non-recurring items

The operating income before non-recurring items is the recurring income less recurring expenses and amortization and impairment of intangible assets related to acquisitions and acquisition-related costs. Non-recurring expenses and income are not included (see Note 24.1).

Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs are presented on a separate line in the operating income before non-recurring items entitled "Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs" (see Note 23).

3.4 Segment information

3.4.1 Information by business segment

The Group has two operating segments within *in vitro* diagnostics.

2025

In millions of euros	Clinical applications	Industrial applications	Other	Group
Revenue	**3,430.8**	**638.9**	**0.0**	**4,069.8**
Cost of sales	-1,467.1	-290.1	-3.8	-1,761.0
Gross profit	**1,963.7**	**348.8**	**-3.8**	**2,308.8**
Other operating income and expenses	*27.5*	*5.9*	*4.4*	*37.8*
Selling expenses	-636.7	-155.7	1.1	-791.2
General and administrative expenses	-273.2	-48.9	2.1	-320.0
Research and development	-436.8	-59.8	-10.9	-507.4
Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs	*-162.7*	*-4.1*	*0.0*	*-166.8*
OPERATING INCOME BEFORE NON-RECURRING ITEMS	**481.9**	**86.2**	**-7.0**	**561.1**
as % of revenue	*14% [(a)]*	*13%*		

(a) Restated to reflect the impairment losses of VITEK® REVEAL™ technology and the reversal of the provision for impairment of ASTUTE technology, the current operating income as a percentage of revenue would be 18%.

2024

In millions of euros	Clinical applications	Industrial applications	Other	Group
Revenue	**3,373.8**	**606.0**	**0.0**	**3,979.9**
Cost of sales	-1,469.1	-298.8	3.3	-1,764.6
Gross profit	**1,904.7**	**307.3**	**3.3**	**2,215.3**
Other operating income and expenses	*37.4*	*4.2*	*5.3*	*46.9*
Selling expenses	-628.8	-152.0	-3.0	-783.8
General and administrative expenses	-266.7	-46.9	-0.3	-313.8
Research and development	-410.1	-57.6	-23.8	-491.5
Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs	*-55.1*	*-3.3*	*0.0*	*-58.4*
OPERATING INCOME BEFORE NON-RECURRING ITEMS	**581.3**	**51.8**	**-18.4**	**614.7**
as % of revenue	*17% [(a)]*	*9%*		

(a) Restated for the CLIA impairment loss, operating income before non-recurring items as a percentage of revenue would be 18%.

In accordance with IFRS 8, in Note 3.4.2 the Group discloses information on revenue and assets broken down by geographic area, which has been prepared using the same accounting principles as those applied to prepare the consolidated financial statements.

The chief operating decision-maker within the meaning of IFRS 8 is the Executive Committee. The operating segments defined by the Executive Committee correspond to the Clinical and Industrial businesses. The reporting submitted to the Executive Committee includes sales by operating segment and gross and operating margins for the bioMérieux Group, but does not include detailed gross and operating margins by operating segment. However, detailed segment information is available in the reporting tools to meet specific needs or ad hoc requests, based on direct sales and costs attributable to the units and a proportional allocation to the sales of the shared costs. The Executive Committee also receives information on the annual changes in profits and costs for the various Departments (R&D, manufacturing, commercial, support functions, etc.), established before allocation of shared costs and separate from segment groupings. There was no consolidation of operating segments within the meaning of IFRS 8.

No balance sheet information by business sector is disclosed to operational managers.

3.4.2 Information by geographic area

Geographical areas have been determined by combining countries with similar economic characteristics and similar risk, profitability, strategy, and regulatory profiles. Group sales in the Middle East – Africa region are generated in a heterogeneous set of countries, mainly through distributors or agents, and in certain countries via local distribution subsidiaries. The distributors and agents are for the most part in direct contact with the French Company bioMérieux SA, which explains their being grouped with the Europe region.

The information by geographic area shown in the tables below has been prepared in accordance with the accounting principles used to prepare the consolidated financial statements.

2025

In millions of euros	Americas	EMEA	Aspac	Corporate	Group
Revenue	**2,121.4 [(a)]**	**1,312.7 [(b)]**	**634.6**	**1.0**	**4,069.8**
Cost of sales	-679.8	-556.2	-333.2	-191.7	-1,761.0
Gross profit	**1,441.6**	**756.5**	**301.4**	**-190.8**	**2,308.8**
as % of revenue	*68%*	*58%*	*47%*		
Other operating income and expenses	-339.4	-187.1	-87.3	-1,133.9	-1,747.7
OPERATING INCOME BEFORE NON-RECURRING ITEMS	**1,102.2**	**569.5**	**214.1**	**-1,324.7**	**561.1**
as % of revenue	*52%*	*43%*	*34%*		

(a) Of which U.S. revenue: €1,780.8 million.
(b) Of which France revenue: €235.6 million

2024

In millions of euros	Americas	EMEA	Aspac	Corporate	Group
Revenue	**2,054.2 [a]**	**1,268.9 [b]**	**656.2**	**0.6**	**3,979.9**
Cost of sales	-656.3	-566.9	-345.6	-195.8	-1,764.6
Gross profit	**1,397.9**	**702.0**	**310.6**	**-195.2**	**2,215.3**
as % of revenue	*68%*	*55%*	*47%*		
Other operating income and expenses	-330.8	-182.2	-128.7	-958.9	-1,600.6
OPERATING INCOME BEFORE NON-RECURRING ITEMS	**1,067.1**	**519.8**	**181.9**	**-1,154.1**	**614.7**
as % of revenue	*52%*	*41%*	*28%*		

(a) Of which U.S. revenue: €1,730.1 million.
(b) Of which France revenue: €240.1 million.

DECEMBER 31, 2025

In millions of euros	Americas [a]	EMEA [b]	Aspac	Corporate	Group
NON-CURRENT ASSETS					
Goodwill				727.8	727.8
Other intangible assets	12.7	13.6	0.2	375.1	401.5
Property, plant and equipment	737.5	559.0	43.3	176.1	1,515.9
Right-of-use assets	70.7	59.5	11.1		141.3
WORKING CAPITAL REQUIREMENT					
Inventories and work-in-progress	582.4	275.0	102.3		959.7
Trade receivables and assets related to contracts with customers	333.8	325.6	106.8		766.2
Trade payables	-111.1	-127.4	-23.6		-262.1

(a) Of which non-current assets in the United States: €760.3 million.
(b) Of which non-current assets in France: €447.2 million.

DECEMBER 31, 2024

In millions of euros	Americas [a]	EMEA [b]	Aspac	Corporate	Group
NON-CURRENT ASSETS					
Goodwill [c]				730.4	730.4
Other intangible assets	15.6	18.6	0.4	457.4	492.0
Property, plant and equipment [c]	789.8	485.1	45.9	204.6	1,525.4
Right-of-use assets	100.9	57.7	11.6		170.2
WORKING CAPITAL REQUIREMENT					
Inventories and work-in-progress	655.3	263.5	118.5		1,037.3
Trade receivables and assets related to contracts with customers	370.4	310.5	111.4		792.3
Trade payables [d]	-126.7	-118.8	-26.9		-272.4

(a) Of which non-current assets in the United States: €856.4 million.
(b) Of which non-current assets in France: €398.6 million.
(c) Reclassifications have been made to better reflect the "Corporate" section.
(d) The notes to the consolidated financial statements at December 31, 2024 presented the reciprocal accounts related to the intra-group customer and supplier eliminations among the "Trade payables." The "Trade payables" line now only shows non-group suppliers in order to present information by relevant geographic area.

Regional data includes commercial activities, corresponding mainly to revenue in each of the above geographic areas, the related cost of sales, and the operating expenses necessary for these commercial activities. The regional data also includes the non-allocated costs of the production sites in these geographical areas. The revenue is a net consolidated contribution, not including inter-company revenue with the other areas.

Corporate data mainly includes the research costs incurred by the Clinical and Industrial units, as well as the costs incurred by the Group's corporate functions and revenue from companion test research & development partnership agreements.

Other intangible assets recorded in the Corporate column mainly correspond to goodwill and to technologies acquired by the Group.

3.5 Information by technology and application

The table below provides a breakdown of revenue by technology and application:

In millions of euros	2025	2024
Clinical applications	**3,430.8**	**3,373.8**
Molecular biology	1,733.0	1,647.0
Microbiology	1,339.0	1,330.1
Immunoassays	308.3	341.4
Other ranges	50.6	55.3
Industrial applications	**638.9**	**606.0**
TOTAL	**4,069.8**	**3,979.9**

The other ranges mainly include the activity of the subsidiary BioFire Defense, for which the revenue stood at €39.0 million in 2025 and €33.2 million in 2024.

Organic growth in sales at the end of the 12 months of 2025 was 6.2%. Organic growth corresponds to year-on-year sales growth at constant exchange rates and on a like-for-like basis and excludes the impact of hyperinflation, recognized in accordance with IAS 29.

For the Industrial Applications segment, revenue is generated from a homogeneous customer typology (industrial microbiology laboratories in the agri-food, pharmaceutical and cosmetics sectors). A large proportion of customers use several technologies from the bioMérieux product ranges. Additionally, sales forces distribute all technology offerings. Given the high degree of interdependence between the technologies used, the shared sales forces for all of these customers, and the similarity of their economic performance, it was not considered relevant to present separate information for each technology in accordance with IFRS 8.32.

NOTE 4 Goodwill

4.1 Accounting principles

Pursuant to the revised version of IFRS 3, goodwill represents the difference between the cost of a business combination (which primarily corresponds to the consideration transferred excluding acquisition-related costs and the share previously held valued at fair value) and the fair value of the Group's share of the acquiree's identifiable assets, liabilities and contingent liabilities on the acquisition date. Goodwill is measured in the acquiree's functional currency. The determination of fair values and goodwill is finalized within a period of one year from the acquisition date. Any changes made to provisional values after the end of the measurement period are recognized in income, including those concerning deferred tax assets.

The purchase price includes adjustments that may be made to the purchase price, such as earn-out. These earn-outs are determined by applying the criteria included in the acquisition agreement, such as revenue or earnings targets, to forecasts that are deemed to be the most probable. They are then remeasured at the end of each reporting period, and any changes are recorded in income after the acquisition date (including during the measurement period). They are discounted if the impact is material. Any discounting adjustments to the book value of the liability are recognized in "Cost of net financial debt."

Minority interests are measured at the time of the acquisition either at fair value (full goodwill method) or at the minority interest's proportionate share of the acquired Company's net assets (partial goodwill method). The option is taken for each acquisition.

When the Group purchases an additional interest in an acquired entity after the acquisition date, the difference between the consideration paid and the Group's share in the acquiree's equity is recognized directly in consolidated reserves. Similarly, if the Group sells an interest in an acquired entity without losing control, the resulting impact is also recognized directly in consolidated reserves.

In the case of a put option on minority interests, without those interests waiving their rights and associated benefits, borrowing is recognized for its present value against reserves, with no change in goodwill. At each balance sheet date, changes in the fair value of debt, determined according to contractual provisions, are recognized against income attributable to the parent company. The impact of accretion is recorded in the section "Cost of net financial debt."

Positive goodwill is recognized on a separate line of the "Goodwill" balance sheet at cost less any accumulated impairment losses. Negative goodwill is recognized directly in income during the year in which the controlling interest was acquired.

In compliance with IFRS 3 "Business Combinations," goodwill is not amortized. On the acquisition date, it is attached to a cash-generating unit depending on the synergies expected for the Group (see Notes 4.2 and 4.3). It is tested at least once a year for impairment losses and whenever there is an indication that they may be impaired. The methods used for performing the tests and recognizing any identified impairment losses are described in Note 4.2 "Impairment of non-current assets."

4.2 Impairment of non-current assets

The Group systematically carries out annual impairment tests on goodwill and other intangible assets with an indefinite useful life (the Group did not have any such assets in the years presented in these consolidated financial statements).

Property, plant and equipment and intangible assets with a finite useful life undergo impairment tests whenever there is an indication that they may be impaired.

A CGU corresponds either to a legal entity or to a product line (a group of property, plant and equipment, mainly production plants, and intangible assets, essentially technologies, which generate cash flows as a result of products based on the same technology). Detailed information on CGUs is provided in Note 4.3.

During the fiscal year, the Group changed the structure of its CGUs to reflect changes in its internal organization and the way in which management monitors performance. As a result, the CLIA CGU was discontinued and its assets were integrated into the Immunoassays CGU, since cash flows were no longer independent.

Impairment tests were performed using this new structure, based on assumptions consistent with those applied in previous years.

This change did not give rise to any additional impairment losses during the fiscal year. Comparative data were not restated, in accordance with IAS 36.

Impairment tests are used to determine the recoverable amount of a CGU or group of CGUs, representing the higher of their value in use and fair value less costs to sell.

In practice, the value in use of a CGU or group of CGUs is determined primarily on the basis of discounted operating cash flow projections covering a period of five years and based on the most recent business plan, and a terminal value. These future operating cash flows include the best estimate of U.S. tariffs.

The growth assumptions used to calculate the value in use for the business plan projection time horizon are consistent with available market information and conservative assumptions have been used for determining the terminal value, including a perpetuity growth rate of 2.0%.

Cash flow projections do not include any expansion investments or restructurings that have not already commenced.

The discount rate applied to cash flows corresponds to the Weighted Average Cost of Capital (WACC), calculated using a risk-free rate (French government OAT bond rate), the equity market risk premium and the beta ratio (which adjusts the overall equity market risk in relation to the specific industry risk). In certain cases, a specific risk premium is included, chiefly to reflect technology risk and the individual market risk, like a country risk premium to take account of the exposure of each CGU to macroeconomic risks. The WACC determined by the Group is compared with the figure calculated by analysts who track the bioMérieux stock. The discount rates calculated for the main CGUs (technological product lines) were between 7.6% and 9.0% in 2025, and between 7.5% and 9.7% in 2024. The upper range used in 2025 was for the Immunoassay CGU. These rates are post-tax. The application of a pre-tax WACC to pre-tax cash flows would give an identical result.

As indicated in Note 2.3, the climate risk analysis did not have a significant impact on the projections and did not result in a change in the discount rate or terminal value calculation.

Tests were performed to assess the sensitivity of the recoverable amounts to changes in certain actuarial and operating assumptions (see Note 4.3).

The Group recognizes an impairment loss where the value in use of these CGUs falls below the net book value. The impairment loss is allocated first to reduce the book value of any goodwill, with the residual amount allocated to the other assets of the unit, except if this reduces the net book value of those assets below their fair value.

Impairment losses are recorded on the line "Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs" if they meet the definition (see Note 23). Impairment losses against goodwill in respect of fully consolidated entities may not be reversed unless the asset is sold.

IMPACTS OF THE APPLICATION OF IFRS 16

The analysis did not identify any assets related to rental agreements that would be tested independently of a cash-generating unit (CGU), with the exception of the assets related to the right to use the San José site, which were fully impaired in 2025.

4.3 Change

Total goodwill amounted to €727.8 million at December 31, 2025, compared with €730.4 million at December 31, 2024.

CGU *In millions of euros*	**12/31/2025**	**12/31/2024**
Industrial applications	194.3	192.3
Molecular biology	153.2	170.8
Microbiology	281.9	315.2
Immunoassays	94.0	47.8
Entities	4.4	4.4
NET VALUE	**727.8**	**730.4**

The integration of the CLIA CGU into the Immunoassay CGU in 2025 did not result in a revaluation of the CLIA's CGU's goodwill, since its value has been set at zero since 2023.

Changes in the goodwill can be analyzed as follows:

In millions of euros	**Net value**
December 31, 2023	**698.8**
Translation differences	25.8
Changes in the scope of consolidation [(a)]	5.8
Impairment losses	0.0
December 31, 2024	**730.4**
Translation differences	-52.2
Changes in the scope of consolidation[(b)]	49.6
Impairment losses	0.0
DECEMBER 31, 2025	**727.8**

(a) Related to the acquisition of Lumed Inc.
(b) Related to the acquisition of SpinChip Diagnostics ASA and Neoprospecta (see Note 1.1).

Goodwill relating to acquisitions for the year was deemed to be final at the end of 2025.

The impairment tests, carried out in accordance with the rules set out in Note 4.2, did not result in the recognition of any impairment losses.

The inputs used in the impairment tests carried out on the Group's main CGUs are set out below:

	2025			2024		
CGU	**Net value[(a)]**	**Discount rate**	**Perpetual growth rate**	**Net value[(a)]**	**Discount rate**	**Perpetual growth rate**
Industrial applications	194.3	8.1%	2.0%	192.3	8.0%	2.0%
Molecular biology	153.2	7.8%	2.0%	170.8	7.7%	2.0%
Microbiology	281.9	7.6%	2.0%	315.2	7.5%	2.0%
Immunoassays	94.0	9.0%	2.0%	47.8	9.7%	2.0%

(a) Net value of goodwill assigned to the CGU.

Revenue and operating margin growth assumptions are set for each CGU in accordance with the best estimates at the test date. They take into account the level of maturity of bioMérieux's products and target markets, and also forecast development and innovation for its ranges.

A cumulative analysis for all CGUs was carried out to assess the sensitivity of the impairment tests to changes in discount rates (adverse change of 50 basis points), terminal growth rates (adverse change of 50 basis points) and the operating margin (fall of 100 basis points in the ratio of operating income before non-recurring items to terminal value). This analysis would not lead to a loss of value for any of the cash-generating units.

More broadly, no impairment of the goodwill tested would be noted should there be a reasonably possible change in the assumptions used in 2025.

NOTE 5 Other intangible assets

5.1 Accounting principles

5.1.1 Research & development expenses (excluding software development costs)

In accordance with IAS 38 "Intangible Assets," research expenses are not capitalized.

Under IAS 38, development expenses must be recognized as other intangible assets whenever specific conditions are met, related to technical feasibility and marketing and profitability prospects. Given the high level of uncertainty attached to development projects carried out by the Group, these recognition criteria are not met until the regulatory procedures required for the sale of the products concerned have been finalized. As most costs are incurred before that stage, development expenses are recognized in the consolidated income statement in the fiscal year during which they are incurred.

Development costs are recognized as part of a business combination at the fair value of the projects identified in the balance sheet at acquisition, in accordance with the provisions of IFRS 3 (revised). These costs are amortized from the date of marketing of the lines affected by the projects using the straight-line method over their expected useful life.

Development expenses related to projects ongoing at the acquisition date continue to be capitalized until the date the corresponding product lines are marketed.

Development expenses incurred after the business combination date and related to new projects are recognized in accordance with IAS 38 as described previously. In practice, all subsequent costs are expensed.

5.1.2 Other intangible assets

Other intangible assets mainly include technologies, patents, licenses, elements of intellectual property, software, and customer relationships. They all have finite useful lives and are initially recognized as follows:

- if purchased: at their purchase price;
- in the case of business combinations: at fair value, generally based on the price paid (when the price of the intangible asset is identified), or based on the discounted value of estimated future cash flows. These assets, mainly comprised of technologies, are then attached to a CGU according to the expected synergies;
- in the case of internal production: at their cost price for the Group.

Significant costs directly attributable to the creation or improvement of software developed in-house are capitalized if it is considered probable that they will generate future economic benefits. Other development costs are expensed as incurred. In the case of software, only in-house and outsourced development costs related to organic analyses, programming, tests, trials, and user documentation are capitalized.

Other intangible assets are amortized in accordance with the expected pattern of consumption of future economic benefits embodied in the asset concerned, generally on a straight line basis over periods of:

- 5 to 20 years for patents, licenses, technologies;
- 10 years for major integrated management software (such as ERP systems);
- 3 to 6 years for other computer software;
- and 10 to 15 years for customer relationships.

Software is amortized when it comes into operational effect in each subsidiary, on a phased basis where applicable.

Other intangible assets are carried at their initial cost less accumulated amortization and any accumulated impairment losses. Depreciation and amortization are recognized in the profit & loss statement based on the assets' function. Impairment losses are recognized, according to the rules defined in Note 4.2, under "Other non-recurring income and expenses from operations" if they meet the applicable definition (see Note 24.1). For ERP-type management software, any termination of a project or batch constitutes an indication of impairment losses.

5.2 Change

Gross value *In millions of euros*	Patents Technology	Software	Other	Total
December 31, 2023	**966.4**	**256.5**	**31.8**	**1,254.7**
Translation differences	49.6	4.1	1.1	54.8
Acquisitions/Increases	2.3	4.8	6.3	13.4
Changes in the scope of consolidation	4.1 [(a)]	0.0	0.0	4.1
Disposals/Decreases	-2.9	-8.7	0.0	-11.6
Reclassifications	0.0	5.1	-3.8	1.3
Hyperinflation	0.0	2.0	0.5	2.5
December 31, 2024	**1,019.6**	**263.6**	**35.9**	**1,319.1**
Translation differences	-97.2	-10.0	-2.1	-109.3
Acquisitions/Increases	0.7	5.8	2.6	9.1
Changes in the scope of consolidation	128.2 [(b)]	0.0	0.0	128.2
Disposals/Decreases	-13.6	-33.4	-0.2	-47.2
Reclassifications	0.0	4.7	-3.8	1.0
Hyperinflation	0.0	0.8	0.2	1.0
DECEMBER 31, 2025	**1,037.8**	**231.5**	**32.7**	**1,302.0**

(a) Related to the acquisition of Lumed Inc.
(b) Related to the acquisition of SpinChip Diagnostics ASA and Neoprospecta, as well as the assets of Day Zero Diagnostics (see Note 1.1).

Amortization and impairment losses *In millions of euros*	Patents Technology	Software	Other	Total
December 31, 2023	**498.4**	**216.2**	**11.4**	**726.0**
Translation differences	24.7	3.1	0.5	28.4
Additions	62.3	16.3	4.3	82.9
Changes in the scope of consolidation	-1.6	0.0	0.0	-1.6
Reversals/Disposals	-2.9	-8.7	0.0	-11.6
Reclassifications	0.0	0.3	0.4	0.7
Hyperinflation	0.0	1.7	0.5	2.3
December 31, 2024	**581.0**	**229.0**	**17.1**	**827.1**
Translation differences	-54.5	-8.2	-1.0	-63.6
Additions	174.3 [(a)]	6.4	12.9	193.7
Changes in the scope of consolidation	0.0	0.0	0.0	0.0
Reversals/Disposals	-22.7 [(b)]	-33.4	-1.4	-57.5
Reclassifications	0.0	10.6	-10.6	0.0
Hyperinflation	0.0	0.7	0.2	0.9
DECEMBER 31, 2025	**678.1**	**205.1**	**17.3**	**900.5**

(a) includes the provision for impairment of the VITEK® REVEAL technology for an amount of €140.7 million at an average rate (see Note 1.2.1).
(b) Mainly related to a partial reversal of the impairment provision for Astute technology, valued at €9.4 million at an average rate.

Net value *In millions of euros*	Patents Technology	Software	Other	Total
December 31, 2023	**468.0**	**40.2**	**20.4**	**528.6**
December 31, 2024	**438.6**	**34.7**	**18.8**	**492.0**
DECEMBER 31, 2025	**359.7**	**26.5**	**15.4**	**401.5**

Reclassifications mainly corresponds to assets under construction put into service during the fiscal year. The gross value of other intangible assets under construction represented €2.4 million at December 31, 2025 against €5.9 million in 2024.

In light of the slower-than-expected commercial launch of the VITEK® REVEAL solution in the United States, the Group conducted an impairment test on the group of technological and industrial assets assigned to this solution. An impairment of €140.7 million, at an average rate, of the technology allocated to the VITEK® REVEAL solution, recorded under "Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs" in current operating income (see Notes 1.2.1 and 23).

A sensitivity analysis was conducted on the impairment test and should have led to the following additional impairment of the technology, at the average rate of the period:

- Adverse change of 50 basis points in the discount rate (from 9.7% to 10.2%): -€12 million;
- Adverse change of 50 basis points in the perpetual growth rate at infinity (from 2.0% to 1.5%): -€7 million;
- 100 basis point decrease in the current operating income rate of the terminal value: -€3 million.

As a reminder, in 2024, the Group recognized impairment losses on several assets totaling €25.6 million at the average rate, of which €22.9 million corresponded to the additional impairment loss charged to the CLIA CGU's technology and €2.7 million to the additional impairment loss charged to the CLIA CGU's other intangible assets.

NOTE 6 Property, plant and equipment, assets related to right-of-use and other leasing agreement receivables

6.1 Property, plant and equipment

6.1.1 Accounting principles

As prescribed by IAS 16 "Property, Plant and Equipment," items of property, plant and equipment are initially recognized at their purchase or production cost or at their acquisition-date fair value if acquired as part of a business combination. They are not revalued. Any revaluations carried out by Group companies in their individual accounts are eliminated when preparing the consolidated financial statements.

Property, plant and equipment are recorded using the component approach. Under this approach, each component of an item of property, plant and equipment with a cost that is significant in relation to the total cost of the asset and which has a different useful life to that of the asset as a whole is recognized and depreciated separately. The only Group property, plant and equipment to which this method is applied are buildings.

IAS 23 "Borrowing Costs" does not call for the capitalization of material borrowing costs, as the Group has little debt resulting from purchases of property, plant and equipment.

Routine maintenance and repair costs of property, plant and equipment are expensed as incurred. Other subsequent expenses are capitalized only if they satisfy the applicable recognition criteria, such as the replacement of an identified component.

Property, plant and equipment are carried at cost less accumulated depreciation and any accumulated impairment losses.

The depreciable value of property, plant and equipment corresponds to their acquisition cost as they are not considered to have any material residual value. The straight-line method of depreciation is used for these assets.

The property, plant and equipment are depreciated over their estimated useful lives as follows:

- machinery and equipment: 3 to 10 years;
- instruments: 5 to 10 years;
- shell: 30 to 40 years;
- finishing work, fixtures and fittings: 10 to 20 years.

Depreciation periods in respect of buildings are calculated separately for each component.

The useful lives are reviewed periodically. The impact of any adjustments is accounted for prospectively as a change in accounting estimates.

Impairment tests are carried out for property, plant and equipment whenever events or market developments indicate that an asset may have declined in value. If an asset's recoverable amount (see Note 4.2) is less than its net book value, either its useful life is adjusted or an impairment loss is recorded in "Other non-recurring income and expenses from operations," if the applicable definition is met (see Note 24.1).

Rental agreements

As lessor: when the Group makes assets available to third parties under rental agreements on terms equivalent to a sale, the assets are recorded as though they had been sold, as prescribed by IFRS 16 "Leases." The long-term portion of the lease payments due is recorded under "Other non-current assets" and the short-term portion is recognized under "Trade receivables," The corresponding financial income is recognized in the income statement during the period in which it is received, under "Other financial income and expenses."

6.1.2 Analysis of movements in property, plant and equipment

Gross value *In millions of euros*	Land	Buildings	Machinery and equipment	Capitalized instruments	Other assets	Assets under construction	Total
December 31, 2023	**58.5**	**845.6**	**785.3**	**555.0**	**205.0**	**249.6**	**2,698.9**
Translation differences	1.8	29.4	27.4	2.2	6.2	13.6	80.6
Changes in the scope of consolidation				0.0	-2.2		-2.2
Acquisitions/ Increases	2.0	19.0	27.3	123.3	8.8	155.4	335.7
Disposals/Decreases	0.0	-3.2	-15.8	-52.2	-6.8		-78.0
Reclassifications	1.4	63.4	-16.3	0.6	12.8	-63.2	-1.3
Hyperinflation		0.0	0.1	11.3	0.4	0.0	11.8
December 31, 2024	**63.6**	**954.2**	**808.0**	**640.2**	**224.2**	**355.4**	**3,045.6**
Translation differences	-3.6	-64.3	-56.8	-28.6	-14.0	-27.5	-194.9
Changes in the scope of consolidation			2.2				2.2
Acquisitions/ Increases	1.3	24.8	23.9	115.3	7.4	153.1	325.9
Disposals/Decreases	-0.2	-5.3	-35.2	-48.5	-9.7		-98.9
Reclassifications	1.9	80.4	130.4	0.3	3.6	-212.4	4.1
Hyperinflation		0.0	0.0	5.0	0.2	0.0	5.2
DECEMBER 31, 2025	**63.0**	**989.8**	**872.5**	**683.7**	**211.7**	**268.5**	**3,089.2**

Amortization and impairment losses *In millions of euros*	Land	Buildings	Machinery and equipment	Capitalized instruments	Other assets	Assets under construction	Total
December 31, 2023	**3.3**	**435.5**	**437.9**	**312.6**	**152.5**		**1,341.8**
Translation differences	0.1	12.1	14.7	0.8	4.7	0.6	33.0
Changes in the scope of consolidation					-2.3		-2.3
Additions	0.4	40.6	58.8	66.4	19.0	23.2	208.5
Disposals/Decreases	0.0	-3.1	-15.7	-43.5	-6.9		-69.1
Reclassifications		-3.5	-0.1	0.2	3.2		-0.2
Hyperinflation		0.0	0.1	8.1	0.4		8.5
December 31, 2024	**3.9**	**481.6**	**495.7**	**344.5**	**170.7**	**23.8**	**1,520.2**
Translation differences	-0.2	-27.9	-31.3	-12.8	-10.5	-1.6	-84.3
Changes in the scope of consolidation			1.2				1.2
Additions	0.4	84.6	67.4	73.5	15.8	-24.2	217.5
Disposals/Decreases	-0.2	-4.8	-34.1	-42.1	-9.5		-90.7
Reclassifications		0.0	2.4	0.1	0.5	2.0	5.0
Hyperinflation		0.0	0.0	4.3	0.2		4.6
DECEMBER 31, 2025	**3.8**	**533.6**	**501.3**	**367.5**	**167.0**		**1,573.4**

Net value *In millions of euros*	Land	Buildings	Machinery and equipment	Capitalized instruments	Other assets	Assets under construction	Total
December 31, 2023	**55.1**	**410.1**	**347.4**	**242.4**	**52.5**	**249.6**	**1,357.1**
December 31, 2024	**59.7**	**472.6**	**312.3**	**295.7**	**53.6**	**331.6**	**1,525.4**
DECEMBER 31, 2025	**59.2**	**456.1**	**371.2**	**316.2**	**44.7**	**268.5**	**1,515.9**

Assets under construction mainly relate to investments in production and automation tools in the United States and France, which are expected to be put into service mainly in 2026 and 2027.

Following the announcement of the closure of the San José site (see Note 1.2.2), tangible assets were impaired by €22.7 million. As a reminder, in 2024, the review of evidence of impairment of assets with finite useful lives, as defined in Note 4.2, led the Group to recognize impairment losses on some of the CLIA CGU's assets under construction for a total of €23.2 million, at an average rate, at December 31, 2024.

Commissionings during the fiscal year mainly concern production lines in the United States.

6.2 Right-of-use assets (lessee side)

6.2.1 Accounting principles

RESTATEMENT ON THE LESSEE SIDE

IFRS 16 makes no distinction, from the lessee perspective, between leasing agreements and operating rental agreements.

Leases are rental agreements (or agreements that contain a rental component) that convey the right to receive the near totality of the economic benefits associated with the use of the asset resulting from the right to manage the use of the identified asset during the period of use.

Rental agreements which meet this definition are recognized according to the procedures defined below. As specified by the standard, the Group has adopted certain simplification measures, notably those enabling exclusion of agreements with a residual term of less than twelve months and agreements covering assets of low value, and the identical application of rental agreements according to IAS 17.

In practice, the analysis predominantly resulted in the restatement of real estate and vehicle rental agreements.

For agreements not restated as rental agreements, the rental payments are recognized as expenses on a straight line basis over the term of the agreement.

The accounting rules for agreements that fall within the scope of IFRS 16 are presented below.

As of the commencement date of the agreement, the Group recognizes a right-of-use asset and a financial liability for the lease liability. The asset is recorded as a separate line item on the balance sheet; the liability is presented under borrowings.

The lease liability is measured at the discounted value of the lease payments not yet paid over the term of the agreement.

The discounted value is determined by using the implicit borrowing rate for rental agreements formerly qualified as leasing agreements and the incremental borrowing rate for other rental agreements. The incremental borrowing rate is calculated for each country according to the term of the agreement. The incremental borrowing rate corresponds to a duration rate taking into account the rent payment profile, and not a maturity rate, in accordance with the recommendations of the IFRS IC of September 2019.

The term of a rental agreement is the enforceable period, which corresponds to the non-cancellable period, plus:

- any option to extend the agreement if the Group is reasonably certain it will exercise the option;
- any agreement termination option if the Group is reasonably certain it will not exercise the option.

In practice:

- none of the leases contain an early termination clause;
- the terms used for the main rental agreements are:
  - in France: an enforceable period of nine years (3/6/9 commercial leases): a non-cancellable period of three years and certainty of using the extension options after three and six years,
  - in other countries, the term is that indicated in the agreement unless the renewal decision is solely at the discretion of the lessee. In this case, the term used is 20 years from the date of the first lease for real estate rentals.

Lease payments represent fixed payments, variable payments based on an index or a rate, and the exercise price of the purchasing options that the lessee has the reasonable certainty of exercising. In practice, most of the rents are fixed. Purchase options exist for leasing agreements.

Right-of-use assets are measured as follows: the cost is reduced by the accumulated depreciation and impairment losses, and adjusted to take into account, where applicable, re-measurements of the lease liability. No impairment losses or revaluations of the lease liability were recognized during this fiscal year.

Right-of-use assets are depreciated over the expected duration of use of the property (including the portion linked to the use of land), in the case of a purchase option at a favorable price. In other cases, these assets are depreciated over the term of the agreement as defined above.

Rental agreement-related fixtures and fittings are amortized over a period that in practice is close to the term of the agreement. For information, the net book value is not material.

Deferred tax is recognized on restatements of rental agreements.

Power Purchase Agreements (PPA), purchase agreements of green electricity from renewable energy, are not included in the scope of IFRS 16 and IFRS 9, based on an analysis conducted by the Group. In fact, the agreements do not include a fixed portion. Although the price is fixed, the amount is variable, since it is applied to the volumes produced. Furthermore, these power purchase agreements do not constitute a substantial purchase of the facility. Indeed, purchased power will only benefit the Group, which does not re-sell any excess production ('own use' agreement).

6.2.2 Change

Gross value *In millions of euros*	Land	Buildings	Machinery and equipment	Other assets	Total
December 31, 2023	**25.5**	**182.5**	**38.8**	**4.6**	**251.3**
Translation differences	1.5	4.0	0.6	0.0	6.0
Changes in the scope of consolidation		-0.3			-0.3
Acquisitions/Increases	0.0	36.3	18.8	0.0	55.1
Disposals/Decreases	-0.2	-24.1	-11.1	-0.1	-35.4
Reclassifications					
December 31, 2024	**26.8**	**198.4**	**47.2**	**4.6**	**276.9**
Translation differences	-2.8	-11.3	-2.8	0.0	-16.9
Changes in the scope of consolidation		3.6			3.6
Acquisitions/Increases	0.5	10.8	17.7	0.3	29.2
Disposals/Decreases		-28.0	-9.0	-0.2	-37.3
Reclassifications					
DECEMBER 31, 2025	**24.4**	**173.5**	**53.1**	**4.6**	**255.6**

Amortization *In millions of euros*	Land	Buildings	Machinery and equipment	Other assets	Total
December 31, 2023	**4.0**	**76.1**	**18.0**	**4.3**	**102.4**
Translation differences	0.3	0.8	0.3	0.0	1.3
Changes in the scope of consolidation		-0.2			-0.2
Additions	0.5	22.1	11.1	0.2	33.9
Disposals/Decreases	-0.2	-21.2	-9.4	0.0	-30.7
Reclassifications					
December 31, 2024	**4.7**	**77.5**	**20.1**	**4.4**	**106.7**
Translation differences	-0.6	-3.3	-1.2	0.0	-5.0
Changes in the scope of consolidation					
Additions	0.5	25.5	12.2	0.2	38.3
Disposals/Decreases		-18.5	-7.0	-0.2	-25.7
Reclassifications					
DECEMBER 31, 2025	**4.6**	**81.2**	**24.1**	**4.4**	**114.4**

Net value *In millions of euros*	Land	Buildings	Machinery and equipment	Other assets	Total
December 31, 2023	**21.4**	**106.5**	**20.8**	**0.3**	**148.9**
December 31, 2024	**22.1**	**120.9**	**27.1**	**0.1**	**170.2**
DECEMBER 31, 2025	**19.8**	**92.2**	**29.0**	**0.2**	**141.3**

The increases are primarily linked to new rental agreements. The decreases are primarily linked to agreements having reached the end of their terms or to reductions in the term of rental agreements. In accordance with the provisions of IFRS 16, and given the nature of the movements, increases and decreases in the assets related to rental agreements are not reported in the investment flows of the cash flow statement.

Following the announcement of the closure of the San José site (see Note 1.2.2), the right-of-use assets were impaired by €4.8 million.

The following table shows the net value of assets under leasing agreements:

Net value *In millions of euros*	**Land**	**Buildings**	**Machinery and equipment**	**Other assets**	**Total**
December 31, 2023	**2.3**	**24.3**			**26.6**
December 31, 2024	**2.3**	**21.9**			**24.2**
DECEMBER 31, 2025	**2.3**	**19.5**			**21.8**

The rental expense related to non-restated agreements is not material for the years presented.

6.3 Leasing agreement receivables

6.3.1 Accounting principles

LEASING AGREEMENTS

Rental agreements are classified as leasing agreements whenever they transfer to the lessee substantially all of the risks and rewards incidental to ownership. Agreements qualify as leasing agreements based on the substance of each contract, and notably when:

- ownership of the leased asset is transferred to the lessee at the end of the lease term;
- the lessee has the option to purchase the asset at a preferential price;
- the lease term covers the major part of the leased asset's economic useful life;
- the present value of the minimum rental payments amounts to at least substantially all of the fair value of the leased asset;
- the leased assets are of such a specialized nature that only the lessee can use them without making major modifications.

Whenever the Group leases property under an agreement classified as a rental agreement, the fair value of the asset concerned or, if lower, the present value of the minimum rental payments is capitalized and depreciated over the asset's useful life. A corresponding liability is recognized in the balance sheet. Rental payments are apportioned between the financial expenses and the reduction of the outstanding liability.

Other rental agreements are classified as operating rental agreements and the rental payments are expensed on a straight-line basis over the term of the agreement.

Certain instruments are sold via leasing agreements (see Note 6.1). The standard term of the agreements is 5 years.

6.3.2 Change

Rental agreement receivables totaled €13.8 million at December 31, 2025, against €13.1 million at December 31, 2024.

In millions of euros	**Less than 1 year**	**From 1 to 5 years**	**In over 5 years**	**12/31/2025**
Gross value of leasing agreement receivables	4.0	10.2	0.0	14.2
Accrued interest	-0.1	0.0	0.0	-0.1
Present value of minimum future lease payments	**3.9**	**10.1**	**0.0**	**14.0**
Impairment losses	-0.2			-0.2
NET PRESENT VALUE OF MINIMUM FUTURE LEASE PAYMENTS	**3.7**	**10.1**	**0.0**	**13.8**

The current portion of leasing agreement receivables is shown in trade receivables (see Note 9), while the non-current portion is carried in other non-current assets for €10.1 million.

As previously stated, the changes were the following at December 31, 2024:

In millions of euros	Less than 1 year	From 1 to 5 years	In over 5 years	12/31/2024
Gross value of leasing agreement receivables	4.8	9.2	0.0	14.0
Accrued interest	-0.1	-0.1	0.0	-0.2
Present value of minimum future lease payments	**4.7**	**9.1**	**0.0**	**13.9**
Impairment losses	-0.8			-0.8
NET PRESENT VALUE OF MINIMUM FUTURE LEASE PAYMENTS	**3.9**	**9.1**	**0.0**	**13.1**

The impairment rules applied are presented in Note 9.

NOTE 7 Non-current financial assets

7.1 Accounting principles

Non-current financial assets include non-consolidated investments, loans and receivables maturing in more than one year, including pension plan assets when these have not been definitively allocated to cover corresponding obligations, and deposits and guarantees. They are recognized and measured in compliance with the rules described in Note 27.

In application of the IFRS 9 standard, non-current financial assets are broken down into three categories:

- Financial assets measured at amortized cost:

  These are financial assets for which the objective of the business model is to receive contractual flows, and for which the contractual conditions specify, at particular dates, flows corresponding only to repayments of principal and interest. They correspond to loans, deposits and guarantees.
- Financial assets valued at fair value, with recognition in other comprehensive income:
  - changes in fair value to be reclassified to income: these are financial assets for which the objective of the business model is to receive both contractual flows and flows from the sale of assets, and for which the contractual conditions specify, at particular dates, flows corresponding only to repayments of capital and interest. The Group has no significant assets within this category;
  - changes in fair value not to be reclassified to income (irreversible option taken on the acquisition date):
  - these are assets that are strategic for the Group. They correspond to non-consolidated equity investments.
- Financial assets measured at fair value through profit or loss: these are securities held by the Group for trading purposes. This category is not used over the fiscal years presented, as the Group has so far decided to opt for recognition in other comprehensive income not to be reclassified.

ASSETS VALUED AT AMORTIZED COST

The amortized cost is determined according to the effective interest rate method, as defined by the IFRS 9 standard. This rate is determined when putting in place the related contract.

FINANCIAL ASSETS VALUED AT FAIR VALUE

Fair value is determined according to the methodology defined by the standard IFRS 13, according to the three levels of fair value defined in Note 27.1.

In exceptional cases where the fair value of financial assets cannot be determined reliably (lack of recent information, wide range of valuations, etc.), the cost will be considered as the best estimate of the fair value.

No reclassification between the various categories occurred over the fiscal years presented.

The breakdown of other financial assets for which the Group has opted for this presentation is presented separately in the table below.

7.2 Change

In millions of euros	12/31/2025	12/31/2024
Loans and receivables	15.4	15.6
Non-consolidated investments measured at fair value through other comprehensive income not to be reclassified	113.3	179.4
TOTAL	**128.7**	**195.0**

In millions of euros	Acquisition value	Changes in fair value	Fair value
December 31, 2023	**251.0**	**-31.6**	**219.4**
Translation differences	2.4	0.1	2.5
Acquisitions/Increases	16.3	0.0	16.3
Disposals/Decreases	-3.7	-0.6	-4.3
Changes in fair value recorded in other comprehensive income		-38.8	-38.8
December 31, 2024	**266.0**	**-71.0**	**195.0**
Translation differences	-5.8	1.5	-4.3
Acquisitions/Increases	7.8	0.0	7.8
Disposals/Decreases	-13.5	-16.9	-30.4
Changes in fair value recorded in other comprehensive income		-39.3	-39.3
DECEMBER 31, 2025	**254.5**	**-125.7**	**128.7**

The decrease in non-consolidated companies is mainly due to changes in fair value recorded under "Other comprehensive income" for -€35 million and SpinChip Diagnostics ASA securities for -€27.8 million, which were consolidated in 2025 (see Note 1.1.1) and whose capital gain had been recognized in shareholders' equity in 2024.

The change in fair value recorded in other comprehensive income mainly concerns Proxim, Accunome, Accellix and Oxford Nanopore Technologies securities (value based on the stock market price at December 31, 2025). The summary table below shows the change in fair value of the shares in non-consolidated companies at December 31, 2025 compared to December 31, 2024:

	12/31/2024		12/31/2025	
In millions of euros	Fair value	Of which change in fair value through other comprehensive income	Fair value	Of which change in fair value through other comprehensive income
Oxford Nanopore Technologies	91.7	-49.8	86.9	-4.8
SpinChip Diagnostics ASA	27.8	16.9		
Proxim	17.3		0.0	-15.9
Accunome	13.2		0.0	-12.3
Other securities	29.3	-5.9	26.4	-6.2
TOTAL	**179.4**	**-38.8**	**113.3**	**-39.3**

The changes in fair value of securities classified as level 3 are presented in Note 27.1.

NOTE 8 Inventories and work-in-progress

8.1 Accounting principles

As required under IAS 2 "Inventories," inventories are measured at the lower of cost and net realizable value.

Inventories of raw materials, goods held for resale and consumables are measured at their purchase price plus related expenses using the FIFO method. Work-in-progress and finished products are measured at their actual production cost, including direct and indirect costs.

Inventories are written down where necessary, taking into account selling prices, obsolescence, residual shelf life, product condition, sale prospects and, in the case of spare parts, changes in the corresponding instruments' installed base.

8.2 Change

In millions of euros	12/31/2025	12/31/2024
Raw materials	392.6	418.9
Work-in-progress	107.6	110.3
Finished products and goods held for resale	496.2	545.9
Gross value	**996.5**	**1,075.1**
Raw materials	-19.1	-22.0
Work-in-progress	-2.6	-2.7
Finished products and goods held for resale	-15.1	-13.0
Provisions for impairments	**-36.8**	**-37.8**
Raw materials	373.6	396.9
Work-in-progress	105.0	107.5
Finished products and goods held for resale	481.1	532.9
NET VALUES	**959.7**	**1,037.3**

Inventories relating to instruments accounted for 19.5% of gross value in 2025, compared with 22.1% in 2024.

No pledges of inventories have been granted at December 31, 2025.

Without a work stoppage or significant reduction in its production centers, the Group experienced no major slowdowns over the manufacturing period recognized as at December 31, 2025, as in 2024.

The analysis carried out did not result in any change in the methods used to write down inventories, as in 2024.

NOTE 9 Trade receivables and assets related to contracts with customers

Trade receivables and finance leasing receivables

In millions of euros	12/31/2025	12/31/2024
Gross trade receivables	801.9	826.0
Impairment losses	-35.8	-33.7
NET VALUE	**766.2**	**792.3**

In total, 16.1% of the Group's trade receivables relate to government agencies, which may be paid later than the date shown on the invoice.

Trade receivables are recognized at amortized cost. There are no other financial assets including a financially significant component.

None of the Group's clients represent more than 10% of total revenues.

The Group has not set up any deconsolidating factoring contracts.

The due dates are mainly below six months except for rental agreements, leasing agreements and contracts for the provision of equipment.

Net receivables overdue by more than 180 days relative to private companies and public organizations represent 5.4% of outstanding trade receivables in 2025, against 4.1% in 2024.

The weight of net additions to doubtful debts and bad debts represents €9.6 million, i.e. 0.24% of revenue.

In millions of euros	12/31/2025					
				Details by due dates of trade receivables		
	Not matured	Matured	Total	Of which < 180 days	Of which > 180 days and < 360 days	Of which > 360 days
Receivables from private companies	527	146	673	107	10	29
Impairment on private receivables	-1	-33	-34		-2	-22
Weight of private company impairments on past due receivables					**-26%**	**-77%**
Public receivables	87	42	129	36	3	3
Public company impairment	0	-2	-2		-1	-1
Weight of public company impairment on past due receivables					**-18%**	**-39%**
Total receivables	**615**	**187**	**802**		**12**	**31**
Total impairment	**-1**	**-35**	**-36**		**-3**	**-23**
THE TOTAL WEIGHT OF IMPAIRMENT DUE RECEIVABLES					**-24%**	**-74%**

Trade receivables include the current portion of leasing agreement receivables (see Note 6.3).

Receivables and assets related to contracts with customers	12/31/2024	Changes in the scope of consolidation	Change in gross values	Change in impairment	Currency impact	12/31/2025
Long-term leasing agreement receivables	9.1		2.3		-1.1	10.3
NON-CURRENT ASSETS	**9.1**		**2.3**	**0.0**	**-1.1**	**10.3**
Leasing agreement receivables	3.9		-0.3	0.5	-0.5	3.7
Gross trade receivables	788.3	0.4	33.1	-4.3	-55.1	762.5
CURRENT ASSETS	**792.3**	**0.4**	**32.8**	**-3.8**	**-55.6**	**766.2**

The share of impairment on leasing agreement receivables is not material (see Note 6.3).

IMPAIRMENT OF TRADE RECEIVABLES

Provisions for impairment of trade receivables are recognized to take into account expected losses and are recognized according to the following model:

- doubtful trade receivables: provisioned case-by-case;
- clients for whom evidence of impairment losses has been identified (late payment, claims and litigation, etc.): individual and statistical provision;
- customers with no impairment loss index at the closing date: a provision for expected losses is recognized case-by-case, taking into account qualitative and quantitative information (e.g. information on the customer, rating of the customer, etc.) in the context of the customer credit risk monthly review process, according to information obtained on the customer.

The credit risk is assessed at each closure, taking into account guarantees received, where applicable.

The analysis carried out did not result in any change to the trade receivables provisioning model, nor to the way it is implemented, as in 2024.

Netting agreements

N/A.

Other assets related to contracts with customers

There are no assets related to the costs of obtaining or implementing contracts.

NOTE 10 Liabilities related to contracts with customers

Liabilities related to contracts with customers correspond essentially to advances of payment received and maintenance services invoiced in advance on service contracts (see Note 17). The associated revenue is recognized in income over the period that the service is rendered.

Liabilities related to contracts with customers	Notes	12/31/2024	Changes in the scope of consoli-dation	Change in gross values	Change in impairment	Reclassi-fication	Changes in translation differences	12/31/2025
Impairment for long-term guarantee	11	1.1	0.0		0.1	0.0	-0.1	1.1
NON-CURRENT LIABILITIES		**1.1**	**0.0**	**0.0**	**0.1**	**0.0**	**-0.1**	**1.1**
Impairment for short-term guarantee	11	9.5			-4.3	0.0	-0.8	4.4
Advances on contracts with customers		7.2		1.5		0.0	-0.4	8.2
Credit note to be issued		16.5		-0.7		0.0	-0.8	15.0
Income invoiced in advance		87.4	0.1	0.0		-2.3	-7.4	77.9
CURRENT LIABILITIES		**120.6**	**0.1**	**0.8**	**-4.3**	**-2.3**	**-9.5**	**105.5**

NOTE 11 Other receivables

In millions of euros	12/31/2025	12/31/2024
Advances and deposits	15.5	31.1
Prepaid expenses	47.2	33.0
Other operating receivables	115.8	111.8
NET VALUE OF OPERATING RECEIVABLES	**178.5**	**176.0**
CURRENT TAX RECEIVABLES	**47.8**	**21.3**
Non-operating receivables	18.4	24.5
NET VALUE OF NON-OPERATING RECEIVABLES	**18.4**	**24.5**

The other receivables related to customer contracts are not material.

Other operating receivables are mainly composed of research tax credit receivables (€68.7 million at December 31, 2025 versus €59.7 million at end-2024) and tax claims related mainly to VAT.

Non-operating receivables relate mainly to the fair value of derivative instruments carried in assets (€5.5 million in 2025, compared with €11.3 million in 2024, see Note 27.2) and derivatives on trade receivables discounted at closing rates (€6.7 million in 2025, compared with €8.0 million in 2024).

NOTE 12 Cash and cash equivalents

12.1 Accounting principles

Cash and cash equivalents include cash and short-term cash investments denominated in euros and subject to an insignificant risk of impairment loss and counterparty default.

Investments meeting these criteria are measured at the end of the reporting period at their fair value, with fair value gains or losses recognized in income (see Note 27).

None of the Group's investments are pledged or subject to major restrictions.

Investment securities and other cash equivalents are valued at their fair value at each closing, according to the definition given in Note 7.

There are no other current financial assets.

12.2 Change

In millions of euros	12/31/2025	12/31/2024
Cash	257.7	215.3
Cash investments with Institut Mérieux [(a)]	62.9	0.0
Cash investments	249.2	234.5
CASH AND CASH EQUIVALENTS	**569.8**	**449.8**

(a) These investments are liquid and can be redeemed within a maximum of four working days.

Cash investments are in term accounts, interest-bearing current accounts as well as in SICAV money market funds.

Investments are placed with leading credit institutions.

Cash investments in SICAV money-market funds are all short-term money-market investments and amounted to €112.2 million at December 31, 2025, compared with €98.3 million last year.

The Group regularly reviews the investments made by each SICAV euro money-market fund as well as their past performance in order to ensure that they qualify as "cash and cash equivalents" in accordance with the recognition criteria in IAS 7.

The impact related to use restrictions on demand deposits is not significant.

NOTE 13 Assets and liabilities held for sale

13.1 Accounting principles

In accordance with IFRS 5, net assets and liabilities whose recovery is expected through a sale transaction rather than by continuous usage are reclassified as assets held for sale or as related liabilities.

Impairment tests were carried out by comparing the value of the net assets to their fair value less costs to sell (see Note 4.2).

13.2 Change

At December 31, 2025, no assets or liabilities were classified as held for sale, as was the case at December 31, 2024

NOTE 14 Shareholders' equity and earnings per share

14.1 Share capital

The Company's share capital amounted to €12,029,370 at December 31, 2025 and was divided into 118,361,220 shares with a total of 152,167,288 voting rights (of which 75,630,589 shares carry double voting rights). Following a decision taken by the Annual General Meeting of March 19, 2001, the Company's articles of association no longer refer to a par value for its shares. Other than the free shares (see Note 18.2), there were no valid dilutive rights or securities on December 31, 2025.

The Company is not subject to any specific regulatory or contractual obligations in terms of its share capital.

The Group does not have any specific policy concerning equity financing. Decisions on whether to use external financing or capital increases are made on a case-by-case basis for each proposed transaction. The equity used by the Group for its own operations corresponds to its consolidated equity.

14.2 Cumulative translation adjustments

In millions of euros	12/31/2025	12/31/2024
Dollars[(a)]	-58.0	259.2
Latin America	-27.4	-25.0
Europe – Middle East – Africa	-43.9	-16.9
Other countries	-16.9	5.4
TOTAL	**-146.3**	**222.6**

(a) U.S. and Hong Kong dollars.

Cumulative translation adjustments attributable to the parent company amounted to -€145.6 million at December 31, 2025, including +€27.0 million linked to hyperinflation (see Note 2.7.3) versus €20.4 million last year.

This sharp drop in cumulative translation adjustments is mainly due to the dollar's depreciation during the fiscal year.

14.3 Treasury shares

The Company has entered into an agreement with an investment services provider for market-making purposes. It therefore sometimes has to buy, hold and resell a small number of its own shares in connection with this agreement. It also purchases shares to cover the obligations it assumes in connection with the free share grant plans mentioned in Note 18.

Treasury shares held under the liquidity agreement or for the purpose of allocation under free share grant plans are recorded as a deduction from equity, and the impacts of all corresponding transactions recorded in the individual financial statements are also recognized directly in equity (disposal gains and losses, impairment, etc.).

Treasury shares held under the liquidity contract

At December 31, 2025, the parent company held 41,528 treasury shares as part of this contract. During the fiscal year, it purchased 1,101,650 and sold 1,097,784 treasury shares.

Other treasury shares

At January 1, 2025, the Company held 402,060 treasury shares. During the fiscal year, the Company purchased 375,000 shares and definitively allocated 242,309 shares intended to provide free share grants to employees (see Note 18.2) and 203,210 shares related to the share subscription plan (see Notes 1.2.3 and 18.2).

At December 31, 2025, the Company held a total of 331,541 treasury shares intended for free share grants authorized by the Annual General Meeting.

14.4 Minority interests

Minority interests mainly include Suzhou Hybiome Biomedical Engineering, and rose from a balance of €6.1 million at December 31, 2024, to €3.9 million at December 31, 2025. The percentage of minority interests fell from 12.6% at December 31, 2024 to 7.4% at December 31, 2025 (see Note 1.1.3.2).

The impact of the share of minorities on the key aggregates of the Group is not material.

14.5 Other comprehensive income

The main elements making up comprehensive income are the changes in the fair value of financial instruments for which changes in fair value are recognized in this section (see Note 7), actuarial gains and losses on defined-benefit pension plans, changes in fair value of cash flow hedges, changes in translation differences coming from subsidiaries whose accounts are denominated in foreign currencies and changes in the value of tangible or intangible assets (if the option has been exercised for fair value).

The Group presents other comprehensive income showing the components of other comprehensive income that may be subsequently reclassified to income separately from components not subsequently declassifiable.

14.6 Earnings per share

Basic earnings per share is calculated by dividing net income attributable to owners of the parent by the weighted average number of shares outstanding during the period (excluding shares intended for allocation under free share grants and treasury shares held for market-making purposes). The weighted average number of shares was 117,988,151 at December 31, 2025, against 117,921,498 at December 31, 2024.

Diluted (net) earnings per share are calculated from the number of shares defined in the basic earnings increased by the weighted average number of potential shares to be issued and which would have a dilutive effect on net income. The number of the latter was 118,840,937 at December 31, 2025, against 118,768,281 at December 31, 2024.

Adjusted net earnings per share correspond to the basic net earnings per share restated for amortization and impairment losses of intangible assets related to acquisitions (see Note 23) and other non-recurring income and expenses from operations (see Note 24). It is presented in Note 33.

NOTE 15 Provisions – Contingent assets and liabilities

15.1 Accounting principles

In accordance with IAS 37 "Provisions, Contingent Liabilities and Contingent Assets," provisions are recognized when the Group has a legal or constructive obligation toward a third party, when it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and no inflow of resources of an equivalent amount is expected in return, and when the amount of the obligation can be reliably estimated.

In the case of restructuring, an obligation arises once the restructuring has been announced and a detailed plan has been drawn up or implementation has begun. Restructuring provisions shall consider, in particular, severance payments.

Long-term provisions are discounted when the impact of discounting is material and the resolution date is known.

Material contingent liabilities are disclosed in Note 15.5, unless the probability of an outflow of resources embodying economic benefits is remote.

Material contingent assets are disclosed in Note 15.5 where an inflow of economic benefits is probable.

15.2 Change in provisions

In millions of euros	Retirement benefits and other benefits	Guarantees given	Restructurings	Claims and litigation	Other provisions	Total
December 31, 2023	**37.0**	**9.6**	**2.9**	**2.2**	**43.2**	**94.9**
Additions	4.5	15.4	0.0	3.2	12.0	35.1
Reversals (utilizations)	-1.0	-13.4	-2.6	-0.9	-10.2	-28.2
Reversals (surplus)	-0.4	-1.3	0.0	-0.2	-13.2	-15.1
Net additions (reversals)	**3.1**	**0.7**	**-2.6**	**2.0**	**-11.4**	**-8.2**
Actuarial gains and losses	0.8	0.0	0.0	0.0	0.0	0.8
Changes in the scope of consolidation	0.0	0.0	0.0	0.0	0.0	0.0
Other changes	0.0	0.0	0.0	0.1	-1.7	-1.6
Translation differences	0.0	0.3	0.1	0.0	0.3	0.7
December 31, 2024	**41.0**	**10.6**	**0.3**	**4.2**	**30.4**	**86.5**
Additions	4.4	11.5	12.8 [b]	4.5	14.7	47.9
Reversals (utilizations)	-1.9	-9.3	0.0	-3.1	-4.5	-18.9
Reversals (surplus)	-0.2	-6.3	0.0	-0.7	-7.5	-14.7
Net additions (reversals)	**2.4**	**-4.1**	**12.8**	**0.6**	**2.7**	**14.4**
Actuarial gains and losses	-5.8	0.0	0.0	0.0	0.0	-5.8
Changes in the scope of consolidation	0.0	0.0	0.0	0.0	0.0	0.0
Other changes	0.0	0.0	-0.3	0.0	0.0	-0.2
Translation differences	-0.4	-0.9	-0.5	-0.1	-0.6	-2.5
DECEMBER 31, 2025	**37.2**	**5.6**	**12.4**	**4.8**	**32.5 [a]**	**92.3 [a]**

(a) See Note 15.4.
(b) Corresponds to the costs of closing the San José site in the United States (see Notes 1.2.2 and 24).

Provisions for product warranties are recognized based on an estimate of the costs relating to the contractual warranty for instruments sold over the remaining period under warranty (see Note 3.1.1).

15.3 Post-employment and other long-term benefit obligations

15.3.1 Accounting principles

15.3.1.1 Short-term employee benefits

Short-term employee benefits include wages, salaries and payroll taxes as well as paid vacation and performance-related bonuses. They are expensed during the fiscal year in which employees perform the corresponding services. Outstanding payments at the end of the reporting period are included in "Other operating payables."

15.3.1.2 Post-employment benefits

These benefits notably correspond to pensions, termination benefits, and post-employment health insurance. They are covered either by defined-contribution plans or defined-benefit plans.

Defined-contribution plans: where required under local laws and practices, the Group pays wage-based contributions to pension and social security organizations. The Group's obligation is limited to the payment of contributions. The contributions are expensed during the fiscal year in which employees perform the corresponding services. Outstanding payments at the end of the reporting period are included in "Other operating payables."

Defined-benefit plans: all plans other than defined-contribution plans:

- they concern regular or supplementary post-employment benefit obligations paid in the form of annuities (primarily in France and Germany) and termination benefits (primarily in France);
- health insurance for retired employees.

The Group's defined-benefit plan obligation is estimated by actuaries, in accordance with the amended IAS 19, as presented hereafter:

Post-employment benefit obligations are calculated in accordance with the projected unit credit method. They take into consideration actuarial assumptions such as discount rates, the rate of future salary increases, employee turnover and mortality rates. The main assumptions used are set out below in Note 15.3.2.

For the purpose of determining the discount rate, the Group analyzed various market rates and, as prescribed by the amended IAS 19 (revised), chose an estimated average of the Iboxx Corporate AA and Bloomberg indices (euro, U.S. dollar and pound sterling) at December 31, 2025, taking into account the average durations of the Group's plans where these differ from the observable maturities of the bonds used for those indices.

Post-employment benefit obligations are presented in the balance sheet for their total amount less the fair value of plan assets.

The impact on the current service cost for the year and on the interest cost net of the return on plan assets is recognized in operating income before non-recurring items.

The impacts of changes in actuarial gains and losses related to benefit obligations and plan assets (actuarial assumptions and experience adjustments) are immediately recognized under other comprehensive income at their net-of-tax amount. They are not reclassified to income.

The impacts resulting from amendments to and settlements of pension plans are immediately recognized in income.

The expected return on plan assets recognized in income is calculated using the discount rate used to estimate the total benefit obligation.

Susceptibility tests are performed to measure the sensitivity of the Group's post-employment benefit obligation to changes in certain actuarial assumptions (see Note 15.3.8).

15.3.1.3 Other long-term benefits

Other long-term benefits include long-service awards and bonuses. The corresponding liabilities are recognized on an actuarial basis whenever they have a material impact. Actuarial gains and losses and past service cost are recognized immediately in income.

15.3.2 Assumptions used

Post-employment benefit and other obligations are covered by provisions and essentially concern France. These obligations are calculated using actuarial methods based on a certain number of assumptions.

The main assumptions used are as follows:

	France	
	12/31/2025	12/31/2024
Expected salary increase rate	3.00%	3.00%
Discount rate	4.00%	3.30%
Average duration of plans	11.5	12.0

The expected return on plan assets corresponds to the discount rate applied to the post-employment benefit obligations, in accordance with the amended IAS 19, according to the calculated duration.

15.3.3 Breakdown of provisions for employee benefits

In millions of euros	12/31/2025	12/31/2024
Post-employment benefits [(a)]	20.2	24.3
Long-service awards	16.6	16.8
TOTAL PROVISIONS FOR LONG-TERM EMPLOYEE BENEFITS	**36.9**	**41.0**

(a) Includes hedging assets in Switzerland that exceed the discounted value of commitments for €0.3 million.

15.3.4 Change in provisions for employee benefits post employment

In millions of euros	Present value of obligation	Fair value of funds [(a)]	Provisions for pensions	Post-employment health insurance	Total provisions for post-employment benefits
December 31, 2024	**71.3**	**-47.8**	**23.4**	**0.9**	**24.3**
Current service cost	3.8		3.8	0.0	3.8
Interest cost	2.1	-1.3	0.7	0.0	0.8
Retirements	-2.5	0.6	-1.9	-0.1	-2.0
Plan liquidation	0.0	0.0	0.0		0.0
Contributions	0.0	-0.4	-0.4		-0.4
Impact on operating income	**3.3**	**-1.2**	**2.2**	**-0.1**	**2.1**
Actuarial gains and losses (Other comprehensive income)	**-5.3**	**-0.5**	**-5.8**	**0.0**	**-5.8**
Other movements (incl. currency effect)	-0.2	-0.1	-0.3	-0.1	-0.4
DECEMBER 31, 2025	**69.1**	**-49.6**	**19.5**	**0.7**	**20.2**

(a) Plan assets or scheduled payments.

In millions of euros	Present value of obligation	Fair value of funds [(a)]	Provisions for pensions	Post-employment health insurance	Total provisions for post-employment benefits
December 31, 2023	**66.1**	**-45.8**	**20.2**	**1.1**	**21.3**
Current service cost	3.9		3.9	0.0	3.9
Interest cost	1.9	-1.3	0.6	0.0	0.6
Retirements	-2.6	0.7	-1.9	-0.1	-2.0
Plan liquidation	0.0	0.0	0.0		0.0
Contributions	0.0	-0.4	-0.4		-0.4
Impact on operating income	**3.2**	**-1.1**	**2.2**	**-0.1**	**2.1**
Actuarial gains and losses (Other comprehensive income)	**2.0**	**-1.0**	**1.1**	**-0.2**	**0.9**
Other movements (incl. currency effect)	-0.1	0.0	-0.1	0.1	0.0
DECEMBER 31, 2024	**71.3**	**-47.8**	**23.4**	**0.9**	**24.3**

(a) Plan assets or scheduled payments.

15.3.5 Net post-employment benefit expense for the fiscal year

In millions of euros	12/31/2025	12/31/2024
Current service cost	3.8	3.9
Return on plan assets	-1.3	-1.3
Interest cost	2.1	1.9
TOTAL	**4.5**	**4.5**

15.3.6 Breakdown of net obligation by country

	12/31/2025		
In millions of euros	France	Other countries	Total
Present value of obligation	40.2	28.9	69.1
Fair value of funds[(a)]	-35.1	-14.5	-49.6
Provisions for pensions	**5.1**	**14.5**	**19.5**
Post-employment health insurance	0.0	0.7	0.7
TOTAL POST-EMPLOYMENT BENEFITS	**5.1**	**15.1**	**20.2**
Long-service awards	16.1	0.5	16.6
TOTAL PROVISIONS FOR PENSIONS AND OTHER LONG-TERM BENEFITS	**21.2**	**15.7**	**36.9**

(a) Plan assets and scheduled payments.

15.3.7 Information on plan assets

Plan assets mainly concern France.

15.3.7.1 Allocation of funds

	12/31/2025	12/31/2024
In millions of euros	France	France
Equities	3.0	2.9
Bonds	28.4	27.4
Other	3.7	3.6
TOTAL	**35.1**	**34.0**

15.3.7.2 Actual return on plan assets

	Return 2025	Return 2024
France	3.4%	2.8%

15.3.8 Other information

The timing of future benefit payments at December 31, 2025 is as follows:

	Future benefit payments *(as a percentage of net commitment)*	
As %		12/31/2024
Less than 1 year	6%	5%
1 to 5 years	30%	28%
More than 5 years	64%	67%

A portion of these payments will be funded by the plan assets. Contributions will be decided on a yearly basis.

A 0.5-point increase in the discount rate would have a favorable impact of around 5.3% on the amount of commitments (namely €4.6 million).

15.4 Other provisions

15.4.1 Provisions for claims and litigation

The Company is involved in a certain number of claims and litigation arising from the normal course of its business, the most significant of which are described below. Based on available information, the Group does not believe that these claims and litigation will have a materially unfavorable impact on Group financial statements.

When a risk is identified, a provision is recognized as soon as it can be reliably estimated. The provision for claims and litigation covers all disputes in which the Group is involved and amounted to €4.8 million at December 31, 2025 vs. €4.2 million at December 31, 2024 (excluding tax claims and litigation detailed in Note 15.4.2).

Other than the tax disputes explained below, the claims and litigation mainly included disputes with distributors following the termination of their distribution contracts. A provision has been set aside for the probable amounts that the Group will have to pay based on the plaintiff's claims.

15.4.2 Tax disputes and risks

Liabilities related to tax disputes and risks concerning income taxes are recorded on the line "Current tax payables" (see Note 17). Late-payment interest is recorded on the line "Other payables" (see Note 17).

Penalties relating to these claims and litigation and to risks are recorded in "Provisions, contingent liabilities and contingent assets."

Tax disputes and mutual agreement procedures (MAP) in Italy

Following various tax audits, out-of-court settlements and litigation proceedings, the situation is as follows:

- accrued income €2.5 million is recognized in the balance sheet (same amount as last year) for the period between 2004 and 2007. The proceeding is currently before the Supreme Court of Cassation;
- on February 8, 2023, the tax authorities appealed the decision of the Court of First Instance which had ruled in bioMérieux's favor concerning the period 2009 to 2010. The appeal hearing was held in 2025, but the decision is still pending.

15.4.3 Other provisions

Manovra Sanità

This bill, which was passed in Italy in August 2015, requires healthcare providers to cover part of the difference between the health budget of each province and the actual expenditure incurred.

In line with market practice, a provision for risk was recognized in the financial statements for the periods from 2020 to 2025 in an amount equal to 48% of total risk pending the publication of an implementing decree.

Other provisions

These relate to various identified risks (including penalties linked to minimum purchase commitments, ongoing breaches with external distributors, etc.) and also include employer contributions to free share plans.

15.5 Contingent assets and liabilities

Diagnostic tests for Lyme disease

On October 14, 2016, bioMérieux, like other laboratories, was summoned before the Tribunal de Grande Instance de Paris (Paris District Court) in view of obtaining compensation for anxiety allegedly "caused by the lack of reliability of serodiagnostic tests" for Lyme disease. The civil proceeding, initiated by 45 plaintiffs, increased to 93 following the joinder of two identical new summonses. In December 2021, the Paris court dismissed all opposing claims. The Paris court decision is the subject of an appeal brought by 30 claimants, notified to bioMérieux. The hearing before the Paris Court of Appeal was held on October 16, 2025. The decision is expected in mid-March 2026.

At this stage of the proceeding, it is not possible to reliably estimate the risk incurred by the Group.

NOTE 16 Net debt – Cash

16.1 Consolidated cash flow statement

The consolidated cash flow statement is presented according to the recommendation of the French accounting standards authority (Autorité des normes comptables – ANC) No. 2013-03 dated November 7, 2013.

It lists separately:

- cash flows from operating activities;
- cash flows from investment activities;
- cash flows from financing activities.

Cash flows from investment activities include the amount of net cash of companies acquired or sold on the date of their first-time consolidation or their derecognition, as well as amounts due to suppliers of non-current assets and amounts receivable on disposals of non-current assets.

Net cash and cash equivalents correspond to the Group's net debit and credit cash positions.

The consolidated cash flow statement shows the Group's EBITDA. EBITDA is not defined under IFRS and may be calculated differently by different companies. EBITDA or gross operating income as presented by bioMérieux is equal to the sum of operating income before non-recurring items and net additions to operating depreciation and amortization.

In millions of euros	2025	2024
ADDITIVE METHOD		
• Net income	396.9	425.1
• Cost of net financial debt	-13.2	4.9
• Other financial income and expenses	8.9	4.5
• Income tax expense	128.8	154.3
• Investments in associates	0.1	0.0
• Net additions to amortization and impairment of intangible assets related to acquisitions	438.4	325.1
EBITDA (BEFORE NON-RECURRING ITEMS)	**959.7**	**913.9**
SIMPLIFIED ADDITIVE METHOD		
• Operating income	521.3	588.8
• Operational amortization and impairment of intangible assets related to acquisitions	438.4	325.1
EBITDA (BEFORE NON-RECURRING ITEMS)	**959.7**	**913.9**

The available free cash flow is a key indicator for the Group. It is defined as cash flows from operating activities as well as cash flows from investments, excluding net cash and cash equivalents from acquisitions and disposals of subsidiaries.

16.2 Comments on the consolidated cash flow statement

Net cash from operating activities

EBITDA was €960 million in 2025, i.e. 23.6% of sales, an increase of 5.0% from the €914 million recorded in 2024, mainly driven by the Group's performance in 2025.

Tax payments amounted to €152 million, down from €206 million paid the previous year, mainly as a result of the change in U.S. tax legislation.

During 2025, the operating working capital requirement (net of provisions) increased by €66 million, excluding currency effects and changes in scope. The change was primarily a result of the following factors:

- Inventory levels increased by €10 million due to the build-up of inventories for the internalization of the production of VITEK® MS PRIME and the reconstitution of raw material inventories for the BACT/ALERT range® in Durham;
- trade receivables increased by around €29 million due to robust sales in the last quarter of 2025 offset by a large amount of receivables collected in the U.S.;
- the other components of the operating working capital requirement deteriorated by €30 million, mainly due to payments of 2024 variable annual remuneration, paid in 2025, which were higher than 2025 provisions.

At the end of the 2025 fiscal year, cash generated from operating activities reached €788 million, up by 18.1% compared to the €667 million recorded during the previous fiscal year.

Net cash used in investment activities

Capital expenditures represented around 8.2% of sales or €335 million in 2025, versus €346 million in the previous year. The main capital expenditure is related to the increased production capacity in the United States, and France, to a lesser extent.

It should be remembered that increases in right-of-use related assets (IFRS 16) are not presented as investment flows, in accordance with the standards.

In this context, free cash flow reached €462 million in 2025 vs. €330 million in 2024.

Acquisitions related to non-consolidated and equity-accounted investments amounted to €5 million in 2025, and mainly corresponded to the acquisition of a non-controlling interest.

On January 20, 2025, bioMérieux acquired 100% of the capital of SpinChip Diagnostics ASA for €112 million (see Note 1.1.1), net of €5 million of cash acquired from the subsidiary.

On January 29, 2025, bioMérieux Brazil acquired 100% of Neoprospecta for €8 million (see Note 1.1.2): €2 million will be disbursed over five years, net of €1 million in acquired cash.

On June 13, 2025, bioMérieux acquired the assets of Day Zero Diagnostics for €19 million, at an average rate for the period (see Note 1.1.3.1).

Net cash used in financing activities

The Group purchased €18 million in treasury shares and paid out €106 million in dividends to bioMérieux SA shareholders.

Other net cash used in financing activities relate mainly to financing operations mainly correspond to credit line drawdowns, debt repayments related to lease liabilities and the repayment of a bank loan that financed the construction of the Suzhou plant and administrative buildings.

In July 2025, bioMérieux acquired an additional 5.2% stake in Suzhou Hybiome Biomedical Engineering Co. Ltd for approximately €1.5 million (see Note 1.1.3.2).

IFRS 16

In accordance with the provisions of the standard, financing flows include only reimbursements of the debt related to lease liabilities, and stood at €29 million on December 31, 2025, against €33 million on December 31, 2024.

The interest paid on borrowings for lease liabilities is presented as operating cash flows, in the same manner as other interest paid on borrowings.

16.3 Change in debt

No financial debt has been recognized or remeasured at fair value.

No debt restructuring occurred over the presented fiscal years. Likewise, current debts at December 31, 2024 were not restructured in the past.

At December 31, 2025, after the €106.1 million dividend payout to bioMérieux SA shareholders, the Group's net cash surplus was €108.4 million, largely consisting of net cash of €565.1 million offset by the bond issue described below and the debt on lease liabilities related to IFRS 16 (€151 million).

In June 2020, bioMérieux had contracted a bond issue for an amount of €200 million, comprising €145 million repayable in 2027 with an annual coupon of 1.50% and €55 million repayable in 2030 with an annual coupon of 1.902%.

The bond issue is shown on the balance sheet at amortized cost calculated using the effective interest rate method, in the amount of €199.9 million.

At December 31, 2025, bioMérieux also had an undrawn syndicated credit facility of €600 million that matures in March 2028 (five years) with options to extend for two additional years. Following the exercise of extension options in February 2024 and February 2025, its maturity was extended to March 2030. On February 12, 2024, bioMérieux amended this syndicated credit facility agreement to include a margin adjustment mechanism based on the achievement of four Environmental, Social and Governance metrics. In 2025, the achievement of these four indicators did not result in a margin adjustment.

Furthermore, in order to meet the general financing needs of bioMérieux SA and its subsidiaries, the Company can use two programs for the issuance of marketable securities. One is a short-term program with the following key features:

Maximum ceiling of the program	€500,000,000.00
Duration	Less than 1 year
Minimum amount per issue	€150,000 or the equivalent value of this amount in foreign currency determined at the time of issue
Issue currency	Euros or any other currency authorized by the French regulations applicable at the time of the issue
Domiciliary agent	Uptevia Corporate Trust
Arranger	Crédit Agricole Corporate and Investment Bank
Dealers	Aurel BGC
	BNP Paribas
	BRED Banque Populaire
	Crédit Agricole Corporate and Investment Bank
	Crédit Mutuel – CIC
	Natixis
	Société Générale

The other is a medium-term program with the following key features:

Maximum ceiling of the program	€500,000,000.00
Duration	More than 1 year
Minimum amount per issue	€150,000 or the equivalent value of this amount in foreign currency determined at the time of issue
Issue currency	Euros or any other currency authorized by the French regulations applicable at the time of the issue
Domiciliary agent	Uptevia Corporate Trust
Arranger	Crédit Industriel et Commercial
Dealers	Aurel BGC
	BNP Paribas
	BRED Banque Populaire
	Crédit Agricole Corporate and Investment Bank
	Crédit Industriel et Commercial
	Natixis
	Société Générale

The Group drew €16 million from the short-term marketable securities program at December 31, 2025, repayable in January 2026 (see Note 16.4).

The information memorandum pertaining to the marketable securities issuance programs can be found on the Bank of France website (www.banque-france.fr/en).

16.4 Maturities of net debt

The payment schedule indicates the net debt or net cash. This non-standardized schedule corresponds to the sum of cash and cash equivalents with a maturity of less than three months, less committed debt, liabilities related to rental agreements, and bank overdrafts and other uncommitted borrowings.

The payment schedule below refers to balance sheet amounts.

In millions of euros	12/31/2024	Net cash acquired related to changes in scope	Disbursement related to acquisitions	Increase	Decrease	Change to the consolidated cash flow statement	Other movements [e]	Translation differences	12/31/2025
BORROWINGS – NON CURRENT PORTION									
Borrowings – non current portion	7.3			4.5	-2.7	1.8	2.2 [f]	0.1	11.4
Non-current rental agreement liabilities	142.6					0.0	-12.0	-11.9	118.7
Bond issues	199.8			0.1		0.1			199.9
Total borrowings – non-current	**349.7**	**0.0**	**0.0**	**4.6**	**-2.7**	**1.9**	**-9.7**	**-11.8**	**330.0**
BORROWINGS – CURRENT PORTION									
Current bond issue	0.0					0.0			0.0
Borrowings due within one year	93.9			23.0	-31.7	-8.7	0.0	-6.7	78.6
Current rental agreement liabilities	29.4				-28.8	-28.8	33.3	-1.8	32.1
Commercial paper	10.0			6.0		6.0			16.0
Borrowings – current portion	**133.3**	**0.0**	**0.0**	**29.0**	**-60.4**	**-31.4**	**33.3**	**-8.5**	**126.7 [g]**
Total borrowings (B)	**483.0**	**0.0**	**0.0**	**33.6**	**-63.2**	**-29.6**	**23.6**	**-20.3**	**456.7**
NET CASH AND CASH EQUIVALENTS									
Cash	215.3	6.5 [a]	-137.0 [b]	190.6		60.1		-17.7	257.7
Cash investments	234.6			15.1		15.1		-0.4	249.2
Cash investments with Institut Mérieux	0.0			62.9		62.9		0.0	62.9
Cash and cash equivalents	**449.9**	**6.5**	**-137.0**	**268.6**	**15.1**	**138.1**	**0.0**	**-18.1**	**569.8 [h]**
Bank overdrafts [c]	**-7.7**			**33.2**		**33.2**		**-30.3 [d]**	**-4.7 [g]**
Net cash (A)	**442.1**	**6.5**	**-137.0**	**301.8**	**0.0**	**171.3**	**0.0**	**-48.3**	**565.1**
NET DEBT (B) – (A)	**40.9**	**-6.5**	**137.0**	**-268.2**	**-63.2**	**-200.9**	**23.6**	**28.0**	**-108.4**

(a) Of which €5.6 million related to SpinChip and €0.9 million related to Neoprospecta.
(b) €112.3 million related to SpinChip, €18.6 million related to Day Zero Diagnostics and €6.1 million related to Neoprospecta.
(c) Cash and bank overdrafts comply with the principles of the standard IAS 7, meaning that they are repayable on demand.
(d) This amount includes the impact of foreign currency accounts.
(e) Other movements are related to new rental agreements not presented in the financing flows in accordance with the standard.
(f) Acquisition of Neoprospecta, debt spread over 5 years up till 2030.
(g) Short-term borrowings of the consolidated balance sheet amounted to €131.4 million at December 31, 2025 and consisted of €126.7 million of current financial debts and €4.7 million of current bank loans.
(h) See Note 12.

At December 31, 2025, non-current borrowings mainly comprised debt related to lease liabilities (see Note 16.5) and the bond issue contracted in 2020 for €199.9 million.

Current borrowings mainly comprised:

- the loan contracted by Shanghai, corresponding to revolving credit facility for €54.9 million, compared with €45.8 million in 2024;
- short-term marketable securities for €16 million;
- the loan taken out by Hybiome for €13.1 million;
- the portion of at least one year of the debt relative to lease liabilities that is due within one year (see Note 16.5 below).

At the end of the fiscal year, the Group had not breached any of its repayment schedules.

No loan agreement was signed prior to December 31, 2025 concerning loans to be set up in 2026.

16.5 Impact of liabilities related to rental agreements on borrowings and financial debt

In millions of euros	12/31/2025	12/31/2024
Debt related to rental agreements	**150.9**	**172.0**
Of which rental agreements with purchase option	*10.5*	*14.3*
Due beyond 5 years	**46.4**	**64.5**
Of which rental agreements with purchase option	*0.0*	*0.0*
Due in 1 to 5 years	**72.3**	**77.6**
Of which rental agreements with purchase option	*6.7*	*10.5*
In less than one year	**32.1**	**29.9**
Of which rental agreements with purchase option	*3.8*	*3.8*

Only reimbursements of loans are presented in the cash flow statement.

The amount of financial interest recognized under IFRS 16 was €6.5 million at December 31, 2025 vs. €6.6 million at December 31, 2024.

Rent components that were not included in the lease liability calculation, pursuant to IFRS 16 (e.g. variable rents), were not material.

16.6 Borrowings covenants

In the event of a change of control of the Company as defined in the issue notice, bondholders may ask for their bonds to be redeemed.

The syndicated credit facility and the private placement bond subscribed in June 2020 are subject to a single ratio: "net debt to operating income before non-recurring items before depreciation and amortization," calculated outside the application of IFRS 16. This ratio is audited twice a year for the syndicated credit facility (at June 30 and December 31) and once a year for the private placement (at December 31), based on the financial statements at June 30 and December 31. At June 30, operating income before non-recurring items and before amortization and impairment is annualized. The ratio, which may not exceed 3.5, was complied with both at June 30, 2025 and December 31, 2025.

Furthermore, in March 2023, bioMérieux SA renegotiated its syndicated credit facility to increase its amount to €600 million, with a bullet repayment in 2030 after exercising two extension options in 2024 and 2025.

The other term borrowings at December 31, 2025 primarily correspond to commercial paper, short-term local financing, share allocation plans delivered under cash and cash equivalents, and leasing agreement liabilities related to assets. None of these borrowings is subject to a covenant.

16.7 Interest rates

Before hedging, 75% of the Group's borrowings are at fixed rates (€340.2 million), and the remainder is at floating rates (€116.4 million).

At December 31, 2025 the fixed-rate debt consisted of:

- debts on lease liabilities (€140.4 million) at a rate that mostly corresponds to incremental borrowing rates (see Note 6.2.1); and
- the €199.9 million bond issue, including €145 million redeemable in 2027 with an annual coupon of 1.50%, and €55 million redeemable in 2030 with an annual coupon of 1.902%.

Floating-rate borrowings are essentially based on the currency's interest rate plus a margin.

16.8 Breakdown of net debt (net cash) by currency

In millions of euros	12/31/2025	12/31/2024
Euros	473.7	315.5
Mexican peso	22.4	4.9
Chinese yuan	18.2	55.5
Russian ruble	-10.5	-6.9
Canadian dollar	-13.2	-6.5
Singapore dollar	-23.4	12.4
Australian dollar	-27.3	-20.7
Norwegian krone	-87.3	-1.9
U.S. dollar	-432.1	-272.7
Other currencies	-28.8	-38.7
TOTAL	**-108.4**	**40.9**

16.9 Loan guarantees

None of the Group's assets have been pledged as collateral to a bank.

For subsidiaries using external funding, bioMérieux SA may be required to issue a first call guarantee to banks granting these facilities.

Hedging agreements are discussed in Note 27.

NOTE 17 Trade and other payables

In millions of euros	12/31/2025	12/31/2024
Trade payables	**262.1**	**272.4**
Advances and deposits	8.2	7.2
Tax and social-security debts	429.7	451.6
Deferred income	77.9	87.4
Other payables	23.6	28.0
Other operating payables	**539.4**	**574.2**
Current tax payables [(a)]	**18.3**	**35.4**
Debt to suppliers of non-current assets	37.1	37.7
Other [(b)]	32.1	36.4
NON-OPERATING PAYABLES	**69.2**	**74.1**

(a) Current tax payables include the valuation of tax risks according to IFRIC 23. In accordance with this interpretation, the liabilities related to tax disputes and risks (excluding penalties and late-payment interest) are recorded in "Current tax payables" (see Note 15.4.2).

(b) Other non-operating payables relate mainly to the fair value of financial instruments (€5.5 million in 2025, compared with €9.1 million in 2024, see Note 27.2) and derivatives on trade payables discounted at closing rates (€7.4 million in 2025, compared with €7 million in 2024).

Total other liabilities related to customer contracts (advances, prepayments and deferred income) are presented in Note 10.

Operating and non-operating payables generally fall due within one year, except for certain deferred income. Other non-operating payables relate mainly to the fair value of derivative instruments carried in liabilities (€5.5 million in 2025 versus €9.1 million in 2024, see Note 27.2).

NOTE 18 Share-based payments

18.1 Share-based payment and free share grant plans

The transactions paid in shares concern the bioMérieux SA free share grant plans approved by the Combined Annual General Meetings of May 23, 2021; May 23, 2022; May 23, 2023; May 23, 2024; and May 15, 2025.

A summary of these plans is presented below.

In accordance with IFRS 2 "Share-based Payment," the fair value of the benefits granted is expensed over the vesting period, with a corresponding increase in equity. The expense is based on the value of the underlying shares or options at the grant date, i.e. the date on which the list of beneficiaries was approved by the Board of Directors. The probability that the rights will vest is reviewed at the end of each reporting period and until the end of the vesting period, to take into account whether the continuous employment and performance conditions have been met. Any changes are taken to income. At the end of the vesting period, the amount of the cumulative expense is adjusted on the amount effectively vested and held in a specific reserve account. This account is liquidated if the rights are exercised or lapse.

When the share-based payment plan is settled in cash and cash equivalents, the fair value of the plan is updated at each balance sheet date during the vesting period. The counterparty of the expense recognized during the vesting period is recorded as a debt.

In accordance with IFRS 2 "Share-based Payment," the corresponding tax savings recognized in the parent company financial statements is allocated in the consolidated financial statements to the fiscal year during which the share-based payment expense is recognized.

18.2 Free share grant plans

	Date on which plans opened				
Number of shares	**2022**	**2023**	**2024**	**2025**	**Total**
Initial number of options granted	272,218	287,538	406,257	369,255	1,335,268
Options canceled [(a)]	-29,909	-37,903	-61,366	-110,995	-240,173
Number of shares remitted in FY 2025	-242,309				-242,309
Number of shares to be remitted as of December 31, 2025		249,635	344,891	258,260	852,786

(a) Includes cancellations related to employee departures and cancellations of shares based on current performance criteria.

Between 2022 and 2025, the Board of Directors granted restricted stock (out of existing shares) to certain employees and corporate officers.

These plans specify that the shares will have a vesting period of three years. Vesting conditions are related to continuous employment conditions and, for some plans, the vesting of performance shares is subject to achieving objectives based on revenue, operating income or the achievement of specific objectives.

In 2025, a net expense of €26.5 million was recognized in personnel costs due to compensation in shares, excluding the expenses related to employer contributions (against a net expense of €23.4 million in 2024).

At December 31, 2025, bioMérieux SA held 331,541 of its own shares for allocation under the above-described free share grant plans. The Company would have to purchase a maximum of 521,245 additional shares at a cost of €57.5 million based on the share price at December 31, 2025.

The fair value of shares corresponds to the market price on the date of assignment of the plans

NOTE 19 Other operating income and expenses

In millions of euros	2025	2024
Net royalties received	2.6	2.3
Research tax credits	23.4	33.7
Research grants	0.8	1.3
Other	10.9	9.6
TOTAL	**37.8**	**46.9**

The other income related to customer contracts mainly corresponds to license fees received.

In accordance with IAS 20, bioMérieux presents research tax credits as a subsidy within other operating income.

Research grants are down and include subsidies received primarily in France and China.

Other income mainly includes rental income from the Durham site in the United States (as in 2024) and an insurance refund.

NOTE 20 Personnel costs

In millions of euros	2025	2024
Wages, including bonuses and share-based payment	1,149.0	1,156.5
Payroll taxes and pensions	396.4	387.3
Incentives and MyShare program	47.0	35.5
TOTAL	**1,592.4**	**1,579.3**

At a constant exchange rate, personnel costs were up compared to fiscal 2024.

Wages include expenses related to share-based payments (see Note 18).

Payroll taxes and pension costs include amounts paid into defined contribution plans for €9.5 million.

In 2025, a "MyShare" employee share ownership plan was set up, with an impact of around €8 million (see Note 1.2.3).

The discretionary profit sharing only concerns bioMérieux SA.

The headcount at the end of the year, excluding temporary employees and full-time equivalents, was 15,078 at December 31, 2025.

As a reminder, they were 14,538 full-time equivalents and 65 apprentices in France, making a total of 14,603 at December 31, 2024.

NOTE 21 Impairment, net additions to depreciation, amortization and provisions

In millions of euros	2025	2024
Amortization, depreciation and impairment of non-current assets	276.9	267.1
Amortization and impairment of intangible assets related to acquisitions	161.5	58.1
Provisions	14.4	-8.2
Impairment of current assets	5.7	-23.9
Impairment of non-current financial assets	0.0	-0.2
TOTAL	**458.5**	**292.8**

Since fiscal year 2022, to improve the understanding of the profit & loss statement, amortization and impairment of intangible assets related to acquisitions and acquisition-related costs have been presented on a separate line from operating income (see Notes 2.4 and 23).

NOTE 22 Net financial expense

22.1 Accounting principles

Financial income and expenses are shown on two separate lines:

- "**Cost of net financial debt**," which includes interest expense, fees and foreign exchange gains and losses arising on borrowings, as well as income generated by cash and cash equivalents;
- "**Other financial income and expenses**," include interest income on instruments sold under leasing agreement arrangements, the impact of disposals and impairment of investments in non-consolidated companies, late-payment interest charged to customers, gains and losses on the net monetary situation linked to hyperinflation, and the ineffective portion of currency hedges on commercial transactions.

22.2 Cost of net financial debt

In millions of euros	2025	2024
Financial expenses on borrowings	-9.3	-9.4
Investment income	13.6	13.9
Currency hedging derivatives	0.2	4.9
Foreign exchange gains and losses	15.3	-7.8
Interest on leasing debt	-6.5	-6.6
TOTAL COST OF DEBT	**13.2**	**-4.9**

Financial expenses on borrowings mainly comprise interest related to the bond issue.

The change in foreign exchange gains and losses is due to the appreciation of the euro, mainly on dollar-denominated cash positions in 2025.

22.3 Other financial income and expenses

In millions of euros	2025	2024
Interest income on leased assets	0.7	0.5
Currency hedging derivatives [(a)]	-5.6	-1.4
Hyperinflation	-4.5	-5.2
Other	0.5	1.6
TOTAL OTHER FINANCIAL INCOME AND EXPENSES	**-8.9**	**-4.5**

(a) Corresponds to the swap point effect of forward sales and the effect of the time value of currency options, for which the Group has not left itself the option to treat them as hedging cost.

The currency hedging derivatives mainly correspond to the ineffective portion on commercial transactions.

22.4 Foreign exchange gains and losses

Foreign exchange gains and losses result from differences between the transaction exchange rate and the settlement rate (or the year-end rate if the payment has not yet been made). These differences only partially reflect the impact of currency fluctuations.

The transaction exchange rate is the rate prevailing on the date the transaction takes place. The settlement exchange rate is either the rate in effect on the date of payment or the hedging rate (excluding time value) if a currency hedge was set up for the transaction.

Foreign exchange gains and losses on commercial transactions are recognized under the relevant headings in the profit & loss statement. The foreign exchange gains and losses impacted the profit & loss statement in the following manner:

In millions of euros	2025	2024
Revenue	0.7	-0.1
Cost of sales	4.9	-22.9
Financial items	15.3	-7.8
TOTAL	**20.9**	**-30.8**

NOTE 23 Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs

Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs in 2025 amounted to €166.8 million compared with €58.4 million in 2024.

In millions of euros	2025	2024
Amortization of intangible assets	30.2	35.1
Net impairment of intangible assets	131.3	22.9
Acquisition-related costs	2.3	0.3
Other	3.0	0.1
TOTAL	**166.8**	**58.4**

In 2025, they mainly include:

- the impairment loss recognized on VITEK® REVEAL technology for €140.7 million (see Notes 1.2.1 and 5). In 2024, €22.9 million was recognized on CLIA technology;
- Partial reversal of the impairment provision on Astute technology for -€9.4 million (see Note 5);
- amortization of assets valued as part of purchase price allocation for acquisitions, especially those for BioFire for €14.9 million and Specific Diagnostics for €9.3 million.

NOTE 24 Other non-recurring income and expenses from operations

24.1 Accounting principles

Other non-recurring income and expenses from operations, include items that are "material, extraordinary and non-recurring." They are presented on a separate line of the income statement in order to give a clearer picture of the Group's routine business performance. They especially include restructuring costs when these are significant.

Restructuring costs (which include the cost of severance payments) correspond to the expenses recognized when the Group officially announces the closure of a facility or a scaling down of operations in the ordinary course of business, as well as subsequent adjustments made to reflect the actual costs incurred.

24.2 Change

The Group recognized €39.8 million of other non-recurring operating expenses during the 2025 fiscal year, mainly corresponding to expenses related to the restructuring of the San José site (see Note 1.2.2). In December 2025, the decision was announced to close the San José site in 2026 and transfer research and development and production activities to Saint-Louis. Following this announcement, all the site's assets were impaired for a total amount of €27.5 million (including €22.7 million in tangible assets (see Note 6.1.2) and €4.8 million in assets under right of use (see Note 6.2.2)), and a restructuring provision of €12.8 million was set aside at the end of the fiscal year (see Note 15.2). Given the material and non-recurring nature of the impact, the total expense was recorded in non-recurring operating income.

In 2024, other non-recurring operating expenses corresponded to the additional impairment of the intangible assets and property, plant and equipment of the CLIA CGU and, following the review of evidence of impairment of assets, with finite useful lives as described in Note 4.2.

NOTE 25 Current and deferred income tax

25.1 Accounting principles

The income tax expense for the period comprises current and deferred tax.

Tax credits (excluding research tax credits (see Note 3.2)) are presented as a reduction from income tax expense.

Deferred taxes are recognized using the liability method for all temporary differences arising between the tax bases of assets and liabilities. These differences arise in particular from:

- temporary differences between the recognition of certain income and expense items for financial reporting and tax purposes (e.g. non-deductible provisions, employee profit-sharing, etc.);
- consolidation adjustments (e.g. accelerated depreciation, provisions, elimination of internal gains included in inventories and non-current assets, etc.);
- forecast withholding tax on dividend payments planned for the following year;
- calculation of the fair value of assets and liabilities relating to companies acquired.

Changes in deferred tax are recognized in profit/loss or in other comprehensive income, according to the recognition of the underlying restatement.

Deferred tax is calculated using the liability method based on the probable dates of payment. They are recognized at the enacted tax rate (or nearly enacted rate) for their nominal value without discounting.

Deferred tax assets arising from temporary differences are only recognized to the extent that they can be utilized against future deductible temporary differences, or where there is a reasonable probability of their utilization or recovery against future taxable income. In practice, and notably in the case of tax loss carryforwards, this rule is applied based on budget forecasts approved by management using a maximum time horizon of two years. The calculation of deferred taxes takes account of tax provisions applicable for tax loss carryforwards (utilization ceilings, etc.).

Deferred taxes on the balance sheet are presented as a net position by tax entity, on both sides of the consolidated balance sheet. Deferred tax assets and liabilities are offset only to the extent that bioMérieux has a legally enforceable right to offset current tax assets and liabilities, and to the extent that the deferred tax assets and liabilities relate to taxes in the same tax jurisdiction.

25.2 Analysis of income tax expense

In millions of euros	2025		2024	
	Tax	Rate	Tax	Rate
Theoretical tax at standard French tax rate	**135.8**	**25.8%**	**149.7**	**25.8%**
• Impact of income tax at reduced tax rates and foreign tax rates	-6.8	-1.3%	-3.2	-0.5%
• Impact of research tax credits presented in operating income	-5.8	-1.1%	-8.2	-1.4%
• Impact of FDII in the United States	-4.1	-0.8%	-12.5	-2.2%
• Tax credits (other than research tax credits)	-3.7	-0.7%	-1.6	-0.3%
• Impact of recurring permanent differences	2.8	0.5%	4.3	0.7%
• Impact of tax on the payment of dividends	4.5	0.9%	5.8	1.0%
• Deferred tax assets not recognized on tax losses carried forward	5.2	1.0%	4.5	0.8%
Actual income tax expense, excluding non-recurring effects	**127.9**	**24.3%**	**138.8**	**23.9%**
• Impact of non-recurring permanent differences	0.9	0.2%	15.5	2.7%
ACTUAL INCOME TAX EXPENSE	**128.8**	**24.5%**	**154.3**	**26.6%**

The basic corporate income tax rate in France is 25.83%, unchanged from 2024. The impact of the 2025 non-recurring contribution is presented as a permanent difference.

The Group's effective tax rate at December 31, 2025, was 24.5% compared with 26.6% at the end of 2024.

In 2025, changes in U.S. tax legislation enabled the Group to immediately deduct most of its research and development costs and to amortize previously capitalized expenses over two years. This had the following consequences for 2025 fiscal year:

- a temporary decrease in the foreign-derived intangible income (FDII) deduction compared with 2024 and previous years;
- a permanent decrease in the research tax credit.

Restated for these non-recurring effects, the effective tax rate of the Group was 24.3% in 2025.

As a reminder, in 2024, the Group's effective tax rate had been impacted by non-recurring negative effects related primarily to tax credits not recognized in France for €7.4 million, impairment of the CLIA CGU for €6.4 million and prior year adjustments for €1.2 million.

The income tax expense breaks down as follows:

In millions of euros	2025	2024
Current tax	122.0	199.0
Deferred tax	6.8	-44.8
TOTAL	**128.8**	**154.3**

25.3 Change in deferred tax

In millions of euros	12/31/2025	12/31/2024
Total net deferred tax assets/(liabilities) at beginning of year	**120.2**	**81.6**
Translation differences	-10.8	-0.3
Changes in the scope of consolidation [(a)]	-14.2	-1.2
Movements recognized in income	-6.8	44.8
Other comprehensive income [(b)]	-1.6	-0.9
Other movements [(c)]	-4.7	-3.8
TOTAL NET DEFERRED TAX ASSETS/(LIABILITIES) AT YEAR END	**82.1**	**120.2**

(a) Related to the acquisition of SpinChip Diagnostics ASA and Neoprospecta (see Note 1.1).
(b) Mainly correspond to deferred taxes linked to actuarial gains and losses calculated on post-employment benefit obligations (-€1.3 million in 2025).
(c) Mainly corresponds to deferred taxes related to free share grants.

Table of deferred taxes by nature

In millions of euros	12/31/2025	12/31/2024
Tax-capitalized R&D expenses [(a)]	103.1	162.5
Other intangible assets [(b)]	-55.1	-102.9
Property, plant and equipment	-66.9	-70.3
Inventories and work-in-progress	53.9	58.4
Loss carryforwards	19.0	26.0
Provisions and accrued expenses	25.9	31.9
Other	2.2	14.6
TOTAL NET DEFERRED TAX ASSETS/(LIABILITIES) AT YEAR END	**82.1**	**120.2**

(a) The decrease in this item is due to the impact of U.S. tax legislation on the tax capitalization of research and development expenses (see Note 25.2).
(b) The decrease in this item is related to the impairment of the technology assigned to the VITEK® REVEAL™ solution (see Note 1.2.1).

Deferred taxes and unrecognized assets

Unrecognized deferred tax assets amounted to €30.9 million at December 31, 2025, compared with €20.9 million at December 31, 2024. Their statutory expiration dates are broken down as follows:

In millions of euros	12/31/2025	12/31/2024
1 year	1.7	2.3
2 years	3.9	0.7
3 years	6.3	2.5
4 years	3.4	3.8
5 years	2.0	3.3
> 5 years or unlimited	13.6	8.4
TOTAL UNRECOGNIZED DEFERRED TAX ASSETS	**30.9**	**20.9**

NOTE 26 Statutory Auditors' fees

In thousands of euros	2025 Ernst & Young		2025 Grant Thornton		2025 Other		2025 Total	2024 Ernst & Young		2024 Grant Thornton		2024 Other		2024 Total
Certification of the financial statements	**1,322**	**81%**	**1,003**	**97%**	**184**	**94%**	**2,509**	**1,791**	**85%**	**1,002**	**97%**	**177**	**78%**	**2,970**
• bioMérieux SA	334	21%	245	24%			578	887	42%	250	24%			1,137
• fully consolidated subsidiaries	988	61%	758	73%	184	94%	1,931	904	43%	752	73%	177	78%	1,833
Corporate sustainability reporting ("CSRD")	**250**	**15%**	**0**	**0%**	**0**	**0%**	**250**	**250**	**12%**	**0**	**0%**	**0**	**0%**	**250**
Services other than statutory audit	**47**	**3%**	**31**	**3%**	**0**	**0%**	**79**	**52**	**2%**	**35**	**3%**	**0**	**0%**	**86**
Audit	**1,619**	**100%**	**1,034**	**100%**	**184**	**94%**	**2,509**	**2,093**	**100%**	**1,037**	**100%**	**177**	**78%**	**2,970**
Legal, tax, labor-related services	0	0%	0	0%	12	6%	12	0	0%	0	0%	49	22%	49
Other	7	0%	0	0%	0	0%	7	7	0%	0	0%	0	0%	7
Other services	**7**	**0%**	**0**	**0%**	**12**	**6%**	**19**	**7**	**0%**	**0**	**0%**	**49**	**22%**	**56**
TOTAL	**1,626**	**100%**	**1,034**	**100%**	**196**	**100%**	**2,856**	**2,100**	**100%**	**1,037**	**100%**	**226**	**100%**	**3,363**

NOTE 27 Financial instruments: financial assets and liabilities

27.1 Recognition and measurement of financial instruments

Financial instruments include financial assets, financial liabilities, and derivatives (swaps, forward contracts, etc.).

Financial instruments appear under several headings in the balance sheet: non-current financial assets, other non-current assets, trade receivables, other receivables and other payables (e.g. changes in the fair value of derivatives), short-term and long-term borrowings, trade payables, cash and cash equivalents.

FINANCIAL ASSETS

IFRS 9 breaks down financial assets into three categories. These categories are described in Note 7 "Non-current financial assets."

Current financial assets (excluding assets related to derivatives) are only assets valued at amortized cost.

FINANCIAL LIABILITIES

Borrowings are recognized at amortized cost, with the exception of debts on earn-out, revalued at each closure at their fair value as defined contractually.

Other financial liabilities included in the other sections of current and non-current liabilities mainly concern trade payables, and are recognized at amortized cost, which in practice corresponds to their cost.

For information, the only liabilities having a material financing component are the commitments for retirement benefits and liabilities related to termination benefits in Italy.

RECLASSIFICATIONS OF FINANCIAL ASSETS AND LIABILITIES

There were no reclassifications of financial assets and liabilities over the fiscal years presented between the various categories presented above.

DERIVATIVE INSTRUMENTS

The Group has set up interest-rate and foreign exchange hedging instruments that meet the definition of hedges as specified in IFRS 9 and coherent with its general policy on risk management (hedging relationship clearly defined and documented at the date of establishment of the hedge, demonstrated efficiency, eligible hedging instrument, and no dominant credit risks, etc.).

In practice, the hedging instruments mainly correspond to simple products covering a single risk (swaps, forward sales, options, etc.), for which the main characteristics (reference rates, interest payment dates, etc.) back the items covered.

The hedging instruments are recognized originally at their fair value. They are subsequently remeasured to fair value at year-end and are recorded in the balance sheet under "Non-operating receivables" and "Non-operating payables." Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (IFRS 13). The fair value of currency derivatives is determined using standard market valuation techniques based on observable market data (interest rates, exchange rates, observable implied volatility). Fair value generally corresponds to a level 2 of fair value.

The fair value consideration depends on the derivative concerning and the hedging relationship:

- fair value gains and losses on derivatives not qualifying as hedging instruments are recognized in the consolidated income statement. Fair value gains and losses on derivatives qualifying and used as cash flow hedges (i.e. hedges of foreign currency receivables and payables) are recognized in full in the consolidated income statement on a symmetrical basis with the loss or gain on the hedged item;

- fair value gains and losses on derivatives qualifying and used as cash flow hedges (i.e. hedges of future commercial transactions in foreign currencies, mainly in the form of forward transactions) are recognized directly in other comprehensive income for the effective portion, and in the income statement for the non-effective portion (mainly the time value of money in the case of currency forward transactions). Amounts recognized under other comprehensive income are reclassified to income in the same period(s) during which the hedged forecast cash flows affect income.

PRESENTATION OF FINANCIAL ASSETS AND LIABILITIES AT FAIR VALUE THROUGH INCOME

In accordance with IFRS 13, financial instruments are presented in one of the three levels (see Note 27.2) of the fair value hierarchy:

- level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities;
- level 2: market inputs for the asset or liability that are observable either directly (e.g., adjusted level 1 quoted prices), or indirectly (e.g., inputs derived from quoted prices);
- level 3: non-market inputs for the asset or liability that are not observable (e.g. price on an inactive market or valuation based on multiples for unlisted securities).

27.2 Change

The breakdown of financial assets and liabilities according to the categories specified by the IFRS 9 "non-accounted" categories (see Note appendix 27.1), and the comparison between the accounting values and fair values, are given in the table below (excluding tax and social-security debts or receivables):

	DECEMBER 31, 2025						
In millions of euros	Financial assets at fair value through profit or loss (excl. derivatives)	Shares in non-consolidated companies with change in fair value by other components of comprehensive income	Receivables and borrowings at amortized cost	Derivative instruments	Book value	Fair value	Level
FINANCIAL ASSETS							
Shares in non-consolidated companies		113.3			113.3	113.3	1-3
Other non-current financial assets			15.4		15.4	15.4	-
Other non-current assets			10.3		10.3	10.3	
Derivative instruments – assets				5.5	5.5	5.5	2
Trade receivables			766.3		766.3	766.3	-
Other receivables			15.5		15.5	15.5	-
Cash and cash investments	569.8				569.8	569.8	1
TOTAL FINANCIAL ASSETS	**569.8**	**113.3**	**807.5**	**5.5**	**1,496.1**	**1,496.1**	
FINANCIAL LIABILITIES							
Bond issue [(a)]			199.9		199.9	199.9	1
Other financing facilities			130.1		130.1	130.1	2
Derivative instruments – liabilities				5.5	5.5	5.5	2
Borrowings – current portion			131.4		131.4	131.4	2
Trade payables			262.1		262.1	262.1	-
Other current liabilities			68.9		68.9	68.9	-
TOTAL FINANCIAL LIABILITIES	**-**	**-**	**792.4**	**5.5**	**797.9**	**797.9**	

(a) The book value of the bond issue is shown net of issue fees and premiums.

Levels 1 to 3 correspond to the fair value hierarchy as defined by IFRS 13 (see Note 27.1).

In practice, financial assets and liabilities at fair value essentially concern certain securities, cash investments and derivative instruments. In other cases, fair value is shown in the table above for information purposes only.

No level in the fair value hierarchy is shown when the net book value approximates fair value.

There was no reclassification between the different categories in 2025.

None of the Group's financial assets have been pledged as collateral.

Impairment losses recorded against financial assets primarily relate to impairment of trade receivables (see Note 9) and non-current financial assets (see Note 7).

	December 31, 2024						
In millions of euros	Financial assets at fair value through profit or loss (excl. derivatives)	Shares in non-consolidated companies with change in fair value by other components of comprehensive income	Receivables and borrowings at amortized cost	Derivative instruments	Book value	Fair value	Level
FINANCIAL ASSETS							
Shares in non-consolidated companies		179.4			179.4	179.4	1-3
Other non-current financial assets			15.6		15.6	15.6	-
Other non-current assets			9.1		9.1	9.1	
Derivative instruments – assets				11.3	11.3	11.3	2
Trade receivables			792.3		792.3	792.3	-
Other receivables			31.1		31.1	31.1	-
Cash and cash investments	449.8				449.8	449.8	1
TOTAL FINANCIAL ASSETS	**449.8**	**179.4**	**848.1**	**11.3**	**1,488.6**	**1,488.6**	
FINANCIAL LIABILITIES							
Bond issue [(a)]			199.8		199.8	199.8	1
Other financing facilities			149.4		149.4	149.4	2
Derivative instruments – liabilities				9.1	9.1	9.1	2
Borrowings – current portion			141.5		141.5	141.5	2
Trade payables			272.4		272.4	272.4	-
Other current liabilities			72.9		72.9	72.9	-
TOTAL FINANCIAL LIABILITIES	**-**	**-**	**836.0**	**9.1**	**845.1**	**845.1**	

(a) The book value of the bond issue is shown net of issue fees and premiums.

Movements in financial instruments whose fair value was determined using level 3 inputs under IFRS 13 (see Note 27.1) at December 31, 2025 were as follows:

December 31, 2024	**87.6**
Change from level 3 to 2	
Gains and losses recognized in income	
Gains and losses recognized in other comprehensive income	-34.5
Acquisitions	4.2
Disposals	
Changes in the scope of consolidation [(a)]	-27.8
Foreign exchange and other	-3.2
DECEMBER 31, 2025	**26.2**

(a) Corresponds to SpinChip Diagnostics ASA (See Note 1.1.1).

NOTE 28 Risk management

28.1 Exchange rate risk

28.1.1 Group policy

Since more than two-thirds of the Group's operations are conducted outside the eurozone, its revenue, results and balance sheet may be affected by fluctuations in exchange rates between the euro and other currencies. Revenue is particularly affected by movements in exchange rates between the euro and the U.S. dollar (about 47% of revenue in 2025) and, more occasionally, other currencies.

However, given the Group's significant presence in the United States, certain operating expenses are settled in dollars, thereby mitigating the impact of fluctuations in the dollar on operating income.

Currencies other than the euro and the dollar represent 28% of the Group's revenue. However, as costs incurred in these other occurrences are limited, the Group's operating income is greatly exposed to fluctuations in these currencies. This exposure is spread over approximately 20 currencies, none of which accounts for more than 4% of the Group's revenue. This exposure thus becomes significant only if several of the currencies concerned fluctuate against the euro in the same direction, without any set-off.

The Group's current policy is to seek to hedge the impact of exchange rate fluctuations on budgeted net income. According to their availability and cost, the Group may make use of hedging instruments to limit the risks related to the fluctuation of exchange rates. Its current practice is to set up global hedges covering similar risks. Hedging contracts are purchased to cover transactions included in the budget and not for speculative purposes.

Distribution subsidiaries are currently mainly billed in their local currencies by manufacturing entities (except where prohibited by law), so that currency risks can be managed at Corporate level for these latter.

Whenever possible, the Group hedges exchange rate risks arising on debt denominated in currencies other than those of the country in which operations are located, so as to offset any foreign currency translation risks. However, when these hedges are extended during the loan transaction, the Group recognizes foreign exchange gains or losses when the hedges are unwound and simultaneously re-contracted. These gains and losses cancel each other out over the term of the loan, but may be material in a given fiscal year.

In addition to having an impact on the Group's net income, exchange rate fluctuations can affect its equity: due to its worldwide presence, many of its assets and liabilities are recorded in U.S. dollars or in other foreign currencies. To date, the Group does not hedge these exchange rate risks on its net assets.

Hedges consist mainly of forward currency sales and purchases and options (maturing within 12 months at December 31, 2025). Detailed information on hedging transactions is provided in Note 28.1.3.

28.1.2 Exposure of revenue to exchange rate risk

In millions of euros	2025		2024	
Eurozone	**999**	**25%**	**980**	**25%**
Other currencies				
Dollars [(a)]	1,897	47%	1,842	46%
Renminbi	176	4%	219	6%
Japanese yen	116	3%	89	2%
Indian rupee	108	3%	104	3%
Pound sterling	88	2%	82	2%
Mexican peso	70	2%	68	2%
Canadian dollar	65	2%	65	2%
South Korean won	53	1%	53	1%
Swiss franc	50	1%	52	1%
Other currencies	448	11%	425	11%
Sub-total	**3,071**	**75%**	**3,000**	**75%**
TOTAL	**4,070**	**100%**	**3,980**	**100%**
Sensitivity	**-30**		**-30**	**100%**

(a) U.S. and Hong Kong dollars.

The sensitivity analyzed above shows the impact on revenue of a 1% increase in the euro exchange rate against all currencies.

Consolidated equity

A 10% increase in the euro exchange rate against all currencies would have had the following effect:

In millions of euros	2025	2024
Net income	-59.7	-66.9
Equity [(a)]	-281.7	-296.4

(a) Translated at the year-end (closing) exchange rate.

Exposure of assets and liabilities

The table below shows the U.S. dollar and the four main currencies to which the Group is exposed at December 31, 2025:

In millions of currency units	USD	JPY	INR	GBP	KRW
Assets denominated in foreign currencies	30	4,252	1,635	12	22,457
Liabilities denominated in foreign currencies	-53	-118	-40	0	0
Net exchange exposure before hedging	**-23**	**4,134**	**1,594**	**12**	**22,457**
Impact of hedging	0	2,000	1,200	8	13,500
Net exchange exposure after hedging	**-23**	**2,134**	**394**	**4**	**8,957**
In millions of euros					
Net exchange exposure after hedging	**-19**	**12**	**4**	**5**	**5**
SENSITIVITY	**1.8**	**-1.1**	**-0.3**	**-0.4**	**-0.5**

The sensitivity analyzed above shows the impact of a 10% increase in the exchange rate on the net foreign exchange exposure at December 31, 2025, taking into account hedging transactions.

Exposure of borrowings

The Group's borrowings from third parties are mostly denominated in euros.

The Group's policy is to prefer inter-company financing in the currency of the subsidiary; these loans are generally hedged by currency swap contracts. When it is difficult for the Group to grant loans to its foreign subsidiaries, the subsidiaries borrow from leading banks in their local currency.

28.1.3 Hedging instruments

As part of the currency hedging policy, the following currency hedging instruments were in effect at December 31, 2025:

Currency hedges at December 31, 2025 *(In millions of euros)*	Maturities		2025 market value [(a)]
	< 1 year	1 to 5 years	
Hedges of existing commercial transactions			
• currency forward contracts	209.6	0.0	-0.7
• options	0.0	0.0	0.0
TOTAL	**209.6**	**0.0**	**-0.7**
Hedges of future commercial transactions			
• currency forward contracts	596.0	0.0	0.0
• options	3.4	0.0	0.0
TOTAL	**599.3**	**0.0**	**0.1**
Derivatives not qualifying as hedges	**0.5**	**0.0**	**0.0**
TOTAL	**0.5**	**0.0**	**0.0**

(a) Difference between the hedging price and the market price at December 31, 2025.

Currency hedges in effect at December 31, 2024 were as follows:

Currency hedges at December 31, 2024 *(In millions of euros)*	Maturities		2024 market value [(a)]
	< 1 year	1 to 5 years	
Hedges of existing commercial transactions			
• currency forward contracts	88.6	0.0	0.7
• options	0.0	0.0	0.0
TOTAL	**88.6**	**0.0**	**0.7**
Hedges of future commercial transactions			
• currency forward contracts	661.5	0.0	-0.3
• options	0.0	0.0	0.0
TOTAL	**661.5**	**0.0**	**-0.3**
Derivatives not qualifying as hedges	**1.5**	**0.0**	**0.0**
TOTAL	**1.5**	**0.0**	**0.0**

(a) Difference between the hedging price and the market price at December 31, 2024.

There were no net investment hedges of foreign operations at December 31, 2025.

All of the currency forward contracts and options outstanding at December 31, 2025 had maturities of less than 12 months.

The table below gives the summary of hedging instruments held by the Group, and their variation in fair value:

			Fair value of the hedging instrument at closing		Change in the fair value of the hedging instrument over the fiscal year	
In millions of euros	Type of hedge	Notional hedge amount at closing	assets	share-holders' equity and liabilities	of which portion recognized as net income	of which portion recognized in other comprehensive income
FAIR VALUE HEDGE						
EUR interest rate risk						
Debt in EUR	interest rate swap rate	-	-	-		
Debt in EUR	Rate options	-	-	-		
Exchange rate risk					**-3.6**	**2.0**
Trade receivables in currencies	forward sales	209.6		-0.7		
Trade debts in currencies	forward purchases					
Trade receivables in currencies	options	-				
Financial receivables in currencies	forward sales	104.6		-0.3		
Borrowings in currencies	forward purchases	438.0	0.1			
CASH FLOW HEDGING						
EUR interest rate risk						
Debt in EUR	interest rate swap rate	-	-	-		
USD interest rate risk						
Loan in $	*cross currency swaps*	-	-	-		
Exchange rate risk						
Future commercial sales in currencies	forward sales	596.0	0.0			
Future commercial purchases in currencies	forward purchases					
Future commercial sales in currencies	options	3.4	0.0			
DERIVATIVES NOT QUALIFYING AS HEDGES						
	forward sales	0.5		-0.0		

The Group does not hold any instruments that fall under the category of net investment hedges.

28.2 Credit risk

With revenue in more than 160 countries from government organizations and private customers, bioMérieux is exposed to a risk of non-payment of debts.

The management of credit risk includes the prior examination of the financial position to determine a credit limit, the establishment of specific guarantees or insurance, and monitoring of the payment deadline and late payments.

The Group's policy on the impairment of trade receivables is described in Note 9.

28.3 Liquidity risk

Financial liabilities due in less than one year and in more than one year are classified in the balance sheet as current and non-current liabilities, respectively.

The Group is not exposed to liquidity risk on its current financial assets and liabilities since its total current financial assets far exceed its total current financial liabilities.

Accordingly, the only maturity schedule disclosed pertains to net debt (see Note 16.4).

The table below shows the projected cash flows from the private placement (divided into two tranches), the property lease agreement, borrowings, lease liabilities and contractual interest payments at December 31, 2025:

In millions of euros	In less than one year	Due in 1 to 5 years	Due beyond 5 years
EuroPP 7 years [(a)]	2.2	147.2	0.0
EuroPP 10 years [(b)]	1.0	59.2	0.0
Lease liabilities (see Note 16.5)	28.3	65.6	46.4
Shanghai revolving credit facility	55.9	0.0	0.0
Hybiome loan	13.4	0.0	0.0
Rental agreement with purchase option (including VAT) [(c)]	4.8	8.2	0.0
Other	24.9	11.4	0.0

(a) Of which a nominal amount of €145 million due within more than one year. See Note 16.4.
(b) Of which a nominal amount of €55 million due within more than one year. See Note 16.4.
(c) Of which a nominal amount of €3.8 million due in less than one year and €6.7 million due in more than one year. See Note 16.5.

28.4 Interest rate risk

28.4.1 Exposure to interest rate risks

As part of its interest rate risk management policy aimed primarily at managing the risk of an increase in interest rates, the Group splits its debt between fixed and floating interest rates (see Note 16.7).

A fixed-rate bond issue was set up in 2020 for €199.9 million, including €145 million redeemable in 2027 with an annual coupon of 1.50%, and €55 million redeemable in 2030 with an annual coupon of 1.902%. This financing is therefore not backed by any hedging mechanism.

An indexed variable-rate property leasing agreement for an original notional amount of €44.4 million was put in place in 2016 to finance Campus de l'Etoile. This financing is not backed by any hedging mechanism. The principal outstanding at December 31, 2025 was €10.5 million.

28.4.2 Hedging instruments and sensitivity

The impact on the cost of debt (calculated on a full-year basis) resulting from changes in net debt at year-end attributable to fluctuations in short-term interest rates, including the impact of interest rate hedging, was not significant.

28.5 Counterparty risk

At present, the Group is not exposed to any material credit risk. At December 31, 2025 as well as at December 31, 2024, investments were solely in short-term instruments, with a net asset value calculated daily.

The Group's financial transactions (credit facilities, financial market transactions, financial investments, etc.) are with leading banks and are spread among all of its banking partners in order to limit counterparty risk.

No IFRS 13 adjustments were therefore applied to financial assets in respect of the risk of non-collection.

Also in the context of IFRS 13, an analysis was carried out to assess the credit risk related to the fair value of financial instruments. Counterparty risk was not considered material, given the short-term maturity (less than one year) of the Group's currency hedges at December 31, 2025, and the rating of bioMérieux's banking counterparties.

NOTE 29 Off-balance sheet commitments

Outstanding commitments given or received at December 31, 2025 are described below:

29.1 Off-balance sheet commitments relating to Group companies

- None at December 31, 2025.

29.2 Off-balance sheet commitments relating to the Company's financing

- Commitments related to borrowings are described in Note 16.3.
- Commitments related to derivative instruments are described in Note 27.

29.2.1 Commitments given

- Bank guarantees given by the Group in connection with bids submitted totaled €232 million at December 31, 2025.

29.2.2 Commitments received

- bioMérieux SA also had an undrawn syndicated credit facility of €600 million at December 31, 2025 (see Note 16.3).

29.3 Off-balance sheet commitments relating to the Group's operating activities

29.3.1 Commitments given

- Under the free share grant plans approved by the Board of Directors of bioMérieux SA, which holds 331,541 shares as coverage, would need to purchase 521,245 additional shares if all promised shares were allocated. This commitment represents an amount of €57.5 million based on the share price at December 31, 2025.
- As part of the construction of its new factory in China, the Group has committed €5.3 million to banking institutions.
- bioMérieux pledged €8.8 million to the Association Biocluster under a strategic partnership.
- The Group has made commitments to its suppliers to purchase raw materials and finished products worth €62.8 million.
- Other commitments given (endorsements, guarantees and security excluding firm lease commitments) amounted to €3.7 million.
- bioMérieux has committed to the local Chinese authorities to pay taxes (collected on sales, production taxes and on recurring income before tax) over a period of six years. By the end of 2025, bioMérieux will have to pay approximately €20.8 million over the next four years.

29.3.2 Commitments received

- Other commitments received amount to €3.4 million.

NOTE 30 Transactions with related parties

30.1 Gross compensation paid to members of the Executive Committee

Members of the Company's Executive Committee and the Chairman of its Board of Directors were paid an aggregate sum of €14.3 million in compensation during the 2025 fiscal year.

In millions of euros	2025	2024
Fixed compensation	4.8	4.9
Variable compensation	4.5	4.8
Pensions	0.1	0.1
Benefits-in-kind	0.2	0.4
Free shares	4.6	4.1
Compensation to members of the Board of Directors [(a)]	0.0	0.0
TOTAL	**14.3**	**14.4**

(a) This line relates only to Alexandre Mérieux in respect of his directorship.

30.2 Other transactions with non-consolidated affiliates

- Institut Mérieux, which held a 58.9% stake in bioMérieux SA at December 31, 2025, provided services and research for the bioMérieux Group amounting to €12 million during the fiscal year, which were reinvoiced to bioMérieux Inc. for €3.6 million and BioFire for €5.3 million. bioMérieux SA recharged Institut Mérieux €0.1 million for expenses incurred on its behalf.
- During 2025, the Group supplied €19.1 million worth of reagents and instruments to entities of the Mérieux NutriSciences Corporation Group, in which Institut Mérieux holds a majority interest.
- Ekno, which is 33.71% owned by Institut Mérieux, billed bioMérieux SA €1.6 million for services provided in 2025.
- During financial 2025, bioMérieux SA invoiced €2.4 million of services to Mérieux Université, in which it held 40% ownership, the remaining 60% held by the Institut Mérieux (40%) and Mérieux NutriSciences Corporation (20%). Conversely, it paid €4.8 million to Mérieux Université for training fees.
- bioMérieux SA contributed €2.8 million to the Mérieux Foundation for humanitarian sponsorship projects.
- Accunome, which is 11% owned by bioMérieux, provided the Group with €1 million of reagents and instruments.

NOTE 31 Subsequent events

Acquisition of Accellix

On January 20, 2026, bioMérieux acquired the entire capital of Accellix, a company specializing in rapid, automated flow cytometry solutions for cell and gene therapy quality control.

bioMérieux already held a non-controlling interest of approximately 11%.

The acquisition of 89% of the capital in 2026 represents an investment of around $37 million.

NOTE 32 Consolidation

bioMérieux is a fully consolidated entity of Compagnie Mérieux Alliance (17, rue Bourgelat, 69002-Lyon, France).

NOTE 33 Alternative performance indicators

The Group uses alternative performance metrics not defined by accounting standards. These include organic growth, as defined in Note 3.5, EBITDA (Note 16.1) and free cash flow, as defined in Note 16, and contributive operating income before non-recurring items.

Contributive operating income before non-recurring items corresponds to operating income (as defined in Note 3.3) excluding depreciation, amortization and impairment of intangible assets related to acquisitions and acquisition-related costs (see Note 23) and excluding other non-recurring income and expenses from operations (see Note 24).

In millions of euros	2025	2024
Operating income	**521.3**	**588.8**
Other non-recurring income and expenses	-39.8	-25.9
Operating income before non-recurring items (a)	**561.1**	**614.7**
Amortization and impairment of intangible assets related to acquisitions and acquisition-related costs (b)	**-166.8**	**-58.4**
CONTRIBUTIVE OPERATING INCOME BEFORE NON-RECURRING ITEMS (a - b)	**727.9**	**673.1**

Adjusted net earnings per share correspond to the basic net earnings per share restated for amortization and impairment losses of intangible assets related to acquisitions (see Note 23) and other non-recurring income and expenses from operations (see Note 24).

In millions of euros	2025	2024
Net income, Group share	**397.5**	**432.2**
Impairment losses of Reveal technology	-140.7	
Tax impact on the impairment losses of Reveal technology.	*33.8*	
Costs of closing the San José site	-40.4	
Tax impact on the San José site closure costs	*8.6*	
Reversal of impairment provision on Astute technology	9.4	
Tax impact on reversal of the impairment provision on Astute technology	*-2.3*	
Impairment losses of CLIA technology and property, plant and equipment		-48.8
Tax impact on the impairment losses of CLIA technology		*3.4*
Amortization of intangible assets related to acquisitions	-30.2	-35.1
Theoretical tax impact on amortization of intangible assets related to acquisitions	*7.3*	*8.4*
ADJUSTED NET INCOME	**551.9**	**504.3**
Adjusted net income per share	**€4.68**	**€4.28**

NOTE 34 List of consolidated companies at December 31, 2025

Changes in the scope of consolidation during the 2025 fiscal year are described in Note 1.1.

		2025 [a]	2024	2023
bioMérieux SA	69280 Marcy l'Étoile – France R.C.S. Lyon B 673 620 399			
AB bioMérieux	Dalvägen 10 169 56 Solna, Stockholm – Sweden	100%	100%	100%
Applied Maths Inc.	11940 Jollyville Road, Suite 115N Austin, Texas 78759 – United States			100%
Astute Medical Inc.	3550 General Atomics Court Building 02/620 San Diego, CA 92121 – United States			100%
Banyan Biomarkers Inc [b]	16470 West Bernardo Drive, Suite 100 San Diego, California 92127 – United States		100%	100%
BioFire Defense LLC.	1209 Orange Street Wilmington, DE 19801 – United States	100%	100%	100%
BioFire Diagnostics LLC	1209 Orange Street Wilmington, DE 19801 – United States	100%	100%	100%
bioMérieux South Africa	1st Floor, 44 on Grand Central, 1 Bond Street, cnr Grand Central Boulevard, Midrand 1682 – South Africa	100%	100%	100%
bioMérieux West Africa	Avenue Joseph Blohorn – 08 BP 2634 Abidjan 08 – Côte d'Ivoire	100%	100%	100%
bioMérieux Algeria	Bois des cars 2 – Lot 11 1st floor – 16302 Dely Ibrahim Algiers – Algeria	100%	100%	100%
bioMérieux Germany	Weberstrasse 8 – D 72622 Nürtingen – Germany	100%	100%	100%
bioMérieux Argentina	Edificio Intecons – Arias 3751 3rd floor – C1430CRG Buenos Aires – Argentina	100%	100%	100%
bioMérieux Asia Pacific Pte Ltd.	11 – Biopolis Way, Helios, Unit # 10-05 138667 – Singapore	100%	100%	100%
bioMérieux Australia	Unit 25B, Parkview Business Centre – 1 Maitland Place Baulkham Hills NSW 2153 – Australia	100%	100%	100%
bioMérieux Austria	Eduard-Kittenberger-Gasse 95-B, A-1230 Vienna – Austria	100%	100%	100%
bioMérieux Belgium	Silver Building A-Boulevard Auguste Reyers 70A 1030 Brussels – Belgium	100%	100%	100%

		2025 [a]	2024	2023
bioMérieux Benelux BV	Regus – Amersfoort A1, Databankweg 26, 3821 AL Amersfoort – Netherlands	100%	100%	100%
bioMérieux Brazil	Estrada Do Mapuá, 491 Jacarepaguá – CEP 22713 320 Rio de Janeiro – RJ – Brazil	100%	100%	100%
bioMérieux Canada	7815 boulevard Henri Bourassa – West – H4S 1P7 Saint Laurent (Quebec) – Canada	100%	100%	100%
bioMérieux Chile	Seminario 131 – Providencia – Santiago – Chile	100%	100%	100%
bioMérieux China	19/Floor Billion Plaza 8 Cheung Yue Street – Kowloon – Hong Kong	100%	100%	100%
bioMérieux Colombia	Carrera 7N° 127-48 – Oficina 806 – Bogota DC – Colombia	100%	100%	100%
bioMérieux Korea	1st & 2nd floor Yoo Sung Building #830–67, Yeoksam-dong, Kangnam ku – Seoul – South Korea	100%	100%	100%
bioMérieux CZ	Hvezdova 1716/2b – Praha 4 – 140 78 – Czech Republic	100%	100%	100%
bioMérieux Denmark	Lautruphøj 1–3, DK– 2750, Ballerup – Denmark	100%	100%	100%
bioMérieux Egypt	Room 2, Unit 23, 2nd Floor, Star Capital Tower A2, Citystars, Heliopolis, Cairo – Egypt	100%	100%	100%
bioMérieux Egypt Distribution Co. LLC	Room No. 2, Unit No. 23, 2nd Floor, Tower 2A, Star Capital, City Stars, Heliopolis, Cairo – Egypt	100%	100%	100%
bioMérieux Spain	Manuel Tovar 45 – 47 – 28034 Madrid – Spain	100%	100%	100%
bioMérieux Finland	Tekniikantie 14, FI-02150 Espoo – Finland	100%	100%	100%
bioMérieux Greece	Papanikoli 70 – 15232 Halandri – Athens – Greece	100%	100%	100%
bioMérieux Hungary	Vaci ut 175 – 1138 Budapest – Hungary	100%	100%	100%
bioMérieux Inc.	100 Rodolphe Street – Durham NC 27712 – United States	100%	100%	100%
bioMérieux India	A-32, MohanCo-operative Ind. Estate – New Delhi 110 044 – India	100%	100%	100%
bioMérieux Italy	Bagno a Ripoli, Via di Campigliano, 58 – 50012 Ponte a Ema – Florence – Italy	100%	100%	100%
bioMérieux Japan Ltd	Akasaka Tameike Tower 2F, 2–17–7, Akasaka, Minato-ku, Tokyo – Japan	100%	100%	100%
bioMérieux Kazakhstan	14A Auezova street, Almaly district, Almaty – 050026 Kazakhstan Republic	100%	100%	100%
bioMérieux Kenya	Delta Office Suites, Land Reference No. 4393/27, Waiyaki Way, P. O. Box 30333 – 00100 – G.P.O Nairobi – Kenya	100%	100%	100%
bioMérieux Malaysia	A-15-13A Tower A, Menara Prima Avenue, Jalan PJU 1/39, Dataran Prima 47301 Petaling Jaya, Selangor Darul Ehsan – Malaysia	100%	100%	100%
bioMérieux Mexico	Chihuahua 88, col. Progreso – Mexico 01080, DF – Mexico	100%	100%	100%
bioMérieux Middle East	DHCC Al Baker Building 26 – Office 107 – P.O. Box 505 201 – Dubai – United Arab Emirates	100%	100%	100%
bioMérieux Nigeria	2nd Floor, Plot 100, Ajose Adeogun Street, Victoria Island, Lagos State – Nigeria	100%	100%	100%
bioMérieux Norway	Nydalsveien 28 P.B. 4814 Nydalen – N-0484 Oslo – Norway	100%	100%	100%
bioMérieux Philippines	1004, 20th Drive Corporate Center, McKinley Business Park, Bonifacio Global City, Taguig City, Zip Code 1634 – Philippines	100%	100%	100%
bioMérieux Poland	ul. Gen. J. Zajączka 9 – 01-518 Warsawa – Poland	100%	100%	100%
bioMérieux Portugal	Av. 25 de Abril de 1974, N°23-3° – 2795-197 Linda A Velha Portugal	100%	100%	100%

		2025 [(a)]	2024	2023
bioMérieux Regional Headquarters	Olaya Street, The Plaza Building 5th floor, Office n° 506 Riyadh 12241 – Kingdom of Saudi Arabia	100%	100%	
bioMérieux United Kingdom	Chineham Gate, Crockford Lane, Hampshire RG24 8NA	100%	100%	100%
bioMérieux Russia	1st Nagatinskiy proezd, 10, str.1, business center "Newton Plaza" – Moscow 115 533 – Russia	100%	100%	100%
bioMérieux (Shanghai) Biotech Co. Ltd	No 4633 Pusan Road, Kangqiao Industrial Park – Pudong New District – Shanghai – 201315 – China	100%	100%	100%
bioMérieux Shanghai Company Ltd.	No 4633 Pusan Road, Kangqiao Industrial Park – Pudong New District – Shanghai – 201315 – China	100%	100%	100%
bioMérieux Singapore	11 – Biopolis Way – Helios – Unit # 10-04 – 138667 – Singapore	100%	100%	100%
bioMérieux Sweden	Entreprenörsstråket 10 SE-431 53 Mölndal – Sweden	100%	100%	100%
bioMérieux Suzhou Biotech Co. Ltd.	Jiangsu Suzhou New District County Township Hong Xi Rd Village No.148 – China	100%	100%	100%
bioMérieux SRB doo	Belgrade Office Park, Djordja Stanojevica 12/III, Nouveau Belgrade, 11070 Belgrade – Serbia	100%	100%	100%
bioMérieux Switzerland	51 Avenue Blanc – Case Postale 2150 – 1202 Genève – Switzerland	100%	100%	100%
bioMérieux Thailand	3195/9 Vibulthani Tower, 4th floor – Rama IV Road – Klongton – Klongtoey – Bangkok 10110 – Thailand	100%	100%	100%
bioMérieux Turkey	Isiklar Cad. N° 29, Atasehir – 34750 Istanbul – Turkey	100%	100%	100%
bioMérieux Vietnam	Floor 10, Vinaconex Tower, 34 Lang Ha, Lang Ha ward, Dong Da District, Hanoi – Vietnam	100%	100%	100%
BTF Pty Limited	PO Box 599 – North Ryde BC – NSW Australia 1670 – Australia	100%	100%	100%
Huilai	Room 8738, Building 1, No. 1758, Luchaogang Road, Nanhui New Town, Pudong New District – China	100%	100%	100%
Invisible Sentinel	3711 Market St., Suite. 910 Philadelphia PA 19104 – United States	100%	100%	100%
Lumed Inc.	6 rue Wellington Sud, bureau 400 Sherbrooke (Québec) J1H 5C7 – Canada	100%	100%	
Mérieux Université	113 Route de Paris – 69160 Tassin-La-Demi-Lune – France	40%	40%	40%
Neoprospecta	Avenida Luiz Boiteux Piazza, 1.302, Sapiens Park, Canasvieiras, CEP 88054-700, enrolled with the CNPJ under 13.281.130/0001-91 - Brazil	100%		
RAS Lifesciences	Plot No. 13, 4–7–18/13/2, Raghavendra Nagar, Nacharam, Hyderabad – 500 076 – India	100%	100%	100%
Specific Diagnostics (U.S.)	130 Baytech Drive, 95134 San Jose, California, United States	100%	100%	100%
Specific Diagnostics (France)	3, boulevard de Sébastopol 75001 Paris – France			100%
Specific Diagnostics (Ireland)	10 Earlsfort Terrace, Dublin 2, D02 T380 – Ireland	100%	100%	100%
Specific Diagnostics (UK) [(b)]	55 Baker Street, London, W1U 7EU – United Kingdom		100%	100%
SpinChip Diagnostics ASA	Hoffsveien 21, 0275 Oslo – Norway	100%		
SSC Europe	ul. Gen. J. Zajączka 9 – 01-518 Warsawa – Poland	100%	100%	100%
Suzhou Hybiome Biomedical Engineering Co Ltd	Building 4, No. 8, Jinfeng Road, Suzhou High-tech Zone – China	93%	87%	71%
Suzhou Lianjian Anhua Biomedical Co. Ltd	Room 120, Building 1, No. 18 Madun Road, Suzhou New District, China	93%	87%	71%

(a) Percentage control is identical to percentage interest, except in the case of Suzhou Lianjian Anhua Biomedical Co. Ltd where it is 100%.

(b) Banyan Biomarkers Inc. and Specific Diagnostics (UK) underwent a universal transfer of assets on December 31, 2025. This procedure led to the dissolution of these two entities.

6.1.3 Statutory Auditors' report on the consolidated financial statements

This is a free translation into English of the Statutory Auditors' report issued in French and is provided solely for the convenience of English speaking readers. The Statutory Auditors' report includes information specifically required by French law in such reports, whether modified or not. This information is presented below the opinion on the consolidated financial statements and includes an explanatory paragraph discussing the Auditors' assessments of certain significant accounting and auditing matters. These assessments were considered for the purpose of issuing an audit opinion on the consolidated financial statements taken as a whole and not to provide separate assurance on individual account captions or on information taken outside of the consolidated financial statements. This report should be read in conjunction with, and construed in accordance with French law and professional auditing standards applicable in France.

To the bioMérieux Annual General Meeting,

Opinion

In performing the duty assigned to us by your Annual General Meetings, we conducted an audit of the consolidated financial statements of bioMérieux for the fiscal year ended December 31, 2025, as appended to this report.

We hereby certify that the consolidated financial statements are in accordance with International Financial Reporting Standards as adopted by the European Union, are reliable and give a true and fair view of the results of the operations for the previous fiscal year as well as of the financial position and assets, at the end of the year, of the parties and entities included in the consolidation scope.

The opinion expressed above is consistent with the contents of our report to the Audit Committee.

Basis for opinion

Audit Standard

We conducted our audit according to generally accepted professional standards in France. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Our responsibilities under these standards are stated in the section "Responsibilities of the Statutory Auditors relating to the audit of the consolidated financial statements" of this report.

Independence

We have conducted our audit in accordance with the rules of independence as set out in the French Commercial Code and in the French Code of Ethics for Statutory Auditors, over the period between January1, 2025 to the date of issue of our report, and in particular we have not provided any services prohibited by Article 5(1) of EU Regulation No. 537/2014.

Justification for our assessments – Key points of the audit

Pursuant to the provisions of Articles L. 821-53 and R. 821-180 of the French Commercial Code relating to the justification of our assessments, we draw your attention to the key points of the audit relating to risks of material misstatements which, according to our professional judgment, were the most significant for the audit of the consolidated financial statements for the fiscal year, plus the answers we have provided to control these risks.

Our assessments on these matters are part of the audit approach of the consolidated financial statements taken as a whole and the formation of our opinion expressed above. We do not express an opinion on the elements of these consolidated financial statements taken separately.

Valuation of goodwill and other intangible assets

Risk identified	Our response
At December 31, 2025, goodwill amounted to €727.8 million and intangible assets amounted to €401.5 million. Together, they account for almost 20.3% of the Group's total assets. As described in Notes 4 and 5 to the consolidated financial statements, at the acquisition date, goodwill and intangible assets were allocated to a cash-generating unit (CGU) based on expected synergies for the Group. A CGU corresponds either to a legal entity or to a product line. At each closure, the Group systematically applies impairment tests to cash-generating units (CGUs) and also determines whether there are any indications of impairment losses. Impairment tests are used to determine the recoverable amount of a CGU or group of CGUs, representing the higher of their value in use and fair value less costs to sell. In practice, the value in use of a CGU or group of CGUs is determined primarily on the basis of discounted operating cash flow projections covering a period of five years and based on the most recent business plan, and a terminal value. We consider this to be a key audit issue, given the uncertainties inherent in the likelihood of achieving forecasts and the fact that the recoverable amount of goodwill relies heavily on management's judgment, particularly with regard to operating margin rate assumptions, growth rates for cash flow projections and discount rates.	We included assessment specialists in the audit team in order to examine the impairment tests performed by senior management. To this end, our work consisted mainly in: • assessing the principles and methods for determining evidence of impairment losses and the recoverable amount of goodwill and intangible assets; • analyzing, including through interviews with senior management, the main data and the assumptions on which the estimates are based (such as the discount rate and the perpetuity growth rate); • reviewing business forecasts and prospects of legal entities or ranges through interviews with senior management, and comparing the cash flow projections of previous periods with the corresponding actual figures; • comparing, through random sampling, the accounts of the data used in carrying out impairment tests and testing the arithmetical accuracy of the calculations for the valuations used by the Group; • comparing with accounting records any impairment losses resulting from impairment test calculations prepared by management.

Specific verification

As required by the legal and regulatory provisions, and in accordance with the professional standards applicable in France, we have also verified the information presented in the Board of Directors' management report concerning the group.

We have no matters to report as to its fair presentation and its consistency with the consolidated financial statements.

Other verifications or information required by laws and regulations

Format of the consolidated financial statements to be included in the annual financial report

In accordance with the professional standard on the due diligence of statutory auditors in relation to the annual and consolidated financial statements presented in accordance with the single European electronic reporting format, we have also verified compliance with this format, as defined by European Delegated Regulation No. 2019/815 of December 17, 2018, as presented in the consolidated financial statements to be included in the annual financial report referred to in Article L. 451-1-2, I of the French Monetary and Financial Code. These have been prepared under the responsibility of the Chief Executive Officer. Our work with consolidated financial statements includes verifying that the markup of these financial statements complies with the format defined by the above-mentioned regulation.

Based on our work, we conclude that the presentation of the consolidated financial statements for inclusion in the annual financial report complies, in all material respects, with the single European electronic reporting format.

It is not our responsibility to verify that the consolidated financial statements that your company will include in the annual financial report filed with the AMF correspond to those we have audited.

Appointment of Statutory Auditors

We were appointed Statutory Auditors of bioMérieux by your Annual General Meeting of May 30, 2017 for GRANT THORNTON and May 30, 2012 for ERNST & YOUNG et Autres.

At December 31, 2025, GRANT THORNTON was in the ninth continuous year of its audit engagement, while ERNST & YOUNG et Autres was in the 14th year.

Responsibilities of senior management and the persons constituting corporate governance for the consolidated financial statements

Senior management is responsible for the preparation of consolidated financial statements that present a true view in accordance with the IFRS standard adopted by the European Union, together with the implementation of the internal control it deems relevant to the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

When preparing the consolidated financial statements, senior management is responsible for assessing the Company's ability to continue as a going concern, to present in these financial statements, if necessary, information concerning the continuity of the Company's operations and to apply the accounting policy of going concern, unless there are plans to unwind the Company or discontinue the business.

The Audit Committee is responsible for monitoring the financial reporting preparation process and the effectiveness of internal control and risk management systems and, if necessary, the Internal Audit Department with respect to procedures relating to preparation and treatment of financial and accounting information.

These consolidated financial statements have been approved by the Board of Directors.

Responsibilities of the Statutory Auditors relating to the audit of the consolidated financial statements

Audit objective and procedure

It is our duty to draw up a report on the consolidated financial statements. Our objective is to obtain reasonable assurance that the consolidated financial statements as a whole are free from material misstatement. Reasonable assurance corresponds to a high level of assurance, without however guaranteeing that an audit conducted in accordance with professional standards will systematically detect any material misstatement. Misstatements may arise from fraud or result from errors and are considered as material when it can be reasonably expected that, taken singly or together, they can influence the economic decisions that users of the financial statements take based thereon.

As stated in Article L. 821-55 of the French Commercial Code, our engagement to certify the financial statements does not consist in guaranteeing the viability or quality of management of your Company.

Within the framework of an audit conducted in compliance with professional standards applicable in France, the statutory Auditor exercises his professional judgment throughout the audit. Furthermore:

- the statutory auditor identifies and assesses the risks whereby the consolidated financial statements may contain material misstatements, whether from fraud or errors; defines and implements audit procedures in view of those risks; and collects the elements they consider sufficient and appropriate on which to base their opinion. The risk of not detecting a material misstatement arising from fraud is higher than the risk of a material misstatement resulting from error, because fraud may imply collusion, falsification, voluntary omissions, false declarations or the circumvention of internal control;
- the statutory auditor reviews the relevant internal control for the audit in order to define the appropriate audit procedures for the circumstances and not to express an opinion on the effectiveness of internal control;

- he assesses the appropriateness of the accounting methods used and the reasonable nature of the accounting estimates made by senior management, as well as information concerning these methods provided in the consolidated financial statements;
- he assesses the appropriateness of the application by the management of the going concern concept and, according to the elements collected, whether or not there is a material uncertainty linked to events or circumstances likely to compromise the Company's ability to continue as a going concern. This assessment is based on the information collected until the date of his report. It is however pointed out that subsequent circumstances or events could jeopardize continuity as a going concern. If he concludes that there is a material uncertainty, the statutory auditor draws the attention of the readers of the report to the information provided in the consolidated financial statements about such uncertainty, or if this information is not provided or is not relevant, he issues a certification with reservations or a refusal to certify;
- he assesses the overall presentation of the consolidated financial statements and whether these reflect underlying operations and events, so as to give a true view;
- concerning the financial information of the persons or entities included in the consolidation scope, he collects the information considered sufficient and appropriate to express an opinion on the consolidated financial statements. He is responsible for the management, supervision and performance of the audit of the consolidated financial statements as well as the opinion expressed thereafter.

Report to the Audit Committee

We submit a report to the Audit Committee that presents, in particular, the scope of the audit and the work schedule implemented as well as the conclusions of our audit. Our audit also informs the Audit Committee of any material weaknesses of internal control that we have identified with respect to the procedures relating to the preparation and treatment of financial and accounting information.

The points mentioned in the report to the Audit Committee include the risks of material misstatements that we consider to have been the most important for the audit of the consolidated financial statements of the fiscal year, which therefore constitute the key points of the audit, which it is our duty to describe in this report.

We also submit to the Audit Committee the declaration provided for in Article 6 of EU Regulation No. 537/2014 confirming our independence, within the meaning of the rules applicable in France as set out in Articles L. 821-27 to L. 821-34 of the French Commercial Code and in the Statutory Auditors' Professional Code of Ethics. If necessary, we will meet the Audit Committee to discuss the risks that threaten our independence and the safeguard measures applied.

Lyon, March 13, 2026

The Statutory Auditors

GRANT THORNTON
French member of Grant Thornton International
Jean Morier

ERNST & YOUNG et Autres
Sylvain Lauria

6.2 Parent company financial statements

6.2.1 Parent company financial statements of bioMérieux SA for the fiscal years ended December 31, 2024 and 2025

Balance sheet

Assets

	12/31/2025			12/31/2024
In millions of euros	Gross	Depreciation, amortization and impairment	Net	Net
Intangible assets				
Development expenses	14.2	-14.2	-	-
Concessions, patents, licenses, trademarks, processes, information technology solutions, rights, and similar assets	278.2	-131.2	147.0	32.4
Goodwill	131.9	-	131.9	131.9
Other intangible assets	5.4	-4.7	0.7	1.1
Intangible assets under construction, advances and deposits	2.1	-	2.1	2.6
Property, plant and equipment				
Land	23.5	-1.6	21.9	20.6
Buildings	365.4	-231.4	134.0	137.7
Technical installations, industrial equipment and tools	403.8	-272.0	131.8	134.1
Other property, plant and equipment	70.8	-58.0	12.8	14.5
Property, plant and equipment under construction, advances, and deposits.	125.1	-	125.1	66.6
Non-current financial assets [(a)]				
Equity investments	1,354.5	-163.1	1,191.4	1,042.0
Receivables from equity investments	5.2	-	5.2	5.1
Other financial assets	188.3	-78.7	109.6	123.8
Other non-current financial assets	0.6	-	0.6	0.6
Total non-current assets (I)	**2,969.1**	**-954.8**	**2,014.2**	**1,712.9**
Inventories and work-in-progress				
Raw materials and other supplies	45.3	-2.8	42.4	45.7
Work-in-progress	30.2	-0.8	29.4	32.5
Finished products	41.6	-1.4	40.2	38.4
Goods held for sale	136.8	-5.6	131.2	117.6
Advances and deposits on orders	14.8	-	14.8	8.9
Receivables [(b)]				
Trade receivables	574.1	-13.8	560.3	514.9
Other receivables	91.1	-	91.1	75.5
Prepaid expenses	21.7	-	21.7	16.4
Investment securities				
Treasury shares	35.5	-	35.5	39.1
Other securities	178.1	-	178.1	133.8
Forward financial instruments and tokens held	1.3	-	1.3	3.0
Cash and cash pooling	409.2	-1.6	407.6	702.5
Total current assets (II)	**1,579.6**	**-26.1**	**1,553.5**	**1,728.3**
Loan issue costs (III)	0.2	-	0.2	0.3
Translation and valuation differences - Assets (IV)	2.1	-	2.1	9.1
TOTAL ASSETS (I + II + III + IV)	**4,551.0**	**-980.9**	**3,570.1**	**3,450.6**
(a) Of which due in less than one year	*0.2*	*-*	*0.2*	*0.2*
(b) Of which due in less than one year	*619.0*	*-13.8*	*605.2*	*537.1*

Shareholders' equity and liabilities

In millions of euros	12/31/2025	12/31/2024
Share capital	12.0	12.0
Share, merger and acquisition premiums	74.4	74.4
Reserves		
Legal reserve	1.2	1.2
Reserves required by the articles of association	905.0	895.0
Regulatory reserves	1.0	1.0
Retained earnings	635.9	300.1
Net income for the year (profit or loss)	320.5	451.9
Capital expenditure subsidies	0.2	0.1
Statutory provisions	84.1	84.1
Total equity (I)	**2,034.3**	**1,819.9**
Provisions for risks	2.9	12.6
Provisions for charges	73.8	68.5
Total provisions (II)	**76.6**	**81.1**
Other bond issues	201.6	201.6
Borrowings and debts from credit institutions	0.1	0.1
Miscellaneous borrowings and financial debt	630.2	726.3
Forward financial instruments	1.5	0.5
Trade payables	327.4	334.7
Tax and social-security debts	247.6	237.6
Debts on fixed assets and related accounts	31.1	27.2
Other payables	14.0	16.3
Deferred income	4.5	4.6
Total debts [(a)] (III)	**1,458.0**	**1,549.1**
Translation and valuation differences - Liabilities (IV)	1.2	0.5
TOTAL LIABILITIES (I + II + III + IV)	**3,570.1**	**3,450.6**
(a) Of which due in less than one year	*1,158.6*	*1,263.1*

Profit & loss statement

In millions of euros	2025	2024
Operating income		
Sales of goods	723.7	672.8
Production sold	970.5	967.9
Net amount of sales	**1,694.2**	**1,640.7**
Stored production	-2.3	-1.5
Capitalized production	10.1	9.4
Subsidies	1.1	2.1
Reversals of amortization, impairment and provisions	45.2	28.9
Proceeds from disposals of property, plant and equipment and intangible assets	2.0	-
Other income	0.9	0.1
Total operating income (I)	**1,751.2**	**1,679.6**
Operating expenses		
Purchases of goods	-525.6	-488.0
Change in inventories	13.9	-20.3
Purchases of raw materials and other supplies	-130.5	-130.4
Change in raw material inventories	-3.0	-5.6
Other purchases and external expenses [(a)]	-491.4	-469.5
Taxes, duties and similar taxes	-20.3	-18.9
Wages and salaries	-327.1	-311.1
Social security contributions	-134.3	-128.9
Amortization and impairment expenses:		
On fixed assets: amortization expenses	-64.0	-60.7
On fixed assets: impairment expenses	-0.9	-0.0
On current assets: impairment expenses	-12.3	-12.9
Provisions	-4.6	-28.2
Carrying amounts of sold intangible assets and property, plant and equipment	-12.0	-
Other expenses	-30.1	-18.8
Total operating expenses (II)	**-1,742.1**	**-1,693.4**
1. OPERATING INCOME (I - II)	**9.1**	**-13.8**
(a) including property leasing agreement expenses	*-4.1*	*-4.5*

In millions of euros	2025	2024
Financial income		
From participating interests [b]	349.9	480.3
From other securities and receivables from non-current assets [b]	14.7	21.7
Other interest and similar income [b]	8.5	6.1
Reversal of impairment and provisions	7.8	17.0
Foreign exchange gains	115.9	100.4
Income from sales of non-current financial assets	0.0	-
Net proceeds from the sale of investment securities and cash instruments.	3.6	4.7
Total financial income (III)	**500.4**	**630.3**
Financial expenses		
Amortization and impairment expenses and provisions	-61.9	-42.2
Interest and similar expenses [c]	-26.4	-32.2
Foreign exchange losses	-111.9	-103.1
Book value of sold non-current financial assets	-	-
Net expenses from the sale of investment securities and cash instruments.	-0.7	-0.7
Total financial expenses (IV)	**-200.9**	**-178.2**
2. FINANCIAL INCOME (III - IV)	**299.6**	**452.0**
3. NET INCOME BEFORE NON-RECURRING ITEMS AND TAX (I - II + III - IV)	**308.7**	**438.3**
Non-recurring income (V)	14.0	31.9
Non-recurring expenses (VI)	-14.0	-35.0
4. NON-RECURRING INCOME (V - VI)	**-0.0**	**-3.1**
Income taxes (VII)	11.9	16.7
Total income (I + III + V)	**2,265.6**	**2,341.8**
Total expenses (II + IV + VI + VII)	**-1,945.1**	**-1,889.9**
PROFIT OR LOSS	**320.5**	**451.9**
(b) including income from related parties	*14.7*	*21.7*
(c) including interests in related parties	*-22.2*	*-27.4*

6.2.2 Notes to the Financial Statements

bioMérieux is a French joint stock company (société anonyme) with a Board of Directors, governed by the French Commercial Code (Code de commerce) and all other applicable laws and regulations, registered with the Lyon Trade and Companies Register under number 673 620 399. The Company has been established in France since its incorporation.

The Company's headquarters are located in Marcy l'Étoile (69280), France.

CONTENTS

NOTE 1	General accounting principles	328
NOTE 2	Information about the entity that prepares the consolidated financial statements	330
NOTE 3	Significant events of the fiscal year	330
NOTE 4	Non-current assets	331
NOTE 5	Inventories	341
NOTE 6	Trade and other receivables from current assets	341
NOTE 7	Due dates of receivables	342
NOTE 8	Cash and cash equivalents and investment securities	342
NOTE 9	Translation differences	343
NOTE 10	Equity and free shares grant plans	343
NOTE 11	Provisions for financial risks and losses	345
NOTE 12	Net debt	346
NOTE 13	Trade and other operating payables	348
NOTE 14	Debt schedule	349
NOTE 15	Accrued expenses and income	349
NOTE 16	Sales	349
NOTE 17	Research & Development expenses	350
NOTE 18	Personnel costs	350
NOTE 19	Net financial income	351
NOTE 20	Non-recurring income	352
NOTE 21	Corporate income tax	352
NOTE 22	Hedging instruments	353
NOTE 23	Off-balance sheet commitments	354
NOTE 24	Related parties	355
NOTE 25	Statutory Auditors' fees	356

NOTE 1 General accounting principles

The accounts have been prepared in accordance with Regulations 2014-03 of the French accounting standards authority (Autorité des normes comptables – ANC) updated to Regulation 2022-06 on the Modernization of Financial Statements (French general accounting plans – PCG).

At December 31, 2025, the Company applied the new ANC Regulation 2022-06 on the general accounting plan for the first year. In particular, this regulation removes the "expense transfer" accounts and introduces a new, more restrictive definition of non-recurring income.

Non-recurring income now includes:

- income and expenses directly related to a major and extraordinary event;
- accounting entries of a purely tax nature, as defined and provided for in the regulations of the French accounting standards authority (Autorité des normes comptables - ANC). This applies to the creation or reversal of regulated provisions, including accelerated depreciation recognized for tax purposes and defined in Article 214-8;
- changes in accounting policy that the entity is required to recognize in profit or loss, rather than equity, as a result of the application of tax rules;
- corrections of errors, except when correcting an entry that has been directly recorded to equity.

This change in accounting regulations has no impact on the balance sheet at the beginning of the fiscal year. It impacts the presentation of the 2025 profit & loss statement as follows:

		Reclassifications of non-recurring income			
In millions of euros	**Impact on 2025**	**Free share grant**	**Capital gains and losses on the disposal of fixed assets**	**Other reclassifications**	**Discontinuation of expense transfers**
Total operating income	6.2	-1.7	12.0	0.0	-4.2
Total operating expenses	-9.6	-1.7	-12.0	-0.1	4.2
1. Operating income	**-3.5**	**-3.4**	**0.0**	**-0.1**	**-**
2. Net financial income	**0.0**	**-**	**0.0**	**-**	**-**
3. Net income before non-recurring items and tax	**-3.5**	**-3.4**	**0.0**	**-0.1**	**-**
Non-recurring income	-32.9	-20.9	-12.0	-0.0	-
Non-recurring expenses	36.4	24.3	12.0	0.1	-
4. Non-recurring income	**3.5**	**3.4**	**-0.0**	**0.1**	**-**
PROFIT OR LOSS	**-**	**-**	**-**	**-**	**-**

Non-recurring expenses related to the free share grant reclassified as operating income are broken down into "wages," "social security contributions" and "other operating expenses."

The new provisions of the Regulation apply since 2025, with no impact on the 2024 financial statements other than the reclassifications necessary for the new presentation of the balance sheet and profit & loss statement. In 2024, the balance sheet and profit & loss statement were presented as follows:

BALANCE SHEET - ASSETS

In millions of euros	Net 12/31/2024
NON-CURRENT ASSETS	
Intangible assets	167.9
Property, plant and equipment	373.5
Investments and related receivables	1,047.1
Other non-current financial assets	124.4
Total	**1,712.9**
CURRENT ASSETS	
Inventories and work-in-progress	234.3
Trade receivables	514.9
Other operating receivables	51.3
Non-operating receivables	49.5
Cash and cash pooling	878.3
Total	**1,728.3**
Deferred charges spread over several years	0.3
Translation differences – losses	9.1
TOTAL ASSETS	**3,450.6**

BALANCE SHEET - LIABILITIES

In millions of euros	12/31/2024
SHAREHOLDERS' EQUITY	
Share capital	12.0
Additional paid-in capital	74.4
Reserves	1,197.3
Statutory provisions and grants	84.3
Net income for the year	451.9
Total	**1,819.9**
Provisions	**81.1**
LIABILITIES	
Borrowings and financial debt	928.6
Trade payables	334.7
Other operating payables	258.6
Non-operating payables	27.2
Total	**1,549.1**
Translation differences – gains	0.5
TOTAL SHAREHOLDERS' EQUITY AND LIABILITIES	**3,450.6**

PROFIT & LOSS STATEMENT

In millions of euros	2024
Sales of goods and finished products	1,277.4
Other income	363.3
Sales	**1,640.7**
Production included in inventories (work-in-progress and finished products)	-18.4
Capitalized production	9.4
Total production	**1,631.7**
Purchases	-638.5
Change in raw material and instrument inventories	-9.1
External expenses	-449.5
Added value	**534.6**
Taxes other than income tax	-16.8
Payroll and benefits	-440.0
Gross operating income (EBITDA)	**77.8**
Depreciation, amortization and provisions	-77.7
Other operating income (expense)	-13.9
Operating income	**-13.8**
Financial income and expenses	-0.8
Net investment income	452.8
Net income before non-recurring items and tax	**438.3**
Non-recurring income	-3.1
Income tax	16.7
NET INCOME	**451.9**

NOTE 2 Information about the entity that prepares the consolidated financial statements

The Company prepares consolidated financial statements which include the annual financial statements of its subsidiaries based on the full consolidation method whenever bioMérieux SA has effective control over those subsidiaries, or based on the equity method when the Company exercises significant leverage over the entities concerned.

The Company has been included in the scope of consolidation on a fully consolidated basis by Compagnie Mérieux Alliance.

Information about the entity that prepares the consolidated financial statements

Entity preparing the consolidated financial statements of the largest group of entities of which the entity is a subsidiary	**Compagnie Mérieux Alliance** 17, rue Bourgelat, 69002 - Lyon SIREN 504,340,407
Entity preparing the consolidated financial statements of the smallest group of entities included in the above group of entities of which the entity is a subsidiary	**Institut Mérieux** 17, rue Bourgelat, 69002 - Lyon SIREN 348,579,509

NOTE 3 Significant events of the fiscal year

3.1 Financial investments

In 2025, bioMérieux SA subscribed to several equity investments and capital increases in its portfolio for a total amount of €194.4 million, including the acquisition of the entire share capital of SpinChip Diagnostics for NOK 1.3 billion (€112.3 million) and the capital increase of some of its subsidiaries for €77.9 million.

These events are detailed in Note 4.4.

3.2 Employee share ownership plan

In 2025, eligible Group employees participated in a private placement within an employee share ownership plan called "MyShare." Employees benefited from a share subscription price of €91.84 discounted by 20% compared with the reference price (€114.8) and a matching employer contribution of 100% of the subscription amount up to a maximum of €450 per employee. Group employees subscribed to 177,262 shares (of which 113,556 shares by French employees). The Company issued 203,210 shares to employees (of which 129,492 shares for French employees) taking into account the discount and the matching employer contribution. The cost of the plan for French employees, as recorded in operating income, is €4.8 million. The cost of the plan for employees of other Group companies has been fully passed on to the subsidiaries and has no impact on operating income. The difference between the reference share price (€114.8) and the cost price (€100.27) of the 203,210 shares granted to the Group's employees represents a gain €3 million in financial income.

3.3 Significant subsequent events

There have been no significant events since the balance sheet date.

NOTE 4 Non-current assets

4.1 General framework

Gross value *In millions of euros*	**Gross amount at the beginning of the fiscal year**	**Increases**	**Decreases**	**Gross amount at year-end**
Intangible assets	346.9	131.7	-46.8	431.9
Property, plant and equipment	904.4	123.6	-39.3	988.7
Non-current financial assets	1,354.6	198.0	-4.1	1,548.5
TOTAL	**2,605.9**	**453.3**	**-90.1**	**2,969.1**

Amortization *In millions of euros*	**Duration of use**	**Amortization method**	**Accumulated amortization at the beginning of the year**	**Increases: Allocations for the fiscal year**	**Decreases**	**Accumulated amortization at year-end**
Intangible assets	1 to 20 years	straight-line	167.4	17.0	-34.4	150.0
Property, plant and equipment	3 to 40 years	straight-line	528.8	47.0	-15.2	560.7
Non-current financial assets	N/A	N/A	-	-	-	-
TOTAL			**696.3**	**64.0**	**-49.6**	**710.7**

Impairment *In millions of euros*	**Impairment losses at the beginning of the fiscal year**	**Increases: allocation for the fiscal year**	**Decreases: reversals for the fiscal year**	**Impairment at year-end**
Intangible assets	11.5	-	-11.5	0.0
Property, plant and equipment	2.1	0.9	-0.7	2.4
Non-current financial assets	183.1	59.8	-1.2	241.8
TOTAL	**196.8**	**60.7**	**-13.3**	**244.1**

4.2 Intangible assets

4.2.1 Accounting principles

Pursuant to ANC Regulation 2015-06, technical merger losses were allocated in January 2016 to specific intangible asset accounts relating to acquired goodwill, such as commercial goodwill, technology and customer relations.

Historical goodwill and assets originating from the allocation of technical merger losses are not stand-alone items able to generate cash flow on their own. They are intrinsically attached to production plants, to the R&D supporting the acquired product line, to technology and to the sales forces that help move products through all the Group's distribution channels.

Acquired goodwill is therefore grouped together with the other assets of the technological range to which they are linked in order to constitute a homogeneous and stand-alone range. In practice, tests are performed to group together assets that serve the same client typology (industrial microbiology laboratories) or health issue (pathology/detection of pathogens: microbiology, molecular biology or immunoassays). An impairment test is carried out systematically based on asset groups close to the groups identified at Group level (CGU) when analysis shows them to be fungible (monitoring and pooled management of acquired goodwill by technological product line and customer type).

At each fiscal year-end, the net value of the asset groups thus identified is compared with the current value of assets as determined from the discounted net cash flows generated by these assets (including acquired goodwill). An impairment is recorded if a loss of value is observed.

Lastly, no borrowing costs are included in the acquisition cost of intangible assets.

4.2.2 Change

4.2.2.1 Gross value

Gross value *In millions of euros*	**Gross amount at the beginning of the fiscal year**	**Increases**	**Decreases**	**Gross amount at year-end**
Development expenses	14.2	-	-	14.2
Concessions, patents, licenses, trademarks, processes, information technology solutions, rights, and similar assets	182.8	129.9	-34.4	278.2
Goodwill	142.0	-	-10.0	131.9
Other intangible assets	5.4	-	-	5.4
Intangible assets under construction, advances and deposits	2.6	1.9	-2.3	2.1
TOTAL INTANGIBLE ASSETS	**346.9**	**131.7**	**-46.8**	**431.9**

The increases for the period are broken down as follows:

Increases for the year *In millions of euros*	**Breakdown of increases**		
	Transfers between items	**Additions**	
		Acquisitions	**Creations**
Concessions, patents, licenses, trademarks, processes, information technology solutions, rights, and similar assets	2.1	127.8	-
Intangible assets under construction, advances and deposits	-	1.2	0.7
TOTAL INTANGIBLE ASSETS	**2.1**	**129.0**	**0.7**

In 2025, bioMérieux SA acquired the intellectual property rights to the technologies of SpinChip Diagnostic ASA for €105.3 million and Day Zero Diagnostics for €18.1 million.

SpinChip Diagnostics ASA technology consists of the development of a high-performance point-of-care immunoassay system, specifically designed for the detection of myocardial infarction.

Day Zero Diagnostics has developed innovative technologies that integrate sample preparation directly from whole blood, sequencing, and advanced identification and antibiotic susceptibility testing (ID/AST).

The decreases for the period are broken down as follows:

Decreases for the fiscal year *In millions of euros*	Breakdown of decreases		
	Transfers between items	Disposals	
		Disposals	Discontinuation
Concessions, patents, licenses, trademarks, processes, information technology solutions, rights, and similar assets	-	-0.3	-34.1
Goodwill	-	-	-10.0
Intangible assets under construction, advances and deposits	-2.3	-	-
TOTAL INTANGIBLE ASSETS	**-2.3**	**-0.3**	**-44.1**

The decommissioning of patents and IT solutions concerns obsolete or terminated licenses, software, and IT projects.

The discontinuation of the NUCLISENS® range commercialization resulted in the write-off of goodwill for a gross amount of €10 million, fully depreciated

4.2.2.2 Amortization

Amortization *In millions of euros*	Duration of use	Amortization method	Accumulated amortization at the beginning of the year	Increases: allocations	Decreases	Total accumulated amortization at year-end
Development expenses	2 to 5 years	Straight-line	14.2	-	-	14.2
Concessions, patents, licenses, trademarks, processes, information technology solutions, rights, and similar assets	1 to 20 years	Straight-line	148.9	16.6	-34.4	131.1
Other intangible assets	1 to 15 years	Straight-line	4.3	0.3	-	4.7
TOTAL INTANGIBLE ASSETS			**167.4**	**17.0**	**-34.4**	**150.0**

Amortization expenses for the period are broken down as follows:

Allocations for the fiscal year *In millions of euros*	Breakdown of allocations		
	On items amortized on a straight-line basis	On items amortized using another method	Non-recurring allocations
Concessions, patents, licenses, trademarks, processes, information technology solutions, rights, and similar assets	16.6	-	-
Other intangible assets	0.3	-	-
TOTAL INTANGIBLE ASSETS	**17.0**	**-**	**-**

Amortization reversals are explained as follows:

Decreases for the fiscal year *In millions of euros*	Breakdown of decreases	
	Items sold	Discontinued items
Concessions, patents, licenses, trademarks, processes, information technology solutions, rights, and similar assets	-0.3	-34.1
TOTAL INTANGIBLE ASSETS	**-0.3**	**-34.1**

4.2.2.3 Impairment losses

Impairment *In millions of euros*	Impairment at the beginning of the year	Increases: allocation	Decreases: reversals	Impairment at year-end
Concessions, patents, licenses, trademarks, processes, information technology solutions, rights, and similar assets	1.5	-	-1.5	0.0
Goodwill	10.0	-	-10.0	-
TOTAL INTANGIBLE ASSETS	**11.5**	**-**	**-11.5**	**0.0**

4.2.2.4 Technical losses

Technical merger losses are allocated as follows:

In millions of euros	Gross value	Amortization	Net value
AES CHEMUNEX			
Goodwill	111.0	-	111.0
Technology	6.4	4.7	1.6
Customer relationships	5.4	4.7	0.7
Total AES Chemunex	**122.8**	**9.4**	**113.4**
ARGENE			
Goodwill	19.4	-	19.4
Technology	11.5	11.1	0.4
Total Argene	**30.9**	**11.1**	**19.8**
CEERAM			
Technology	2.4	2.4	-
Total Ceeram	**2.4**	**2.4**	**-**
TOTAL	**156.1**	**23.0**	**133.2**

Goodwill impairment tests were performed on AES Chemunex and Argene No indication of loss of value has been identified.

4.3 Property, plant and equipment

4.3.1 Accounting principles

Property, plant and equipment are shown on the balance sheet at purchase or production cost.

In accordance with the asset recognition rules in effect since January 1, 2005, components whose cost is significant in relation to the total cost of the main asset are recognized and depreciated separately if their useful life is not the same as that of the main asset.

The only property, plant and equipment to which this method applies are buildings.

Impairment tests are carried out for property, plant and equipment whenever events or market developments indicate that an asset may have declined in value. If the net book value exceeds the recoverable amount, an impairment loss is recognized to reduce the assets to their realizable value.

Most capitalized instruments are installed at customers' sites.

Lastly, no borrowing costs are included in the acquisition cost of property, plant and equipment.

4.3.2 Change

4.3.2.1 Gross value

Gross value *In millions of euros*	Gross amount at the beginning of the fiscal year	Increases	Decreases	Gross amount at year-end
Land	22.1	1.4	-	23.5
Buildings	356.9	11.6	-3.2	365.4
Technical installations, industrial equipment and tools	387.7	27.0	-10.9	403.8
Other property, plant and equipment	71.1	2.8	-3.1	70.8
Property, plant and equipment under construction, advances, and deposits.	66.6	80.7	-22.2	125.1
TOTAL PROPERTY, PLANT AND EQUIPMENT	**904.4**	**123.6**	**-39.3**	**988.7**

The increases for the period are broken down as follows:

Increases for the year *In millions of euros*	Breakdown of increases		
	Transfers between items	Additions	
		Acquisitions	Creations
Land	0.2	1.3	-
Buildings	7.8	3.8	-
Technical installations, industrial equipment and tools	13.6	4.2	9.2
Other property, plant and equipment	0.9	1.9	-
Property, plant and equipment under construction, advances, and deposits.	-	80.5	0.2
TOTAL PROPERTY, PLANT AND EQUIPMENT	**22.5**	**91.7**	**9.4**

Increases during the period mainly include investments made in the production of BioFire and SpotFire reagents at the La Balme site for €32.6 million, the construction of a new building in Marcy dedicated to molecular biology for €11.8 million, and the construction of a research and development building in Grenoble for €9.3 million.

The decreases for the period are broken down as follows:

Decreases for the fiscal year *In millions of euros*	Breakdown of decreases		
	Transfers between items	Disposals	
		Disposals	Discontinuation
Buildings	-	-	-3.2
Technical installations, industrial equipment and tools	-	-3.8	-7.1
Other property, plant and equipment	-	-0.2	-2.9
Property, plant and equipment under construction, advances, and deposits.	-22.2	-	-
TOTAL PROPERTY, PLANT AND EQUIPMENT	**-22.2**	**-4.0**	**-13.1**

In 2025, an amount of €22.2 million in property, plant and equipment under construction at the beginning of the fiscal year was brought into service, consisting mainly of production lines and industrial equipment.

4.3.2.2 Amortization

Amortization *In millions of euros*	Duration of use	Amortization method	Accumulated amortization at the beginning of the year	Increases: allocations	Decrea-ses	Accumulated amortization at the balance sheet date
Land	N/A	N/A	1.5	0.1	-	1.6
Buildings	10 to 40 years	Straight-line	218.6	15.6	-3.2	231.0
Technical installations, industrial equipment and tools	3 to 10 years	Straight-line	252.2	27.0	-9.2	270.1
Other property, plant and equipment	3 to 10 years	Straight-line	56.5	4.3	-2.9	58.0
Property, plant and equipment under construction, advances, and deposits.	N/A	N/A	-	-	-	-
TOTAL PROPERTY, PLANT AND EQUIPMENT			**528.8**	**47.0**	**-15.2**	**560.7**

Amortization expenses for the period are broken down as follows:

Allocations for the fiscal year *In millions of euros*	Breakdown of allocations		
	On items amortized on a straight-line basis	On items amortized using another method	Non-recurring allocations
Land	0.1	-	-
Buildings	15.6	-	-
Technical installations, industrial equipment and tools	27.0	-	-
Other property, plant and equipment	4.3	-	-
TOTAL PROPERTY, PLANT AND EQUIPMENT	**47.0**	**-**	**-**

Amortization reversals are explained as follows:

Decreases for the fiscal year *In millions of euros*	Breakdown of decreases	
	Items sold	Items taken out of service
Buildings	-	-3.2
Technical installations, industrial equipment and tools	-2.0	-7.1
Other property, plant and equipment	-	-2.9
TOTAL PROPERTY, PLANT AND EQUIPMENT	**-2.0**	**-13.1**

4.3.2.3 Impairment losses

Impairment *In millions of euros*	Impairment at the beginning of the year	Increases: allocation	Decreases: reversals	Impairment at year-end
Buildings	0.7	-	-0.3	0.4
Technical installations, industrial equipment and tools	1.4	0.9	-0.4	2.0
TOTAL PROPERTY, PLANT AND EQUIPMENT	**2.1**	**0.9**	**-0.7**	**2.4**

4.4 Non-current financial assets

4.4.1 Accounting principles

Non-current financial assets are recognized at their purchase price.

An impairment loss is recognized on equity investments whenever their value in use falls below their acquisition cost. Value in use is initially estimated at the net book value of the subsidiary's assets at the closing date. This may be adjusted to reflect the value of any unrecognized identifiable assets (particularly real estate or technologies). Depending on the economic and financial condition of the subsidiary, value in use may also be estimated taking account of sales, borrowings and any associated technological assets and real estate. Given the specific nature of certain investments, in some cases value in use may be measured by estimating the enterprise value based on discounted future cash flows or on observable market financial inputs.

Non-controlling interests held in unlisted companies are measured based on various criteria including the economic outlook, the net equity of the investment or the valuation used based on recent investments in these shares.

Other investments are subjected to impairment whenever their market value falls below cost. The market value of listed securities corresponds to the average trading price during the last month of the fiscal year.

Other non-current financial assets include treasury shares purchased under a liquidity agreement with an investment firm for the specific purpose of maintaining an orderly market in the Company's shares. Treasury stock is measured at its average trading price during the last month of the fiscal year.

4.4.2 Change

4.4.2.1 Gross value

Gross value *In millions of euros*	**Gross amount at the beginning of the fiscal year**	**Increases**	**Decreases**	**Gross amount at year-end**
Equity investments	1,161.8	192.6	-	1,354.5
Receivables from equity investments	6.2	2.9	-3.9	5.2
Other financial assets	186.0	2.4	-0.1	188.3
Other non-current financial assets	0.6	0.1	-0.1	0.6
TOTAL NON-CURRENT FINANCIAL ASSETS	**1,354.6**	**198.0**	**-4.1**	**1,548.5**

Acquisition of SpinChip Diagnostics ASA

In 2025, bioMérieux SA acquired the entire Norwegian company SpinChip Diagnostics ASA for NOK 1.3 billion, or €112.3 million. During the previous year, bioMérieux SA acquired a stake in this company for NOK 115 million (€9.9 million), and subscribed to a capital increase of NOK 12 million (€1 million).

Financial support to subsidiaries and minority interests

In 2025, bioMérieux SA subscribed to several capital increases of its subsidiaries, totaling €77.9 million, to support their commercial activities, acquisitions, and address cash difficulties stemming from currency devaluations:

- bioMérieux China for $44.7 million, i.e. €38.3 million;
- bioMérieux Egypt for €13 million;
- bioMérieux Argentina for €8 million;
- bioMérieux Colombia for $7 million, i.e. €6 million;
- bioMérieux Brazil for 36.9 million Brazilian reals, i.e. €5.9 million;
- bioMérieux Nigeria for an amount of €3.4 million, through the conversion of debts into capital;
- bioMérieux Chile for €2.5 million;
- bioMérieux Regional Headquarters in Saudi Arabia, for an amount of SAR 3 million (€0.7 million).

Additionally, bioMérieux SA also participated in the capital increase of Aurobac Therapeutics SAS for an amount of €2.5 million.

Transactions relating to fixed assets

bioMérieux SA acquired a €1.3 million stake in Plair, thereby strengthening its commitment to real-time microbial detection and air sampling solutions for the pharmaceutical industry.

Lastly, bioMérieux SA invested €0.4 million in Allergen Alert, a company working on the design of a system for non-professionals to quickly and reliably test for allergens in food.

4.4.2.2 Impairment losses

Impairment losses *In millions of euros*	Impairment at the beginning of the year	Increases: allocation	Decreases: reversals	Impairment at year-end
Equity investments	119.9	43.3	-0.0	163.1
Receivables from equity investments	1.1	-	-1.1	-
Other financial assets	62.2	16.5	-0.1	78.7
TOTAL NON-CURRENT FINANCIAL ASSETS	**183.1**	**59.8**	**-1.2**	**241.8**

Allocations to impairment of equity investments amounted to €43.3 million over the fiscal year, and relate to impairment of the shares in the subsidiaries bioMérieux China for €33 million, bioMérieux Egypt for €7.6 million, and bioMérieux Nigeria for €2.6 million.

Allocations to impairment of other fixed assets relate to impairment of the shares of Oxford Nanopore Technologies for €16.5 million (impairment losses calculated on the basis of the December 2025 stock exchange price compared to the acquisition price).

4.4.3 List of subsidiaries and minority interests

See table below.

LIST OF SUBSIDIARIES AND MINORITY INTERESTS AT DECEMBER 31, 2025

Subsidiaries and minority interests / Financial information	Shareholders' equity*	Share of capital held *(in %)*	Book value of securities held *(in millions of euros)*		Net amount of loans and advances made by the Company *(In millions of euros)*	Amount of commitments given by the Company *(In millions of euros)*	Pre-tax sales for the last fiscal year *(In millions of euros)*	Net profit or net loss of the last fiscal year *(In millions of euros)*	Dividends received by Company during the fiscal year *(In millions of euros)*	Notes
			Gross	Net						
INFORMATION CONCERNING SUBSIDIARIES (OVER 50% OWNED BY BIOMÉRIEUX SA)										
1. Detailed information for each subsidiary (1)			**1,211.4**	**1,062.0**	**125.1**	**93.0**			**342.8**	
AB bioMérieux	47.8	100.0%	74.2	4.3	0.0	0.0	0.0	0.0	0.0	01/01/2025-12/31/2025
bioMérieux West Africa	890.5	100.0%	0.3	0.3	0.0	0.0	0.0	1.4	0.0	01/01/2025-12/31/2025
bioMérieux Germany	29.1	100.0%	3.8	3.8	0.0	0.0	141.1	2.6	1.0	01/01/2025-12/31/2025
bioMérieux Algeria	293.9	100.0%	0.6	0.6	0.0	0.0	0.6	0.4	0.0	01/01/2025-12/31/2025
bioMérieux Saudi Arabia	4.1	100.0%	0.7	0.7	0.0	0.0	0.0	0.2	0.0	01/01/2025-12/31/2025
bioMérieux Argentina	24,236.3	99.1%	16.3	16.3	0.0	0.3	27.9	5.3	0.0	01/01/2025-12/31/2025
bioMérieux Austria	1.2	100.0%	0.1	0.1	0.0	0.0	30.5	1.0	1.6	01/01/2025-12/31/2025
bioMérieux Australia	11.7	100.0%	23.8	23.8	0.0	0.7	36.1	0.8	0.5	01/01/2025-12/31/2025

Financial information / Subsidiaries and minority interests	Shareholders' equity*	Share of capital held *(in %)*	Book value of securities held *(in millions of euros)*		Net amount of loans and advances made by the Company *(In millions of euros)*	Amount of commitments given by the Company *(In millions of euros)*	Pre-tax sales for the last fiscal year *(In millions of euros)*	Net profit or net loss of the last fiscal year *(In millions of euros)*	Dividends received by Company during the fiscal year *(In millions of euros)*	Notes
			Gross	Net						
bioMérieux Brazil	147.0	100.0%	67.1	33.6	0.0	10.9	42.6	0.3	0.0	01/01/2025-12/31/2025
bioMérieux Belgium	3.0	100.0%	0.3	0.3	0.0	0.0	36.5	1.5	3.9	01/01/2025-12/31/2025
bioMérieux Canada	11.9	100.0%	20.5	20.5	0.0	0.0	64.4	1.6	0.9	01/01/2025-12/31/2025
bioMérieux Chile	15,631.5	100.0%	5.6	5.6	0.0	0.0	33.7	1.1	0.0	01/01/2025-12/31/2025
bioMérieux China	2,202.8	100.0%	228.6	195.6	0.0	0.6	27.7	0.7	0.0	01/01/2025-12/31/2025
bioMérieux Colombia	108.7	100.0%	14.0	14.0	0.0	0.0	45.4	2.7	0.0	01/01/2025-12/31/2025
bioMérieux Korea	27,994.8	100.0%	0.7	0.7	0.0	10.0	53.3	1.8	0.0	01/01/2025-12/31/2025
bioMérieux Denmark	6.7	100.0%	0.5	0.5	0.0	0.0	9.6	0.3	0.5	01/01/2025-12/31/2025
bioMérieux Spain	36.8	100.0%	0.6	0.6	0.0	0.0	130.0	4.6	6.0	01/01/2025-12/31/2025
bioMérieux Egypt	303.5	100.0%	14.5	5.4	0.0	0.0	2.1	-7.0	0.0	01/01/2025-12/31/2025
bioMérieux Greece	7.3	100.0%	4.1	4.1	0.0	3.0	22.6	0.0	0.0	01/01/2025-12/31/2025
bioMérieux India	4,322.3	99.9%	18.1	18.1	0.0	21.3	107.6	4.1	0.0	01/01/2025-12/31/2025
bioMérieux Inc.	2,250.0	100.0%	524.9	524.9	55.8	12.3	2,556.9	658.3	303.8	01/01/2025-12/31/2025
bioMérieux Italy	54.6	100.0%	12.8	12.8	11.9	25.8	186.8	10.6	4.0	01/01/2025-12/31/2025
bioMérieux Japan	2.6	100.0%	15.4	15.4	15.4	0.5	116.4	5.0	1.4	01/01/2025-12/31/2025
bioMérieux Kenya	112.4	100.0%	0.3	0.3	0.0	0.0	0.0	0.0	0.0	01/01/2025-12/31/2025
bioMérieux Mexico	414.5	100.0%	24.7	24.7	27.1	0.0	69.5	0.6	0.0	01/01/2025-12/31/2025
bioMérieux Nigeria	1,343.1	100.0%	4.7	0.8	0.0	0.0	0.7	-0.1	0.0	01/01/2025-12/31/2025
bioMérieux Norway	5.0	100.0%	0.3	0.3	0.3	0.0	7.1	0.2	0.3	01/01/2025-12/31/2025
bioMérieux Philippines	72.9	100.0%	0.2	0.2	0.0	1.5	22.7	0.4	0.0	01/01/2025-12/31/2025
bioMérieux Poland	47.6	100.0%	1.5	1.5	0.9	0.0	43.6	1.4	0.0	01/01/2025-12/31/2025
bioMérieux Portugal	7.7	100.0%	2.0	2.0	0.0	0.5	24.4	1.3	1.0	01/01/2025-12/31/2025

Subsidiaries and minority interests / Financial information	Shareholders' equity*	Share of capital held *(in %)*	Book value of securities held *(in millions of euros)* Gross	Book value of securities held *(in millions of euros)* Net	Net amount of loans and advances made by the Company *(In millions of euros)*	Amount of commitments given by the Company *(In millions of euros)*	Pre-tax sales for the last fiscal year *(In millions of euros)*	Net profit or net loss of the last fiscal year *(In millions of euros)*	Dividends received by Company during the fiscal year *(In millions of euros)*	Notes
bioMérieux Russia	1,307.3	100.0%	1.3	1.3	0.0	0.0	17.8	2.1	0.0	01/01/2025-12/31/2025
bioMérieux South Africa	184.9	100.0%	5.4	5.4	5.2	0.0	26.9	0.5	0.0	01/01/2025-12/31/2025
bioMérieux Sweden	11.2	100.0%	0.2	0.2	1.8	2.8	30.8	0.5	0.5	01/01/2025-12/31/2025
bioMérieux Switzerland	4.1	100.0%	0.6	0.6	0.0	0.0	50.2	1.9	2.2	01/01/2025-12/31/2025
bioMérieux Suzhou Biotech Co.	388.7	100.0%	80.2	80.2	0.0	0.0	23.2	-0.6	0.0	01/01/2025-12/31/2025
bioMérieux Thailand	117.9	100.0%	0.9	0.9	0.0	0.8	17.8	0.4	0.5	01/01/2025-12/31/2025
bioMérieux Turkey	961.2	100.0%	17.0	17.0	0.0	0.0	38.9	5.4	0.6	01/01/2025-12/31/2025
bioMérieux UK	15.6	100.0%	1.2	1.2	4.0	0.7	109.9	2.8	0.0	01/01/2025-12/31/2025
bioMérieux Vietnam	12.5	100.0%	0.2	0.2	0.0	0.0	0.0	0.0	0.0	01/01/2025-12/31/2025
BTF	60.4	100.0%	13.6	13.6	0.0	1.2	35.1	18.6	14.1	01/01/2025-12/31/2025
Lumed Inc.	11.1	100.0%	9.7	9.7	2.8	0.0	0.3	-1.5	0.0	01/01/2025-12/31/2025
2. Overall information for equity investments not included in (1)			**126.8**	**124.3**	**78.9**	**2.4**			**7.1**	
A. TOTAL SUBSIDIARIES			**1,338.2**	**1,186.4**	**204.0**	**95.4**			**349.9**	
INFORMATION CONCERNING EQUITY INVESTMENTS (10% TO 50% OF CAPITAL HELD BY BIOMÉRIEUX SA)										
1. Detailed information for each subsidiary (1)			**5.0**	**5.0**	**0.0**	**0.0**			**0.0**	
Aurobac Therapeutics SAS	13.1	12.5%	5.0	5.0	0.0	0.0	0.0	-4.7	0.0	01/01/2024-12/31/2024
2. Overall information for equity investments not included in (1)			**4.2**	**0.0**	**1.6**	**0.0**			**0.0**	
B. TOTAL MINORITY INTERESTS			**9.2**	**5.0**	**1.6**	**0.0**			**0.0**	
C. TOTAL SUBSIDIARIES AND MINORITY INTERESTS (A + B)			**1,347.4**	**1,191.4**	**205.7**	**95.4**			**349.9**	

* *In transaction currencies.*

NOTE 5 Inventories

5.1 Accounting principles

Inventories are measured at the lower of cost and net realizable value.

Inventories of raw materials, consumables and goods for resale are measured at their purchase price plus related expenses using the FIFO method. Work-in-progress and finished products are measured at their actual production cost.

Inventories are written down where necessary, taking into account selling prices, obsolescence, residual shelf life, product condition, sale prospects and, in the case of spare parts, changes in the corresponding instruments' installed base.

5.2 Change

Inventories and work-in-progress *In millions of euros*	**12/31/2025**	**12/31/2024**
Raw materials other supplies	45.3	48.2
Work-in-progress	30.2	33.9
Finished products	41.6	40.1
Goods held for sale	136.8	122.9
TOTAL	**253.9**	**245.2**

Impairment of inventories and work-in-progress *In millions of euros*	**12/31/2025**	**12/31/2024**	**Method used to calculate impairment**
Raw materials other supplies	-2.8	-2.5	Expiration, use, scrapping
Work-in-progress	-0.8	-1.4	Identified risks of non-use
Finished products	-1.4	-1.6	Sales prospects and scrapping
Goods held for sale	-5.6	-5.3	Sales prospects and scrapping
TOTAL	**-10.6**	**-10.9**	

The net value of inventories increased by €8.9 million compared with December 31, 2024, mainly due to an €11.7 million increase in inventories of BioFire reagents.

NOTE 6 Trade and other receivables from current assets

6.1 Accounting principles

Receivables are recognized at face value. An impairment loss is recognized when there is a risk of non-recovery.

6.2 Change

Trade receivables *In millions of euros*	**12/31/2025**	**12/31/2024**
Gross trade receivables	574.1	537.1
Impairment losses	-13.8 [(a)]	-22.2
NET VALUE	**560.3**	**514.9**

(a) The decrease compared with 2024 is due to the absence of impairment of intra-group trade receivables at December 31, 2025, compared with €8.4 million at December 31, 2024.

Other operating receivables *In millions of euros*	12/31/2025	12/31/2024
Advances and deposits	14.8 [a]	8.9
Prepaid expenses	21.7 [b]	16.4
Other receivables	91.1 [c]	75.5
TOTAL	**127.5**	**100.8**

(a) Of which €10.4 million in advances paid, unused portion at December 31, 2025, which will be charged to future royalties over the next five years.
(b) Prepaid expenses primarily consist of external expenses.
(c) Including VAT receivables of €23.3 million at December 31, 2025, (against €19.1 million at December 31, 2024). Other receivables also include research tax credit receivables.

NOTE 7 Due dates of receivables

Statement of receivable due dates *In millions of euros*	Gross amounts	Due within 1 year	Due in more than 1 year
Receivables from non-current assets	45.6	40.0	5.6
Receivables from current assets	680.0	625.6	54.3 [a]
Prepaid expenses	21.7	20.2	1.5
TOTAL	**747.3**	**685.8**	**61.4**

(a) Receivables from current assets due in more than one year mainly correspond to research tax credit receivables.

NOTE 8 Cash and cash equivalents and investment securities

8.1 Accounting principles

Cash and cash equivalents include available cash and short-term investments.

Changes in the cash pool are valued at the average monthly exchange rate. Cash pooling accounts are remeasured at the end of the month at the closing rate. This remeasurement is offset by an entry to financial income and expense reflecting currency hedges related to these positions.

8.2 Change

Cash and cash equivalents and investments *In millions of euros*	12/31/2025	12/31/2024
Cash investments	213.6	172.9
Lender cash pooling	224.0	529.8
Cash	183.0	172.9
Financial instruments	1.8	2.8
TOTAL CASH AND CASH EQUIVALENTS	**622.4**	**878.3**

Cash investments break down as follows:

Investments *In millions of euros*				
Investment	**Classification**	**ISIN Code**	**12/31/2025**	**12/31/2024**
Treasury shares	Equities	FR0013280286	35.5	39.1
BNP PARIBAS ISR IC money market fund	Euro money-market fund	FR0007009808	36.0	-
BNP PARIBAS SIGNATURE R money market fund	Euro money-market fund	FR0013245651	20.1	48.5
AMUNDI EURO LIQUIDITY money market fund	Euro money-market fund	FR0010251660	56.1	49.8
Time-deposit accounts	Euro money-market fund	N/A	65.8	35.4
TOTAL			**213.6**	**172.9**

Short-term investments include 331,541 shares purchased in connection with the establishment of a hedging program to cover the cost of the various free share grant plans and the employee share ownership programs.

Net debt is discussed in Note 12.1.

NOTE 9 Translation differences

9.1 Accounting principles

In application of regulation ANC 2015-05, income and expenses in foreign currencies are recognized at their value in euros on the transaction date based on the average monthly exchange rate. Foreign exchange gains or losses on commercial transactions that result from differences in rates between the transaction date and the settlement date are recognized on the corresponding line in the profit & loss statement (sales and purchases).

Receivables and payables in foreign currencies are converted based on their exchange rate on the closing date of the fiscal year. Differences resulting from this valuation were recognized under unrealized translation differences. Provisions are created for unrealized translation differences (losses) and are recognized in income (sales and purchases) whenever the receivable or payable is related to a business transaction.

When, for business transactions with relatively close maturities, unrealized foreign exchange gains and losses may be considered as contributing to an overall currency position, the amount added to the provision for exchange rate risks is capped at the excess of losses over gains. This estimate of losses factors in, when applicable, the hedge rate on the derivatives covering such transactions.

Foreign exchange gains and losses concerning financial flows are recognized in financial income and expenses. Translation differences concerning cash pooling are recognized in income, as are hedging instruments, symmetrically with the hedged item.

9.2 Translation differences – losses

In millions of euros	12/31/2025	12/31/2024
On borrowings and operating receivables	0.8	6.0
On borrowings and financial receivables	1.3	3.1
TOTAL	**2.1**	**9.1**

9.3 Translation differences – gains

In millions of euros	12/31/2025	12/31/2024
On borrowings and operating receivables	1.2	0.5
TOTAL	**1.2**	**0.5**

NOTE 10 Equity and free shares grant plans

10.1 Accounting principles

As of December 31, 2024, the Company applies ANC Regulation 2024-02 on the recognition of energy efficiency certificates. Energy savings certificates are now recognized in operating income at the disposal date, and those prior to 2024 have been reclassified as retained earnings for an amount of €1.5 million.

10.2 Change in equity

Change in shareholders' equity *In millions of euros*	Amount at the beginning of the fiscal year	Net income for the year	Dividends paid	Statutory provisions and grants	Amount at the end of the fiscal year
Share capital	12.0				12.0
Additional paid-in capital	74.4				74.4
Reserves & income	1,649.2	320.5	-106.1		1,863.6
Statutory provisions	84.1				84.1
Subsidies	0.1			0.0	0.2
TOTAL	**1,819.9**	**320.5**	**-106.1**	**0.0**	**2,034.3**

The Company's share capital amounted to €12,029,370 at December 31, 2025 and was divided into 118,361,220 shares with a total of 152,167,288 voting rights (of which 75,630,589 shares carry double voting rights). Following a decision taken by the Annual General Meeting of March 19, 2001, the Company's articles of association no longer refer to a par value for its shares. No rights or securities with a dilutive impact on capital were outstanding at December 31, 2025.

At December 31, 2025, the Company held:

- 41,528 treasury shares under a liquidity agreement with an outside firm. In 2025, the Company purchased 1,101,650 and sold 1,097,784 treasury shares;
- 331,541 treasury shares were purchased as part of a hedging program for the various free share grant plans and employee share ownership plans. At December 31, 2025, these shares were not specifically allocated to one plan. In 2025, the Company purchased 375,000 shares and awarded 445,519.

The following table presents the Company's free share grant plans:

	Date on which plans opened				
Number of shares	2022	2023	2024	2025	Total
Initial number of options granted	272,218	287,538	406,257	369,255	1,335,268
Options canceled	-29,909	-37,903	-61,366	-110,995	-240,173 [(a)]
Number of shares remitted over the period	-242,309	-	-	-	-242,309
NUMBER OF SHARES TO BE REMITTED AT THE BALANCE SHEET DATE	**-**	**249,635**	**344,891**	**258,260**	**852,786**

(a) Of which 77,719 shares canceled due to employee departures and 162,454 shares canceled due to assumptions that performance criteria would be met.

Between 2022 and 2025, the Board of Directors granted free shares to certain employees and corporate officers. These plans specify that the free shares will have a vesting period of three years. Vesting conditions are related to continuous employment conditions and performance criteria subject to the achievement of objectives based on revenue and contributive operating income before non-recurring items, growth in these indicators, or the achievement of specific non-financial objectives. The performance shares are no longer subject to a lock-up period if the vesting period is at least two years. The lock-up period may be waived for shares granted to non-French tax residents provided that the shares concerned are subject to a three-year vesting period.

In 2025, after taking into account all free shares that were re-invoiced, a net expense of €19.3 million was recognized in operating income, compared to a net expense of €11.7 million the previous year.

At December 31, 2025, the company considered that the performance criteria would be met for 852,786 free shares. However, 162,454 free shares are considered canceled due to the risk of the performance criteria will not be met.

With the 331,541 treasury shares held at December 31, 2025, the Company will have to purchase a maximum of 521,245 additional shares at a cost of €57 million, based on the share price at December 31, 2025, to cover existing plans.

10.3 Change in regulated provisions and investment grants

Regulated provisions and investment subsidies *In millions of euros*	**Amount at the beginning of the fiscal year**	**Increases: allocations for the fiscal year**	**Decreases: reversals for the fiscal year**	**Amount at the end of the fiscal year**
Accelerated depreciation and amortization	78.1	13.6	-13.5	78.2
Provisions for price increases	6.0	0.4	-0.5	6.0
Capital expenditure subsidies	0.1	0.0	-0.0	0.2
TOTAL	**84.3**	**14.0**	**-14.0**	**84.3**

NOTE 11 Provisions for financial risks and losses

11.1 Change

Provisions for financial contingencies and losses *In millions of euros*	**Amount at the beginning of the fiscal year**	**Increases: allocations for the fiscal year**	**Decreases: reversals for the fiscal year**		**Amount at the end of the fiscal year**
			Used	**N/A**	
Provisions for risks	**12.6**	**2.9**	**-12.4**	**-0.2**	**2.9**
Guarantees given to customers	0.5	0.8	-0.5	-	0.8
Foreign exchange losses	9.1	2.1	-9.1	-	2.1
Financial risks	2.8	-	-2.8	-	-
Other risks	0.2	-	-	-0.2	-
Provisions for charges	**68.5**	**33.5**	**-26.6**	**-1.6**	**73.8**
Free share grant	40.1	29.6	-22.6	-	47.2
Long-service awards and end-of career benefits	23.3	-	-2.1	-	21.2
Other expenses	5.1	3.8	-1.9	-1.6	5.4
TOTAL	**81.1**	**36.3**	**-38.9**	**-1.9**	**76.6**

11.2 Provisions for pensions and other post-employment benefits

Post-employment benefit obligations and similar commitments are calculated using actuarial methods based on the following assumptions:

	Retirement benefits		Long-service awards	
	12/31/2025	12/31/2024	12/31/2025	12/31/2024
Salary increase rate	3.00%	3.00%	3.00%	3.00%
Discount rate	4.00%	3.30%	3.85%	3.10%
Employee mobility rate [(a)]	0 to 7%	0 to 7%	0 to 7%	0 to 7%
Average duration	12.7	13.2	8.7	8.9

(a) Depending on the age and status of the employee (managerial/non-managerial).

The actuarial valuation of employee benefit obligations is as follows:

	Retirement benefits		Long-service awards	
In millions of euros	12/31/2025	12/31/2024	12/31/2025	12/31/2024
Present value of obligation	40.2	41.0	16.1	16.2
Fair value of hedging assets	35.1	34.0		
NET SITUATION	**5.1**	**7.1**	**16.1**	**16.2**

The Company's obligations relating to retirement benefits are prefinanced by means of an insurance contract. The retirement benefits scheme represented a net debt of €5.1 million at December 31, 2025 vs. €7.1 million at December 31, 2024.

NOTE 12 Net debt

12.1 Statement of changes in net debt

The statement of changes in net debt includes all changes in borrowings and financial debts, regardless of maturity, net of cash and short-term bank borrowings.

It lists separately:

- cash flows from operating activities;
- cash flows from investment activities;
- cash flows relating to shareholders' equity.

Cash flow from operating activities for the fiscal year corresponds to the aggregate of net income, depreciation and amortization, net additions to provisions (impairment and contingencies and losses), less capital gains or losses on disposals of fixed assets.

Net debt corresponds to the Company's financial situation with regard to financing third parties outside of operating payables. This aggregate is determined by the sum of bond and banking debt (short-, medium- and long-term) and current accounts in credit, less cash, investment securities and current accounts in debit.

Table of changes in net debt *In millions of euros*	12/31/2025	12/31/2024
Net income	320.5	451.9
Net change in amortization, impairment and provisions	92.5 [a]	90.1 [b]
Gains and losses on Corporate actions	10.0	0.4
Cash flow from operating activities	**423.0**	**542.3**
Change in inventories	-8.6 [c]	27.5
Change in trade receivables	-33.0 [d]	-28.1
Change in trade payables and other operating working capital	-1.9	116.8
Change in operating working capital requirement	**-43.5**	**116.1**
Change in receivables, net of tax	-16.5 [e]	-1.7
Total change in working capital requirement	**-60.0**	**114.5**
Net cash from operating activities	**362.9**	**656.8**
Capital expenditure	-230.7 [f]	-84.5
Income from sales of fixed assets	2.0	2.5
Change in net trade payables on fixed assets	4.9	-1.0
Acquisition of equity investments, subscr. to capital increases net of reductions	-192.7 [g]	-168.9 [h]
Net change in advances and loans to subsidiaries	3.2 [i]	12.2
Net change in other non-current financial assets	-3.4	0.4
Net cash flows from (used in) investment activities	**-416.7**	**-239.3**
Dividends paid	-106.1	-100.2
Capital expenditure subsidy		0.1
Merger		0.4
Net cash used in shareholders' equity	**-106.1**	**-99.8**
Change in net debt (excluding exchange rate impact)	**-159.9**	**317.7**
Breakdown of change in net debt		
Net debt at beginning of year	50.3	368.3
Impact of changes in exchange rates on net debt	0.7	-0.3
Impact of impairments of cash and cash equivalents	0.1	0.1
Change in net debt	**159.9**	**-317.7**
• Committed debt	6.0	-0.3
• Cash and bank overdrafts	153.9	-317.4
NET DEBT AT END OF YEAR	**210.9**	**50.3**

(a) Including amortization and impairment of property, plant, and equipment and intangible assets for €52.7 million, provisions for risks on securities of €55.9 million, deferred expenses of €0.1 million, net reversals of inventory impairment losses of €0.3 million, net reversals of provisions for risks and charges of €1.7 million, and impairment losses on receivables of €14.3 million.

(b) Including amortization and impairment of property, plant and equipment and intangible assets (€58 million), additions for risk on securities (€27.5 million), net additions to regulated provisions (€5.1 million), net additions to provisions for contingencies and losses (€5.1 million), net reversals of impairment of inventories (-€2.6 million) and impairment of receivables (-€2.9 million).

(c) Including an increase in inventories of €13.9 million.

(d) Including increases in Group trade receivables of €25.8 million, export trade receivables of €4.8 million, and domestic trade receivables of €2.3 million.

(e) Including a provision for the 2025 research tax credit of €15.9 million and tax disbursements of €4 million.

(f) Including property, plant and equipment for -€101.1 million (see Note 4.3) and intangible assets for -€129.7 million (see Note 4.2).

(g) Including acquisition of an equity investment in SpinChip Diagnostic ASA of -€112.3 million, capital increases in subsidiaries of -€77.9 million (detailed in Note 4.4) and subscription to the capital increase of Aurobac Therapeutics SAS of -€2.5 million.

(h) Including capital increases for subsidiaries of -€123.7 million, acquisition of an equity investment in bioMérieux Mexico of -€24.7 million, SpinChip Diagnostics ASA of -€10.9 million, Lumed Inc. of -€9.1 million, and release of capital in bioMérieux Nigeria of -€0.4 million.

(i) Including repayment of the intra-group loan to bioMérieux Egypt of €3.2 million.

12.2 Debt refinancing

At December 31, 2025, bioMérieux SA had a syndicated credit facility of €600 million. This syndicated credit facility matures in March 2028 (5 years). Following the exercise of two extension options in February 2024 and January 2025, its maturity was extended to 2030. On February 12, 2024, bioMérieux amended this syndicated credit facility agreement to include a margin adjustment mechanism based on the achievement of four Environmental, Social and Governance metrics. This syndicated credit facility has not been drawn on at December 31, 2025.

A €200 million Euro PP bond issue was launched in June 2020. It consists of two tranches, including a 10-year €55 million tranche at a rate of 1.902% and a seven-year €145 million tranche at a rate of 1.5%.

This syndicated credit facility and the Euro PP bond are subject to the following covenant: bioMérieux Group net debt may not exceed 3.5 times operating income before non-recurring items (EBITDA) before depreciation/amortization and acquisition-related costs. The Company complied with this covenant at December 31, 2025.

bioMérieux SA also has negotiable debt securities amounting to €16 million at December 31, 2025, compared with €10 million at December 31, 2024.

12.3 Change

Breakdown of financial debts *In millions of euros*	**12/31/2025**	**12/31/2024**
Bond issues	201.6	201.6
Bank overdrafts and financial instruments	1.6	0.6
Borrower cash pooling	609.6	711.8
Other borrowings	20.5 [(a)]	14.6
TOTAL BORROWINGS	**833.4**	**928.6**

(a) Of which negotiable debt securities amounting to €16 million at December 31, 2025, compared with €10 million at December 31, 2024.

12.4 Debt schedule

Net debt by maturity *In millions of euros*	**12/31/2025**	**12/31/2024**
Due beyond 5 years	-	55.0
Due in 1 to 5 years	204.5 [(a)]	149.6
Total due beyond 1 year	**204.5**	**204.6**
In less than one year	628.8 [(b)]	724.1
Total borrowings	**833.4**	**928.6**
Cash investments	-213.6 [(c)]	-172.9
Cash assets, financial instruments and lender cash pooling	-408.8 [(d)]	-705.5
NET DEBT	**210.9**	**50.3**

(a) Including a bond issue of €200 million (compared with €145 million at December 31, 2024).
(b) Including borrower cash pooling of €609.6 million, versus €711.8 million at December 31, 2024, which included a debt owed to BioFire Diagnostics of €436.8 million, (versus €656.8 million at December 31, 2024).
(c) Cash investments are described in Note 8.2.
(d) Including lender cash pooling for €224 million (compared with €529.8 million at December 31, 2024), including a receivable from Institut Mérieux of €62.9 million (nil at December 31, 2024) and from bioMérieux Inc. of €49.6 million (compared with €443.3 million at December 31, 2024).

NOTE 13 Trade and other operating payables

Trade and other payables *In millions of euros*	**12/31/2025**	**12/31/2024**
Trade payables	327.4	334.7
Tax and social-security debts	247.6	237.6
Debt to suppliers of non-current assets	31.1	27.2
Other payables	14.0	16.3
Deferred income	4.5 [(a)]	4.6
TOTAL	**624.6**	**620.5**

(a) Including rental and maintenance agreements for €3.9 million and the sale of reagents and instruments for €0.6 million.

NOTE 14 Debt schedule

Statement of debt maturities at the end of the fiscal year *In millions of euros*	Gross amounts	Maturity within 1 year	Maturity within 1 and 5 years	Maturity over 5 years
Borrowings and similar debt	833.4	628.8	204.5	-
Trade payables	327.4	327.4	-	-
Other payables	292.7	198.1	23.5	71.1
Deferred income	4.5	4.2	0.3	-
TOTAL	**1,458.0**	**1,158.6**	**228.3**	**71.1**

NOTE 15 Accrued expenses and income

Accrued expenses and income *In millions euros*	12/31/2025	12/31/2024
Miscellaneous borrowings and financial debt	1.7	1.7
Trade payables	55.3	54.3
Tax and social-security debts	228.8	219.9
Other operating payables	11.3	14.2
Other non-operating payables	14.2	11.5
TOTAL ACCRUED EXPENSES	**311.2**	**301.6**
TOTAL ACCRUED INCOME	**32.5 [a]**	**53.7**

(a) Including unbilled revenue of €31.2 million at December 31, 2025, compared with €46.7 million at December 31, 2024.

NOTE 16 Sales

16.1 Accounting principles

Revenue from product sales (reagents and instruments) and related services (after-sales, training, delivery, etc.) are presented in "Sales" on the profit & loss statement.

Sales arising from the sale of products is recognized when all of the following criteria have been satisfied:

- the significant risks and rewards of ownership have been transferred to the buyer;
- the Company no longer has a continuing involvement in the effective control over the goods sold;
- the revenue and the costs incurred or to be incurred in relation to the transaction can be measured reliably;
- it is probable that the economic benefits associated with the transaction will flow to the Company.

These criteria are satisfied when reagents are delivered and when sold instruments are installed.

In the case of services (training, after-sales service, etc.), sales are recognized only after the services have been rendered. Revenue from instrument maintenance contracts is deferred and recognized on the basis of the elapsed portion of the service contract.

Sales are measured at the fair value of the consideration received or receivable, net of any discounts and rebates granted to customers. Sales taxes and value-added taxes are not included in sales.

16.2 Change

Breakdown of sales *In millions of euros*	France	Export	Total 12/31/2025	Total 12/31/2024
Sale of goods	**109.2**	**614.5**	**723.7**	**672.8**
Sales of equipment and spare parts	8.1	159.6	167.7	154.0
Sales of reagents	101.1	454.0	555.1	518.3
Sales of services	-	0.9	0.9	0.5
Production sold	**122.7**	**847.9**	**970.5**	**967.9**
Sales of equipment and spare parts	1.3	9.0	10.3	9.4
Sales of reagents	90.8	459.9	550.7	583.4
Sales of services	30.6	379.0	409.5	375.1
TOTAL	**231.9**	**1,462.3**	**1,694.2**	**1,640.7**

Sales by geographic area *In millions of euros*	12/31/2025	12/31/2024
France & Overseas France	235.5	240.0
Europe, Africa, Middle East	798.8	761.6
South America	55.5	54.0
North America	128.9	125.0
Asia Pacific	114.9	132.8
Other related activities not broken down	360.6	327.3
TOTAL	**1,694.2**	**1,640.7**

NOTE 17 Research & Development expenses

Research & Development expenses are recognized as expenses in the fiscal year in which they are incurred.

Research & Development expenses in fiscal year 2025 amounted to €195.8 million, compared to €166.3 million the previous year.

NOTE 18 Personnel costs

18.1 Change

Personnel costs *In millions of euros*	12/31/2025	12/31/2024
Wages and salaries	246.3	242.4
Incentives, annual bonuses, and employee share ownership plans	76.0	63.9
Other personnel costs	8.1	8.0
Social security contributions	130.9	125.7
TOTAL	**461.4**	**440.1**

Pursuant to the statutory formula, the taxable net income for the 2025 fiscal year did not yield any amount in employee profit sharing.

Compensation allocated to members of administrative, management and supervisory bodies and senior management bodies (Company directors and members of the Executive Committee who are employees of the Company) in respect of their duties for the fiscal year consisted of fixed and variable compensation of €9.5 million and directors' fees of €0.4 million.

18.2 Headcount

Breakdown of average headcount *In full-time equivalent*	2025
Production workers	491
Office workers, technicians, supervisors	1,070
Manager and engineers	2,555
TOTAL	**4,115**

NOTE 19 Net financial income

19.1 Accounting principles

Dividends received are recognized net of withholding taxes applicable in the country of origin.

19.2 Change

Financial income *In millions of euros*	Income	Expenses	12/31/2025 Net	12/31/2024 Net
Impairment of investments	0.1	-59.8	-59.7 [(a)]	-28.1
Provisions for financial contingencies and losses	2.8	-	2.8	0.6
Impairment on cash pooling and loans	1.1	-0.1	1.0	0.0
Revenue from securities	349.9	-	349.9 [(b)]	480.3
Realized and unrealized foreign exchange gains and losses	119.8	-114.0	5.8	-0.4
Other financial income and expenses	26.8	-27.1	-0.2 [(c)]	-0.3
TOTAL	**500.4**	**-200.9**	**299.6**	**452.0**

(a) Including a net addition of €16.5 million for other fixed assets in 2025 (versus €27.3 million in 2024), and €10.2 million for equity investments in 2025 (versus €0.8 million in 2024).
(b) Including bioMérieux Inc. dividend payment of €303.8 million in 2025 (vs. €429.5 million in 2024). Dividends received from subsidiaries are described in the list of subsidiaries and minority interests in Note 4.4.3.
(c) Including a net financial expense of €8.1 million in interest on cash pooling (vs. €6.8 million in 2024).

19.3 Foreign exchange gains and losses

Foreign exchange gains and losses result from differences between the transaction exchange rate and the settlement rate (or the year-end rate if the payment has not yet been made). These differences only partially reflect the impact of currency fluctuations.

Foreign exchange gains and losses on commercial transactions are recognized under the relevant headings in the profit & loss statement. Foreign exchange gains and losses affect the profit & loss statement as follows:

In millions of euros	12/31/2025	12/31/2024
Operation	2.4	-6.8
Financial items	5.8	-0.4
TOTAL	**8.2**	**-7.2**

NOTE 20 Non-recurring income

Non-recurring income *In millions of euros*	Income	Expenses	Net 12/31/2025	Net 12/31/2024
Exits and disposals of fixed assets	-	-	-	-0.1
Statutory provisions	14.0	-14.0	-0.0	-5.1
Other non-recurring income and expenses	-	-	-	2.1
TOTAL	**14.0**	**-14.0**	**-0.0**	**-3.1**

Following the application of the new ANC 2022-06 Regulation, income and expenses recorded as non-recurring income are limited to accounting entries of a purely tax nature. The new provisions of the Regulation apply from 2025, with no changes to the 2024 financial statements.

In 2025, no income or expense directly related to a major or extraordinary event, a change in method or an error correction was recorded as non-recurring income.

NOTE 21 Corporate income tax

21.1 Breakdown and changes in corporate income tax

Corporate income tax in 2025 showed net income of €11.9 million, versus a net income of €16.7 million the previous year.

In millions of euros	Before tax	Tax	12/31/2025 After tax	12/31/2024 After tax
Recurring income	308.7	11.9	320.5	453.1
Non-recurring income	-0.0	0.0	-0.0	-1.2
NET INCOME FOR THE YEAR	**308.6**	**11.9**	**320.5**	**451.9**

21.2 Tax credits and reductions

The Company recognized several tax credits for 2025 totaling €20.7 million.

Tax credits and reductions *In millions of euros*	2025
Research tax credit	15.9
Tax reduction for sponsorship	3.8
Foreign tax credits	0.9
Family tax credit	0.1
TOTAL	**20.7**

21.3 Net income for the year excluding provisions recognized for tax purposes

There were no expenses for accelerated depreciation, amortization and regulated provisions in 2025, compared with €5.1 million in 2024. As a result, these special tax assessments will not generate any tax savings in 2025.

21.4 Deferred or latent tax situation

Deferred or latent taxes, resulting from temporary differences between accounting bases and tax bases, are not reflected in the parent company financial statements. The factors likely to lead to reductions and increases in future income tax liability are as follows.

Reductions and increases in future tax liability *In millions of euros*	**12/31/2025 Rate 25.83%**	**12/31/2024 Rate 25.83%**
Accelerated depreciation, amortization and tax-regulated provisions	21.7	21.7
Depreciation of artwork	0.3	0.3
Total future tax liabilities	**22.1**	**22.0**
Non-deductible provisions and expenses	-5.2	-8.2
Unrealized translation differences (gains)	-0.3	-0.1
Reduction of deferred taxes	-7.6 [(a)]	-10.4
Total future tax assets	**-13.1**	**-18.8**
NET FUTURE TAX LIABILITY	**9.0**	**3.3**

(a) At December 31, 2025, unused corporate sponsorship tax reductions for 2022, 2023, and 2024, which can be carried forward to the next five years, amounted to €7.6 million.
At December 31, 2024, the balance included unused tax reductions for corporate sponsorship from 2022 to 2024 amounting to €7.6 million, and the surplus of donations made in 2020 to charitable causes or organizations, which can be carried forward until 2025 and give rise to a tax reduction after deduction of sponsorship expenses for the year and within the tax ceiling, amounting to €2.8 million.

NOTE 22 Hedging instruments

22.1 Accounting principles

The Company only uses financial instruments for hedging purposes, in order to limit risks stemming from changes in exchange rates and interest rates, whether related to assets and liabilities at the end of the period or to future transactions.

22.2 Exchange rate risk

In view of the significant proportion of bioMérieux SA's operations conducted outside the euro zone, its sales, earnings and balance sheet may be impacted by changes in exchange rates between the euro and other currencies. Sales are particularly affected by euro/U.S. dollar exchange rate variations and, more occasionally, by fluctuations in the rate of the euro against other currencies.

bioMérieux SA's current policy is to seek to hedge the impact of exchange rate fluctuations on budgeted net income. It uses hedging instruments, when they are available at a reasonable cost, in order to mitigate risks relating to currency fluctuations. Hedging contracts are purchased to cover transactions included in the budget and not for speculative purposes.

Hedges consist mainly of forward currency sales and purchases (maturing within 18 months at December 31, 2025).

Hedging instruments used are backed against trade and financial receivables and payables.

Unrealized foreign exchange gains and losses on hedging instruments, related to the basis of trading prices at December 31, 2025 are recognized in the balance sheet whenever they are in a hedging relationship with receivables or payables.

Hedges in effect at December 31, 2025 were as follows:

- forward sales of €55.5 million to hedge trade receivables;
- forward sales of €104.6 million to hedge financial receivables;
- forward purchases of €438.0 million to hedge borrowings.

Furthermore, currency hedges were set up to cover the budget positions of the 2026 fiscal year. The net amount of these hedges is €203.8 million.

The market value at December 31, 2025 of all the budget hedges represented an unrealized loss of €1.1 million.

At December 31, 2025, the Company had no hedges covering the earnings of foreign subsidiaries.

The market value of financial hedges at December 31, 2025, represented an unrealized loss of €0.2 million.

The table below shows the currencies in which sales were generated:

In millions of euros	12/31/2025 12 months	%	12/31/2024 12 months	%
Euro	**1,137.7**	**67%**	**1,078.1**	**66%**
Other				
U.S. dollar	141.9	8%	142.5	9%
Singapore Dollar	108.0	6%	129.7	8%
Pound sterling	77.2	5%	70.8	4%
Czech koruna	57.0	3%	54.6	3%
Swiss franc	39.1	2%	41.1	3%
Turkish lira	30.4	2%	25.0	2%
Swedish krona	25.7	2%	26.5	2%
South African rand	18.0	1%	14.7	1%
Mexican peso	12.1	1%	14.0	1%
Russian ruble	-	0%	3.2	0%
Other currencies	47.1	3%	40.6	2%
TOTAL	**1,694.2**	**100%**	**1,640.7**	**100%**

22.3 Interest rate risk

22.3.1 Exposure to interest rate risks

A fixed-rate Euro PP bond was issued in June 2020. This bond comprises one seven-year €145 million tranche bearing an annual coupon of 1.50%, and one 10-year €55 million tranche, bearing an annual coupon of 1.902%.

The €45 million property leasing agreement set up in 2015 to finance Campus de l'Etoile is indexed to a variable rate. At December 31, 2025, there was no mechanism set up to back this financing.

22.3.2 Hedging instruments

At December 31, 2025, bioMérieux SA had no interest rate hedges.

NOTE 23 Off-balance sheet commitments

23.1 Commitments given

Commitments given *In millions of euros*	12/31/2025	12/31/2024
Endorsements and guarantees	204.0 [(a)]	202.4
Leasing agreement and rent commitments	24.8	26.1
Research and development	9.4 [(b)]	23.6
Purchase obligations (supply agreements)	27.0	11.6
Sponsorship	4.6 [(c)]	3.5
Other securities	0.1	0.1
TOTAL	**269.9**	**267.3**

(a) Related parties for €202.7 million, including a €72 million loan to Shanghai.
(b) Scientific partnership with Biocluster for €8.8 million.
(c) Of which €2.5 million for the Mérieux Foundation.

Lease commitments *In millions of euros*	Royalties remaining at the end of the fiscal year	Residual purchase price
Land	0.5	
Buildings	10.1	
TOTAL	**10.6**	**-**

Lease commitments *In millions of euros*	Value at contract signing	Initial cost of the asset	Theoretical amortization expenses		Net value
			For the fiscal year	Cumulative	
Land	2.3	2.3		-	2.3
Buildings	42.1	42.1	2.4	22.6	19.5
TOTAL	**44.4**	**44.4**	**2.4**	**22.6**	**21.8**

	Royalties paid		Outstanding royalties			Residual purchase price
	For the fiscal year	Cumulative	Less than 1 year	1 to 5 years	In over 5 years	
Land	0.2	1.9	0.2	0.3		
Buildings	3.9	35.3	3.7	6.4		
TOTAL	**4.1**	**37.2**	**3.9**	**6.7**	**-**	**-**

23.2 Commitments received

Commitments received *In millions of euros*	12/31/2025	12/31/2024
Credit facilities with a banking syndicate	600.0	600.0
Other bank guarantees	0.1	1.1
TOTAL	**600.1**	**601.1**

NOTE 24 Related parties

The following are significant transactions between the company and related parties that were subject to regulated agreements.

Name of related party	Nature of relationship with related party	Amount of transactions with related party during the fiscal year	Other information
Institut Mérieux	Holds 58.9% of bioMérieux SA	-12.0	Cost of services and research [(a)]
		0.1	Income from reinvoicing of salaries
Mérieux Foundation	Indirectly holds bioMérieux SA	-2.8	Humanitarian sponsorship
bioMérieux Endowment Fund	Key management personnel in common	-0.1	Humanitarian sponsorship
Mérieux NutriSciences Corporation	Majority owned by Institut Mérieux	0.1	Income from reinvoicing of salaries
Mérieux Université	40% owned by bMsa, 40% by Institut Mérieux, and 20% by Mérieux Nutrisciences	0.1	Income from reinvoicing of salaries

(a) Of which €5.3 million re-invoiced by bioMérieux SA to BioFire Diagnostics and €3.6 million to bioMérieux Inc.

NOTE 25 Statutory Auditors' fees

The total amount of Statutory Auditors' fees included in the profit & loss statement for the fiscal year, relating to the certification of accounts and other services, is as follows:

In millions of euros	Ernst & Young	Grant Thornton
Fees related to the certification of the financial statements	0.3	0.2
Fees for services other than certification of the financial statements	-	-
TOTAL	**0.3**	**0.2**

6.2.3 Analysis of the results and other financial information

6.2.3.1 Sales and financial position

Sales

During the fiscal year ended December 31, 2025, the Company's net sales amounted to €1,694.2 million, as compared to €1,640.7 million for the previous year, representing a year-on-year increase of €53.7 (3.3%).

The change in sales is due to the growth in export sales of €20.7 million (10.2%), mainly attributable to the BioFire ranges for €10.9 million, sales to subsidiaries of €3.3 million (0.4%), offset by a decline in domestic sales of €4.7 million (2%), mainly due to the decline in the BioFire ranges. Rebilling of subsidiaries for services increased by €33.5 million, mainly due to management and IT services.

Operating income

Operating income increased by €22.9 million, from a loss of €13.8 million in 2024 to a gain of €9.1 million at December 31, 2025.

The change in operating income is mainly due to the growth in added value generated by sales of €18 million. The application of the new ANC 2022-06 regulation aimed at modernizing financial statements had a negative impact of €3.5 million on operating income.

Net financial income

Financial income amounted to €299.6 million at December 31, 2025, compared with €452 million the previous year, down €152.4 million.

This change was largely due to a €130.4 million decrease in income from equity investments, €125.7 million of which came from bioMérieux Inc.

Recurring income

Net income before non-recurring items and tax totaled €308.7 million at December 31, 2025, compared with €438.3 million one year earlier.

Non-recurring income

There was no non-recurring income at December 31, 2025, compared with a loss of €3.1 million at December 31, 2024. This change stems from the application of the new ANC 2022-06 Regulation in 2025. Non-recurring income is now limited to items resulting from a major and extraordinary event.

Employee profit-sharing

As in 2024, no profit-sharing was recorded in fiscal year 2025.

Income tax and tax credits

Income tax amounted to net income of €11.9 million at December 31, 2025, compared with income of €16.7 million at December 31, 2024.

For the 2025 fiscal year, the Company generated tax income of €27.9 million, representing a corporate income tax expense of €8.1 million (compared with €1.9 million at December 31, 2024). Tax credits recognized in 2025 totaled €20.7 million (mainly research tax credit), compared with €20.3 million in 2024.

Net income

Net income amounted to €320.5 million, versus €451.9 million the previous fiscal year, or a decrease of €131.4 million. It represented 18.9% of sales, as compared to 27.5% at December 31, 2024.

Capital expenditure

For 2025 fiscal year, investments in intangible assets amounted to €129.7 million, mainly relating to the acquisition of SpinChip's intellectual property rights for €105.3 million and those relating to Day Zero Diagnostics' sequencing for €18.1 million.

Investments in property, plant, and equipment, amounting to €101.1 million in 2025, mainly related to investments for the production of reagents at the La Balme site for €32.6 million, the construction of a new industrial building for molecular biology in Marcy l'Étoile for €11.8 million, the construction of a research and development building in Grenoble for €9.3 million, and investments in instruments for customers or for internal use amounting to €9.2 million.

Non-current financial assets increased by €193.9 million in gross value over the 2025 fiscal year, mainly due to the acquisition of SpinChip Diagnostics ASA for €112.3 million and several capital increases in subsidiaries for a total amount of €77.9 million.

6.2.3.2 Appropriation of net income and non-deductible expenses

Shareholders will be invited to appropriate distributable net income for the fiscal year ended December 31, 2025, totaling €320,480,242.95 and consisting of €635,861,297.80 in net income and €956,341,540.75 in retained earnings, as follows:

- €635,861,297.80 to be transferred to the General Reserve account, increasing the balance from €905,000,000.28 to €1,540,861,298.08;
- a sum of €0 will be wired to the Special Sponsorship Reserve account which will remain at €1,020,052.58;
- €115,993,995.60 to be distributed as dividends, representing a dividend of €0.98 for each of the 118,361,220 shares comprising the share capital; to be paid on June 11, 2026;
- the balance of €204,486,247.35 is to be paid to "Retained earnings."

In accordance with Article L. 225-210 of the French Commercial Code (Code de commerce), the Company will not receive any dividends on treasury shares held at the ex-dividend date. The corresponding dividend amount will be allocated to "Retained earnings."

Under current French tax legislation, the dividends distributed to individuals domiciled in France for tax purposes are taxed in two phases:

- upon payment, the gross amount is subject to a non-discharging levy (French acronym PFNL) of 12.8% for income tax (Article 117 quater of the French Tax Code [Code général des impôts]) and social security withholdings of 17.2%. Low-income taxpayers may request exemption from the PFNL;
- the following year, they are subject:
  - to tax at the flat rate of 12.8% (single flat-rate levy),
  - or, optionally, to the progressive income tax schedule. In that case, an abatement of 40% applies (Article 158, 3 2° of the French Tax Code).

The PFNL of 12.8%, deducted during the payment year, is deducted in this case from income tax. The excess, if any, is refunded.

The dividends paid for each of the past three fiscal years are presented in § 7.6.

Non-tax-deductible expenses

The financial statements of the previous fiscal year include non-tax-deductible expenses as provided for in Articles 223 quater and 223 quinquies of the French Tax Code (*Code général des impôts*) amounting to €1,001,838. These represent the non-deductible portion of rental payments and depreciation charges for vehicles leased and purchased by bioMérieux SA. Income tax at the base rate paid in this respect amounted to €250,459.50.

6.2.3.3 Five-year financial summary (Article R. 225-102 of the French Commercial Code)

	Fiscal year ended 12/31/2025	Fiscal year ended 12/31/2024	Fiscal year ended 12/31/2023	Fiscal year ended 12/31/2022	Fiscal year ended 12/31/2021
I. SHARE CAPITAL AT YEAR-END					
Share capital (in euros)	12,029,370	12,029,370	12,029,370	12,029,370	12,029,370
Number of existing ordinary shares	118,361,220	118,361,220	118,361,220	118,361,220	118,361,220
Number of preferred shares (without voting rights) outstanding	0	0	0	0	0
Maximum number of potential shares to be issued	0	0	0	0	0
By conversion of bonds	0	0	0	0	0
By exercise of subscription rights	0	0	0	0	0
II. TRANSACTIONS AND NET INCOME FOR THE FISCAL YEAR *(IN EUROS)*					
Pre-tax sales	1,694,212,842	1,640,669,144	1,546,836,131	1,463,637,568	1,456,769,994
Income before tax, employee profit-sharing, depreciation, amortization and provisions	401,139,175	525,254,812	389,497,738	97,769,544	290,693,609
Income tax [(a)]	-11,865,345	-16,703,792	-15,053,148	-19,034,981	13,129,696
Employee profit-sharing for the fiscal year	0	0	0	2,013,060	2,031,081
Income after tax, employee profit-sharing, depreciation, amortization and provisions	320,480,243	451,898,979	279,345,022	86,966,342	205,625,092
Dividends paid [(b)]	115,993,996	106,525,098	100,607,037	100,607,037	100,607,037
Special dividend paid from the general reserve	0	0	0	0	0
III. EARNINGS PER SHARE *(IN EUROS)*					
Income after tax and employee profit-sharing, but before depreciation, amortization and provisions	3.49	4.58	3.42	0.97	2.33
Income after tax, employee profit-sharing, depreciation, amortization and provisions	2.99	3.82	2.36	0.73	1.73
Dividend per share	0.98	0.90	0.85	0.85	0.85
IV. EMPLOYEE DATA					
Average headcount during the fiscal year [(c)]	4,115	4,036	4,048	3,913	3,798
Total annual payroll for the fiscal year (in euros)	305,687,849	303,743,511	283,171,106	268,158,102	245,899,960
Total employee benefits paid during the fiscal year (social security, charities) (in euros)	149,391,391	136,268,027	124,700,151	115,313,012	111,759,753

(a) The negative amounts signify tax income.
(b) Subject to the non-payment of dividends on treasury shares held on the ex-dividend date.
(c) Excluding interns, apprentices, professional training contracts and international work experience volunteers (VIE), 2024 data changed from that previously published in order to homogenize the headcount.

6.2.3.4 Information on payment periods

Trade payables at December 31, 2025 by due date

In accordance with Article D. 441-4 of the French Commercial Code (Code de commerce), invoices received and not paid at December 31, 2025 that are in arrears break down as follows:

SUPPLIER INVOICES (NON-GROUP)

	Invoices received that have not been settled on the closing date of the fiscal year and are in arrears					
	0 days (as a reference)	1 to 30 days	31 to 60 days	61 to 90 days	91 days or more	Total (1 day or more)
(A) LATE PAYMENT RANGES						
Number of invoices concerned	61	13	37	12	55	117
Total amount of invoices concerned (inclusive of tax)	1,556,947	362,791	269,059	62,851	517,917	1,212,618
Percentage of total purchases for the fiscal year	0.26%	0.06%	0.05%	0.01%	0.10%	0.22%
(B) INVOICES EXCLUDED FROM (A) RELATING TO DISPUTED DEBTS OR UNRECOGNIZED DEBTS						
Number of invoices excluded	234					
Total amount of invoices excluded (inclusive of tax)	2,988,810					
(C) REFERENCE PAYMENT PERIOD USED (CONTRACTUAL OR STATUTORY PERIOD – ARTICLE L. 441-6 OR ARTICLE L. 443-1 OF THE FRENCH COMMERCIAL CODE)						
Payment schedules used in calculating late payments	Contractual period: 0 to 45 days from the end of the month, according to the contract					

SUPPLIER INVOICES (NON-GROUP AND GROUP)

	Invoices received that have not been settled on the closing date of the fiscal year and are in arrears					
	0 days (as a reference)	1 to 30 days	31 to 60 days	61 to 90 days	91 days or more	Total (1 day or more)
(A) LATE PAYMENT RANGES						
Number of invoices concerned	61	22	41	16	69	148
Total amount of invoices concerned (inclusive of tax)	1,556,947	4,231,645	993,450	2,616,318	3,360,536	11,201,950
Percentage of total purchases for the fiscal year	0.12%	0.37%	0.08%	0.23%	0.29%	0.98%
(B) INVOICES EXCLUDED FROM (A) RELATING TO DISPUTED DEBTS OR UNRECOGNIZED DEBTS						
Number of invoices excluded	240					
Total amount of invoices excluded (inclusive of tax)	3,575,859					
(C) REFERENCE PAYMENT PERIOD USED (CONTRACTUAL OR STATUTORY PERIOD – ARTICLE L. 441-6 OR ARTICLE L. 443-1 OF THE FRENCH COMMERCIAL CODE)						
Payment schedules used in calculating late payments	Contractual period: 0 to 60 days from the end of the month, according to the contract for suppliers					

Trade receivables at December 31, 2025 by due date

In accordance with Article D. 441-4 of the French Commercial Code (Code de commerce), invoices issued and not paid at December 31, 2025 that are in arrears break down as follows:

CLIENT INVOICES (NON-GROUP)

	Invoices issued that have not been settled on the closing date of the fiscal year and are in arrears					
	0 days *(as a reference)*	**1 to 30 days**	**31 to 60 days**	**61 to 90 days**	**91 days or more**	**Total (1 day or more)**
(A) LATE PAYMENT RANGES						
Number of invoices concerned	948	1,647	976	661	1,818	5,102
Total amount of invoices concerned (inclusive of tax)	4,951,458	4,374,116	2,555,887	1,978,996	1,692,399	10,601,399
Percentage of sales for the fiscal year	0.97%	0.86%	0.50%	0.39%	0.33%	2.08%
(B) INVOICES EXCLUDED FROM (A) RELATING TO DISPUTED OR UNRECOGNIZED RECEIVABLES [(a)]						
Number of invoices excluded	2,124					
Total amount of invoices excluded (inclusive of tax)	17,457,694					
(C) REFERENCE PAYMENT PERIODS USED						
Payment schedules used in calculating late payments	Contractual periods: France: between 30 days end of month and 60 days net Export: between 30 days net and 120 days net					

(a) Including doubtful debts

CLIENT INVOICES (NON-GROUP AND GROUP)

	Invoices issued that have not been settled on the closing date of the fiscal year and are in arrears					
	0 days *(as a reference)*	**1 to 30 days**	**31 to 60 days**	**61 to 90 days**	**91 days or more**	**Total (1 day or more)**
(A) LATE PAYMENT RANGES						
Number of invoices concerned	952	1,980	1,129	758	1,998	5,865
Total amount of invoices concerned (inclusive of tax)	4,914,667	14,558,842	6,282,106	4,888,927	4,764,894	30,494,770
Percentage of sales for the fiscal year	0.28%	0.83%	0.36%	0.28%	0.27%	1.73%
(B) INVOICES EXCLUDED FROM (A) RELATING TO DISPUTED OR UNRECOGNIZED RECEIVABLES [(a)]						
Number of invoices excluded	2,124					
Total amount of invoices excluded (inclusive of tax)	17,457,694					
(C) REFERENCE PAYMENT PERIODS USED (CONTRACTUAL OR STATUTORY PERIOD – ARTICLE L. 441-6 OR ARTICLE L. 443-1 OF THE FRENCH COMMERCIAL CODE)						
Payment schedules used in calculating late payments	Contractual periods: France: between 30 days end of month and 60 days net Export: between 30 days net and 210 days net					

(a) Including doubtful debts

6.2.4 Statutory Auditors' report on the parent company annual financial statements

This is a free translation into English of the Statutory Auditors' report issued in French and is provided solely for the convenience of English speaking readers. The Statutory Auditors' report includes information specifically required by French law in such reports, whether modified or not. This information is presented below the opinion on the financial statements and includes an explanatory paragraph discussing the Auditors' assessments of certain significant accounting and auditing matters. These assessments were considered for the purpose of issuing an audit opinion on the financial statements taken as a whole and not to provide separate assurance on individual account captions or on information taken outside of the financial statements. This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

To the bioMérieux Annual General Meeting,

Opinion

In performing the duty entrusted to us by your Annual General Meetings, we conducted an audit of the annual financial statements of bioMérieux for the fiscal year ended December 31, 2025, as appended to this report.

We certify that with regard to French accounting rules and principles, the annual financial statements are reliable and faithfully reflect the operating results of the previous fiscal year, as well as the financial position and assets of the Company at the close of the said fiscal year.

The opinion expressed above is consistent with the contents of our report to the Audit Committee.

Basis for opinion

Audit Standard

We conducted our audit according to generally accepted professional standards in France. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Our responsibilities by virtue of these standards are stated in the section "Responsibilities of the Statutory Auditors relating to the audit of the annual financial statements" of this report.

Independence

We have conducted our audit in accordance with the rules of independence as set out in the French Commercial Code and in the French Code of Ethics for Statutory Auditors, over the period between January1, 2025 to the date of issue of our report, and in particular we have not provided any services prohibited by Article 5(1) of EU Regulation No. 537/2014.

Note

Without calling into question the opinion expressed above, we would like to point out "Note 1. General accounting principles" in the notes to the annual financial statements, which explain the change in accounting method resulting from the application of ANC Regulation No. 2022-06.

Justification for our assessments – Key points of the audit

Pursuant to the provisions of Articles L. 821-53 and R. 821-180 of the French Commercial Code relating to the justification of our assessments, we draw your attention to the key points of the audit relating to risks of material misstatements which, according to our professional judgment, were the most significant for the audit of the annual financial statements for the fiscal year, plus the answers we have provided to control these risks.

Our assessments on these matters are part of the audit approach of the annual financial statements taken as a whole and the formation of our opinion expressed above. We do not express an opinion on the elements of these annual financial statements taken separately.

Assessment of equity investments

Risk identified	Our response
Equity investments were recorded in the balance sheet in the net amount of €1,191.4 million at December 31, 2025, and represented 33% of total balance sheet. They are recognized at their acquisition cost and impaired whenever their value in use falls below their acquisition cost. As stated in Note 4.4 of the notes to the annual financial statements, the value in use is estimated by the management either: • by taking into account the net book value of the subsidiary at the balance sheet date, potentially adjusted to reflect the value of any unrecognized identifiable assets (particularly real estate or technologies); • given the specific nature of certain investments, based on discounted future cash flows or on observable market financial inputs. The estimation of the value in use of these securities requires that the management exercise its judgment in selecting the elements to be considered depending on the investments concerned (cash flow, discount rate, etc.). As such and given the importance of these assets on the balance sheet, we considered the assessment of equity investments to be a key audit matter.	We analyzed the assessment method used and the figures on which it is based. For assessments based on historic elements, where appropriate adjusted to reflect the value of any unrecognized identifiable assets, our work consisted primarily in examining the consistency of the net assets used with the accounts of the entities, and in checking whether any adjustments made were supported by meaningful documentation. For assessments based on provisional data, our work consisted primarily in: • assessing the consistency of cash flow and operating forecasts for the activities of the entities concerned and with the forecast data presented by senior management as part of the budgeting process; • analyzing the consistency of the assumptions used with the economic environment at the closing and preparation dates of the financial statements; • carrying out our own assessment as regards the discount rate to be used for the discounting of cash flows and comparing it with that of your company.

Specific verification

In accordance with the professional standards applicable in France, we have also undertaken the specific verifications required by law and by regulations.

Information given in the management report and in the other documents sent to shareholders about the Company's financial position and annual financial statements

We have no matters to report as to the fair presentation and the consistency with the annual financial statements of the information given in the management report of the Board of Directors, and in the documents addressed to the shareholders with respect to the financial position and the annual financial statements.

We hereby certify the fairness and the consistency with the annual financial statements of the information regarding payment periods described in Article D. 441-6 of the French Commercial Code.

Report on corporate governance

We certify that the Board of Directors' report on corporate governance contains the information required by Articles L. 225-37-4, L. 22-10-10 and L. 22-10-9 of the French Commercial Code.

Concerning the information disclosed in accordance with the requirements of Article L. 22-10-9 of the French Commercial Code, relating to compensation and benefits received by corporate officers and any other commitments made in their favor, we have verified its consistency with the financial statements, or with the underlying information used to prepare these financial statements and, where applicable, with the information obtained by your Company from companies controlled by it and included in the scope of consolidation. Based on this work, we attest to the accuracy and fair presentation of this information.

Concerning the information on the elements that your Company considered likely to have an impact in the event of a takeover bid with stock purchase or exchange, provided pursuant to the provisions of Article L. 22-10-11 of the French Commercial Code, we verified their compliance with the documents from which they were created and that were forwarded to us. On the basis of these verifications, we have no observation to make with regard to this information.

Other information

As required by law, we are satisfied that the various disclosures about equity investments and takeovers, and the identity of those who hold equity and voting rights, have been communicated to you in the management report.

Other verifications or information required by laws and regulations

Format of the annual financial statements to be included in the annual financial report

In accordance with the professional standard on the due diligence of statutory auditors in relation to the annual and consolidated financial statements presented in accordance with the single European electronic reporting format, we have also verified compliance with this format, as defined by European Delegated Regulation No. 2019/815 of December 17, 2018, as presented in the annual financial statements to be included in the annual financial report referred to in Article L. 451-1-2, I of the French Monetary and Financial Code. These have been prepared under the responsibility of the Chief Executive Officer.

Based on our work, we conclude that the presentation of the annual financial statements for inclusion in the annual financial report complies, in all material respects, with the single European electronic reporting format.

It is not our responsibility to verify that the annual financial statements that your company will include in the annual financial report filed with the AMF correspond to those we have audited.

Appointment of Statutory Auditors

We were appointed Statutory Auditors of bioMérieux by your Annual General Meeting of May 30, 2017 for GRANT THORNTON and May 30, 2012 for ERNST & YOUNG et Autres.

At December 31, 2025, GRANT THORNTON was in the ninth continuous year of its audit engagement, while ERNST & YOUNG et Autres was in the 14th year.

Responsibilities of senior management and the persons constituting corporate governance for the annual financial statements

Senior management is responsible for the preparation of annual financial statements that present a true view in compliance with French accounting rules and principles, together with the implementation of the internal control that it deems relevant to the preparation of annual financial statements that are free from material misstatement, whether due to fraud or error.

When preparing the annual financial statements, senior management is responsible for assessing the Company's ability to continue as a going concern, to present in these financial statements, if necessary, information concerning the continuity of the Company's operations and to apply the accounting policy of going concern, unless there are plans to unwind the Company or discontinue the business.

The Audit Committee is responsible for monitoring the financial reporting preparation process and the effectiveness of internal control and risk management systems and, if necessary, the Internal Audit Department with respect to procedures relating to preparation and treatment of financial and accounting information.

The annual financial statements have been approved by the Board of Directors.

Responsibilities of the Statutory Auditors relating to the audit of the annual financial statements

Audit objective and procedure

It is our duty to draw up a report on the annual financial statements. Our objective is to obtain reasonable assurance that the annual financial statements, taken as a whole, are free from material misstatement. Reasonable assurance corresponds to a high level of assurance, without however guaranteeing that an audit conducted in accordance with professional standards will systematically detect any material misstatement. Misstatements may arise from fraud or result from errors and are considered as material when it can be reasonably expected that, taken singly or together, they can influence the economic decisions that users of the financial statements take based thereon.

As stated in Article L. 821-55 of the French Commercial Code, our engagement to certify the financial statements does not consist in guaranteeing the viability or quality of management of your Company.

Within the framework of an audit conducted in compliance with professional standards applicable in France, the statutory Auditor exercises his professional judgment throughout the audit. Furthermore:

- the statutory auditor identifies and assesses the risks whereby the annual financial statements may contain material misstatements, whether from fraud or errors; defines and implements audit procedures in view of those risks; and collects the elements they consider sufficient and appropriate on which to base their opinion. The risk of not detecting a material misstatement arising from fraud is higher than the risk of a material misstatement resulting from error, because fraud may imply collusion, falsification, voluntary omissions, false declarations or the circumvention of internal control;
- the statutory auditor reviews the relevant internal control for the audit in order to define the appropriate audit procedures for the circumstances and not to express an opinion on the effectiveness of internal control;
- he assesses the appropriateness of the accounting methods used and the reasonable nature of the accounting estimates made by the management, as well as information concerning these methods provided in the annual financial statements;
- he assesses the appropriateness of the application by the management of the going concern concept and, according to the elements collected, whether or not there is a material uncertainty linked to events or circumstances likely to compromise the Company's ability to continue as a going concern. This assessment is based on the information collected until the date of his report. It is however pointed out that subsequent circumstances or events could jeopardize continuity as a going concern. If he concludes that there is a material uncertainty, the statutory auditor draws the attention of the readers of the report to the information provided in the annual financial statements about such uncertainty, or if this information is not provided or is not relevant, he issues a certification with reservations or a refusal to certify;
- he assesses the overall presentation of the annual financial statements and whether these reflect underlying operations and events, so as to give a true view.

Report to the Audit Committee

We submit a report to the Audit Committee that presents, in particular, the scope of the audit and the work schedule implemented as well as the conclusions of our audit. Our audit also informs the Audit Committee of any material weaknesses of internal control that we have identified with respect to the procedures relating to the preparation and treatment of financial and accounting information.

The points mentioned in the report to the Audit Committee include the risks of material misstatements that we consider to have been the most important for the audit of the annual financial statements of the fiscal year, which therefore constitute the key points of the audit, which it is our duty to describe in this report.

We also submit to the Audit Committee the declaration provided for in Article 6 of EU Regulation No. 537/2014 confirming our independence, within the meaning of the rules applicable in France as set out in Articles L. 821-27 to L. 821-34 of the French Commercial Code and in the Statutory Auditors' Professional Code of Ethics. If necessary, we will meet the Audit Committee to discuss the risks that threaten our independence and the safeguard measures applied.

Lyon, March 13, 2026

The Statutory Auditors

GRANT THORNTON

French member of Grant Thornton International

Jean Morier

ERNST & YOUNG et Autres

Sylvain Lauria

7

Share capital and shareholding

7.1 Shareholder dialogue 366

7.2 Rights and privileges attached to shares AFR 366
7.2.1 Appropriation of income 366
7.2.2 Voting rights 366
7.2.3 Form of shares and identification of shareholders 367

7.3 History of share capital AFR 367
7.3.1 Amount of capital subscribed 367
7.3.2 Ownership structure 367

7.4 Description of shareholders AFR 368
7.4.1 Control of the issuer by Institut Mérieux 368
7.4.2 Employee share ownership 368
7.4.3 Treasury shares – Description of the share buyback program 368
7.4.4 Other transactions carried out by shareholders 370
7.4.5 Authorized unissued share capital 372

7.5 bioMérieux shares in 2025 373
7.5.1 bioMérieux equity market 373
7.5.2 Change in bioMérieux share price in euros during 2025 compared with benchmark indices 374
7.5.3 bioMérieux historical share price performance 374

7.6 Dividend policy AFR 375

7.7 Special report on free performance share grants and stock options AFR 375

7.8 Other securities issued by the Company AFR 377

7.9 Provisions delaying a change of control AFR 377

7.10 Material contracts 377

7.1 Shareholder dialogue

In the interest of ongoing dialogue, the Company strives to maintain and strengthen its shareholders' trust by updating them on Company matters regularly, transparently and accessibly. The Company places special emphasis on dialogue with its shareholders, enabling it to better understand their expectations and answer any questions they may have.

The Company has always been committed to continuous improvement. To meet the needs expressed, it regularly enriches its content whenever possible, in particular in terms of governance, compensation and preparation of the Annual General Meeting. Shareholders can find information such as the Universal Registration Document, the annual report and financial publications in the dedicated area on the Company's website (*www.biomerieux.com*).

Over and above formal dialogue in the form of votes in the Annual General Meeting, the Company holds numerous meetings with institutional investors, attesting to its commitment to interaction. These meetings allow shareholders or investors interested in the Company to interact with the management and to ask in-depth questions about its business, its strategy, its performance or its prospects (risks and opportunities).

The Investor Relations Department holds around 250 to 300 discussions and meetings with investors and financial analysts every year, chiefly in Europe and the United States, where a large majority of its shareholders are located.

7.2 Rights and privileges attached to shares

7.2.1 Appropriation of income

Article 10 of the articles of association stipulates that each share entitles its holder to a proportionate share of income corresponding to the percentage of capital it represents.

Article 22 specifies that the income for the year, less any accumulated losses, is subject to a deduction of (i) at least five per cent allocated to the legal reserve, a deduction which ceases to be mandatory once the reserve represents one tenth of the share capital but becomes mandatory again if the legal reserve falls to below one tenth of the share capital for any reason, and (ii) any amount to be set aside as reserves as required by law.

The balance, plus any retained earnings, represents distributable net income that the Annual General Meeting may, on recommendation of the Board of Directors, distribute in whole or in part as dividends, or allocate to reserve accounts, capital redemption or retained earnings.

The Annual General Meeting may allow shareholders the option to receive all or part of dividends or interim dividends distributed in either cash or shares, in accordance with the law. The reserves may be used, upon decision of the Annual General Meeting to which they are subject, to pay a dividend with shares. If this occurs, the relevant resolution must expressly state from which accounts funds are to be withdrawn.

In addition, the Annual General Meeting may resolve to use income or reserves, other than the legal reserve, to pay off some or all of the shares and to repay them up to their par value.

Article 23 of the articles of association specifies that the terms of payment of dividends are set by the Annual General Meeting or, failing that, by the Board of Directors. Dividends must be paid no more than nine months after the year-end, unless otherwise authorized by a court. The Board of Directors may, subject to the provisions of the law, distribute one or more interim dividends prior to the approval of the financial statements for the fiscal year.

7.2.2 Voting rights

Article 20 of the articles of association stipulates that voting rights attached to shares are proportionate to the fraction of capital represented and each share entitles its holder to at least one vote.

All paid-up shares which have been held in registered form by the same shareholder for five years or more, based on the proportion of share capital they represent and irrespective of their class, carry double voting rights. The double voting right was approved by the Annual General Meeting in 1999. This policy aims to favor long-term shareholders who share the Company's long-term vision and its strategy.

Shares converted to bearer form or whose ownership changes, subject to the exceptions provided by law, automatically lose their double voting rights. However, registered shares are not stripped of voting rights and the five-year period continues to run in the event of transfers following an inheritance, the liquidation of community property between spouses and inter vivos gifts made to a spouse or relatives entitled to inherit.

The Company's merger or demerger would not affect double voting rights, which may be exercised within the successor entity(ies) if their articles of association so permit.

In the event of a capital increase through the capitalization of reserves, profit or paid-in capital, new shares allocated in respect of existing shares carrying double voting rights will also have double voting rights from the date of issue.

7.2.3 Form of shares and identification of shareholders

Article 8 of the articles of association stipulates that fully paid-up shares may be held in registered or bearer form, at the shareholders' discretion, subject to applicable laws and regulations. Shares must be held in registered form until they are fully paid up.

The Company may apply statutory and regulatory provisions relating to the identification of holders of securities granting immediate or future voting rights at Annual General Meetings.

7.3 History of share capital

7.3.1 Amount of capital subscribed

On September 19, 2017, the Company carried out a 3-for-1 stock split, dividing the par value per share by three, following a decision by the Board of Directors on August 29, 2017 authorized by the Combined General Meeting of May 30 of the same year, which endorsed this decision (18th resolution). As such, the number of shares rose from 39,453,740 to 118,361,220.

The Annual General Meeting of March 19, 2001 eliminated reference to par value in the Company's articles of association.

At December 31, 2025 the issued capital amounts to €12,029,370, fully paid up.

On the date of filing of this Universal Registration Document:

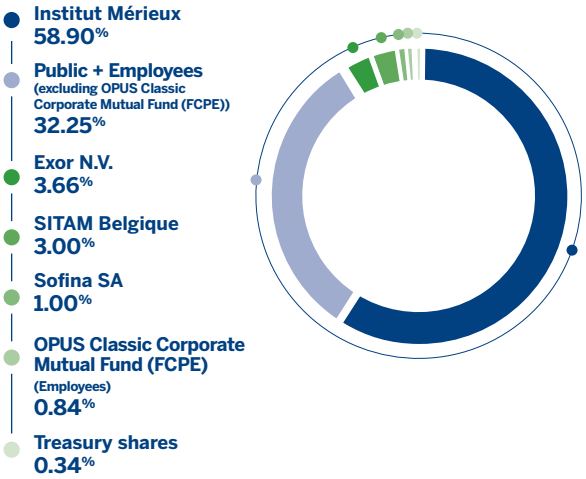
- there are no securities which do not represent share capital;
- the Company has not been informed of any pledging of shares;
- there are no other securities granting access to the Company's share capital;
- there are no options on the share capital of any Group member.

7.3.2 Ownership structure

The table below shows the Company's ownership structure on the dates indicated.

	Situation at 02/28/2026				Situation at 02/28/2025				Situation at 02/29/2024			
Share-holders [a]	Number of shares	% of capital	Number of theoretical voting rights	% of voting rights	Number of shares	% of capital	Number of theoretical voting rights	% of voting rights	Number of shares	% of capital	Number of theoretical voting rights	% of voting rights
Institut Mérieux [b]	69,720,270	58.90	139,440,540	71.88	69,720,270	58.90	139,440,540	72.85	69,720,270	58.90	139,440,540	73.03
Exor N.V.	4,332,874	3.66	4,332,874	2.23	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SITAM Belgique [c]	3,553,520	3.00	7,107,040	3.66	3,553,520	3.00	3,553,520	1.86	4,493,520	3.80	4,493,520	2.35
Sofina SA	1,182,513	1.00	2,365,026	1.22	2,282,513	1.93	4,329,370	2.26	2,282,513	1.93	4,329,370	2.27
OPUS Classic Corporate Mutual Fund (FCPE) (Employees)	998,047	0.84	1,711,321	0.88	939,100	0.79	1,652,574	0.86	989,348	0.84	1,528,998	0.74
Treasury shares	407,106	0.34	0.00	0.00	428,973	0.36	0.00	0.00	201,318	0.17	0.00	0.00
Public + Employees (excluding OPUS Classic Corporate Mutual Fund (FCPE))	38,166,890	32.25	39,033,647	20.12	41,436,844	35.01	42,423,180	22.16	40,674,251	34.36	41,149,894	21.55
TOTAL	**118,361,220**	**100**	**193,990,448**	**100**	**118,361,220**	**100**	**191,399,184**	**100**	**118,361,220**	**100**	**190,942,322**	**100**

(a) Only shareholders representing more than 5% of the capital are named in this table, except for three other core shareholders: Exor N.V., SITAM Belgique and Sofina SA. All other shareholders are included under Public.
(b) Institut Mérieux is the holding company of the Mérieux family.
(c) Formerly GIMD (Groupe Industriel Marcel Dassault), following the contribution by GIMD of its subsidiary SITAM Belgique (previously called Dassault Belgique Aviation).



Registered share ownership has not changed materially in the last three years. Differences between the number of shares and the number of voting rights reflect the existence of double voting rights. As of this date, all shares held by Institut Mérieux, and some shares held by Sofina, have double voting rights.

To the Company's best knowledge, no shareholder other than Institut Mérieux directly or indirectly holds, alone or in concert, more than 5% of the Company's share capital or voting rights.

7.4 Description of shareholders

7.4.1 Control of the issuer by Institut Mérieux

Institut Mérieux, which is the holding company owned by the Mérieux family through Compagnie Mérieux Alliance, held 58.90% of the share capital and 71.88% of the voting rights of the Company at February 28, 2026 (see § 1.1.2). Institut Mérieux is therefore able to adopt all the resolutions submitted for the approval of shareholders at Annual General Meetings.

Despite Institut Mérieux's position as the majority shareholder, the Company considers that there is no risk this control would be exercised in an abusive manner. That is because: (i) at December 31, 2025, the Board of Directors was made up of three independent members out of eight (excluding the director representing employees) (see § 2.2.5), each independent director serves on one or more committees, and its operation and composition were assessed as being very satisfactory (see § 2.2.6.5); and (ii) as of July 1, 2023, in accordance with the decision by the Board of Directors dated June 13, 2023, the Executive Management of the Company operates in the form of separate governance with a Chairman of the Board of Directors and a Chief Executive Officer.

To the best of the Company's knowledge, there are no shareholders' agreements, parties acting in concert and/or other joint actions, nor any other agreement whose implementation could result in a change of control of the Company.

7.4.2 Employee share ownership

At the last day of the fiscal year (December 31, 2025), employees held around 1,797,907 shares or around 1.52% of the share capital, including all of the shares held in an OPUS Classic Corporate Mutual Fund (FCPE).

At February 28, 2026, employees held around 1,784,810 shares or around 1.51% of the share capital, including all the shares held in an OPUS Classic Corporate Mutual Fund (FCPE).

An employee share ownership plan was offered to eligible employees in 2025, 2023, 2021 and 2019.

7.4.3 Treasury shares – Description of the share buyback program

7.4.3.1 Information on the conduct of the share buyback program

The Annual General Meetings of May 23, 2023, May 23, 2024 and May 15, 2025 authorized the Board of Directors to buy back shares of the Company in accordance with Articles L. 22-10-62 et seq. of the French Commercial Code (Code de Commerce).

At December 31, 2025, the Company held 373,069 shares, i.e. 0.32% of the share capital.

Summary of transactions in treasury shares between January 1, 2025 and December 31, 2025

Pursuant to the authorizations given by the Annual General Meetings of May 23, 2023, May 23, 2024 and May 15, 2025:

- Under the liquidity agreement consistent with the AMAFI Code of Ethics, approved by the AMF and entered into between the Company and ODDO BHF, it performed the following transactions in its capacity as investment services provider.

Shares purchased	1,101,650
Average purchase price	€114.40
Shares sold	1,097,784
Average selling price	€114.45
Fees and commissions	0
Number of treasury shares held at December 31, 2025	41,528
Value of shares held at the end of the year based on their average purchase price	€4,501,402
Book value at December 31, 2025 [(a)]	€4,467,416
Nominal value of shares	/
Purpose of transactions	Regulation of prices
Percentage of treasury shares held at year-end	0.04%

(a) The book value is calculated by multiplying the number of shares at closing by the average price from the last 30 days of the fiscal year.

The acquisition of the shares by ODDO BHF was undertaken exclusively to maintain a liquid market in the Company's shares through market-making transactions carried out by an independent investment services provider under a liquidity agreement that complies with the AMAFI Code of Ethics approved by the French financial markets authority (*Autorité des marchés financiers* – AMF).

- Agency contracts have been concluded with BNP PARIBAS EXANE and NATIXIS with the aim of returning the shares upon exercise of the rights related to the allocation of performance shares to employees and corporate officers of the Company or companies of the Group, in accordance with the authorizations given by the Annual General Meeting.

Shares purchased	375,000
Average purchase price	€109.58
Shares sold	0
Average selling price	0
Number of treasury shares held at December 31, 2025	331,541
Value of shares held at the end of the year based on their average purchase price	€35,515,586
Book value at December 31, 2025 [(a)]	€35,665,855
Nominal value of shares	/
Purpose of transactions	Delivery of shares upon delivery of performance shares
Percentage of treasury shares held at year-end	0.28%

(a) The book value is calculated by multiplying the number of shares at closing by the average price from the last 30 days of the fiscal year.

Use of derivatives

The Company did not use derivatives as part of this share buyback program and there were no open positions to buy or sell derivatives at the date this Universal Registration Document was filed.

7.4.3.2 Description of the new share buyback program

Pursuant to Article 241-2 of the AMF General Regulations, this paragraph is a description of the buyback program to be put to the Combined General Meeting of May 28, 2026 for approval.

Buy-back program objectives

Under the share buyback program, purchases will be made based on the following objectives: (i) maintaining a buoyant secondary market or a liquid market in the Company's shares through an independent investment service provider, operating under a liquidity agreement that complies with the decisions of the French financial markets authority (*Autorité des marchés financiers* – AMF); (ii) ensuring the hedging of stock option plans and/or free share grant or purchase plans (or similar) for Group employees and/or corporate officers as well as of any granting of shares under the Group's Employee Savings Plan (or similar plan), Company profit-sharing schemes and/or any other granting of shares to Group employees and/or corporate officers; (iii) reducing the Company's share capital by canceling shares within legal limits; (iv) hold shares purchased and use them subsequently as exchange or payment as part of any external expansion operations; and (v) implementing any market practice that is accepted or is to be accepted by market authorities.

Summary of the main features of the buy-back program

- Relevant securities: ordinary shares.
- Maximum stake proposed to the Combined General Meeting of May 28, 2026: 10% of the number of shares that make up the Company's share capital (at any time, as this percentage applies to the share capital adjusted according to the transactions affecting it).
- Maximum buyback percentage of shares purchased by the Company to be held and subsequently delivered as payment or in exchange as part of a merger, spin-off or contribution: 5%.
- Maximum unit purchase price: the unit purchase price must not exceed €250 per share (excluding acquisition-related costs).
- Total cost of program: the maximum theoretical cost of implementing this program is €2,856,149,000.00 (maximum theoretical amount not taking into account the shares owned by the Company). However, the Board of Directors could adjust the aforementioned purchase price in the event of a change in the share's par value, of a capital increase through the capitalization of reserves and granting of performance shares, of share splits or consolidation, of capital redemption or reduction, of the distribution of reserves or other assets, or of any other transactions affecting equity, in order to take into account the incidence of such transactions on the share value.

Breakdown per objective of shares held by the Company as of February 28, 2026

At February 28, 2026, the Company's share capital consisted of 118,361,220 shares. On this date, the Company held 407,106 shares, i.e. 0.34% of the share capital:

- of which 75,565 shares under the liquidity contract concluded with ODDO BHF. The shares purchased by ODDO BHF were acquired exclusively to maintain a liquid market in the Company's shares through market-making transactions carried out by an independent investment service provider under a liquidity agreement that complies with the AMAFI Code of Ethics approved by the AMF;
- including 331,541 shares deposited with Uptevia with the sole objective of delivering shares upon the exercise of rights in connection with performance share grants to employees and corporate officers of the Company or companies within the Group, as well as employee share ownership plans.

The purchase, sale and transfer of the aforementioned securities was carried out to meet two of the program's objectives approved by the Combined Annual General Meetings of May 23, 2024 and May 15, 2025, i.e. ensuring liquidity and stimulating the share market through an independent investment service provider under a liquidity agreement that complies with a Code of Ethics, approved by the AMF, and delivering shares upon the exercise of rights in connection with performance share grants to employees of the Company or companies within the Group.

Term of program

In compliance with the provisions of Article L. 22-10-62 of the French Commercial Code (*Code de Commerce*) and the draft motion to be put to the Combined General Meeting on May 28, 2026, this buyback program may be implemented over a period of no longer than 18 months from the Combined General Meeting on May 28, 2026, i.e. until November 27, 2027.

7.4.4 Other transactions carried out by shareholders

7.4.4.1 Crossing of thresholds

Obligations of the shareholders

Shareholders have a legal obligation to notify the Company and the French financial markets authority (*Autorité des marchés financiers* – AMF) by letter when a legal threshold is crossed, specifying in particular their fractional ownership of the Company's shares and voting rights, within the legal deadline.

Furthermore, Article 10 of the Company's articles of association requires individuals or legal entities, acting alone or in concert, who directly or indirectly own (within the meaning of Articles L. 233-7 et seq. of the French Commercial Code [*Code de Commerce*]) 1% of the Company's share capital or voting rights, and thereafter for each additional 1%, to report to the Company by registered letter with acknowledgment of receipt, within four trading days of the date the threshold was crossed, the percentage of the capital held before and after the transaction leading to the crossing of the threshold, as well as the total number of shares and voting rights held before and after this transaction, as well as the number of securities carrying immediate or future entitlement to shares and the potential voting rights attached thereto.

The same obligation applies with the same timelines and according to the same terms whenever ownership of shares or voting rights falls below each of the aforementioned thresholds.

In the event of failure to comply with these requirements, the shares in excess of the relevant threshold will be stripped of voting rights for all Annual General Meetings held within the two-year period from the date when the omission is remedied, at the request of one or more shareholders holding at least 5% of the Company's capital or voting rights, as evidenced in the minutes of the Annual General Meeting.

Intermediaries acting as holders of securities for non-resident shareholders, pursuant to Article L. 228-1 of the French Commercial Code *(Code de Commerce)*, are required to report increases or decreases if their aggregate holdings exceed or fall below the above thresholds, without prejudice to the reporting obligations of the securities' holders.

Crossing of thresholds reported to the Company in fiscal year 2025

Shareholders	Date	Description of threshold crossed
Amundi	01/23/2025	Disclosure threshold of 1% of share capital exceeded
	02/25/2025	Disclosure threshold of 1% of share capital not reached
Candriam	08/12/2025	Disclosure thresholds of 1% capital and voting rights not reached
Exor N.V.	04/03/2025	Disclosure threshold of 1% of share capital exceeded
	04/09/2025	Disclosure threshold of 1% of voting rights exceeded
	06/10/2025	Disclosure threshold of 2% of share capital exceeded
	12/05/2025	Disclosure threshold of 3% of share capital exceeded
	12/09/2025	Disclosure threshold of 2% of voting rights exceeded
Institut Mérieux	06/30/2025	Threshold of 73% of voting rights exceeded
	11/30/2025	Threshold of 72% of voting rights not reached
LBPAM	07/11/2025	Disclosure threshold of 1% of share capital not reached
Sofina	06/06/2025	Disclosure threshold of 2% of voting rights not reached
	06/10/2025	Disclosure threshold of 1% of share capital not reached

Crossing of thresholds reported to the Company in 2026 up to the date of finalization of this Universal Registration Document

N/A

7.4.4.2 Trading in the Company's shares by senior executives or by their close relations

The Company has been informed that the following securities transactions were carried out by senior executives in fiscal year 2025 and reported in accordance with the procedures set forth by the French financial markets authority (*Autorité des marchés financiers* – AMF):

Number of shares acquired	• Guillaume Bouhours – Acquisition of 6,250 performance shares on September 8, 2025 • Pierre Boulud – Acquisition of 7,875 performance shares on September 8, 2025 • Pierre Charbonnier – Acquisition of 4,750 performance shares on September 8, 2025 • Valérie Leyldé – Acquisition of 3,750 performance shares on September 8, 2025 • Yasha Mitrotti – Acquisition of 4,625 performance shares on September 9, 2025 • Céline Roger-Dalbert – Acquisition of 3,677 performance shares on September 9, 2025
Number of shares sold	• Guillaume Bouhours – Disposal of 2,550 shares on March 24, 2025 • Pierre Boulud – Disposal of 5,741 shares on March 10, 2025 • Yasha Mitrotti – Disposal of 2,299 shares on September 9, 2025 • Céline Roger-Dalbert – Disposal of 1,486 performance shares on September 9, 2025

Number of shares subscribed	• Guillaume Bouhours – Subscription of Corporate Mutual Fund (FCPE) units corresponding to the equivalent of 167.75 shares as part of the MyShare 2025 employee share ownership plan, on June 27, 2025 • Valérie Leyldé – Subscription of Corporate Mutual Fund (FCPE) units corresponding to the equivalent of 113.31 shares as part of the MyShare 2025 employee share ownership plan, on July 2, 2025 • Yasha Mitrotti – Subscription of 164 shares as part of the MyShare 2025 employee share ownership plan, on June 27, 2025 • Céline Roger-Dalbert – Subscription of 167 shares as part of the MyShare 2025 employee share ownership plan, on July 07, 2025 • Jennifer Zinn – Subscription of 100 shares as part of the MyShare 2025 employee share ownership plan, on June 27, 2025
Number of shares exchanged: N/A.	

7.4.5 Authorized unissued share capital

TABLE SUMMARIZING VALID AUTHORIZATIONS

Relevant securities	Date and duration of the authorization Expiration	Maximum nominal amount of capital increase *(in millions of euros)*	Use of authorizations
Share buyback by the Company *(16th resolution)*	AGM May 15, 2025 18 months 11/14/2026	10% of capital per year	375,000 shares, i.e. 0.32% of the share capital
Authorization by the Board to reduce the share capital by canceling treasury shares *(17th resolution)*	AGM May 15, 2025 18 months 11/14/2026	10% of share capital per 24-month period	N/A
Delegation of authority to the Board to increase the share capital with shareholders' pre-emptive subscription rights *Capital increase by issuing shares and securities (18rd resolution)*	AGM of May 15, 2025 26 months 07/14/2027	4,210 (capital increases) [(a)] 1,000 (issues of securities representing receivables) [(b)]	N/A
Delegation of authority to the Board to increase the share capital with cancellation of the shareholders' pre-emptive subscription rights as part of an offer referred to in Article L. 411-2 1° of the French Monetary and Financial Code (Code monétaire et financier) *Capital increase by issuing shares and securities (19rd resolution)*	AGM of May 15, 2025 26 months 07/14/2027	2,405 (capital increases) [(a)] 1,000 (issues of securities representing receivables) [(b)]	N/A
Delegation of authority to the Board to increase the share capital with cancellation of the shareholders' pre-emptive subscription rights other than the offers referred to in Article L. 411-2 1° of the French Monetary and Financial Code (Code monétaire et financier) *Capital increase by issuing shares and securities (20th resolution)*	AGM of May 15, 2025 26 months 07/14/2027	4,210 (capital increases) [(a)] 1,000 (issues of securities representing receivables) [(b)]	N/A
Delegation of authority to the Board to increase the number of shares in the event of a capital increase *Concerns shares and/or securities giving access to the Company's capital or giving the right to the awarding of debt securities to be issued (22nd resolution)*	AGM of May 15, 2025 26 months 07/14/2027	15% of the initial issue within the limit of the ceilings [(a)(b)]	N/A
Delegation of authority to the Board to increase the share capital as part of in-kind contributions granted to the Company, without the pre-emptive subscription rights *Capital increase by issuing shares and securities (23rd resolution)*	AGM of May 15, 2025 26 months 07/14/2027	2,405 (capital increases) [(a)] 1,000 (issues of securities representing receivables) [(b)]	N/A
Delegation of authority to the Board to increase the share capital by incorporating additional paid-in capital, reserves, profits or other items *(24th resolution)*	AGM of May 15, 2025 26 months 07/14/2027	4,210 (capital increases) [(a)]	N/A

Relevant securities	Date and duration of the authorization Expiration	Maximum nominal amount of capital increase *(in millions of euros)*	Use of authorizations
Delegation of authority to the Board to increase the share capital without pre-emptive subscription rights as part of the issue by subsidiaries or by the parent company of securities giving access to the Company's securities *(25nd resolution)*	AGM of May 15, 2025 26 months 07/14/2027	4,210 (capital increases) [a] 1,000 (issues of securities representing receivables) [b]	N/A
Delegation of authority to the Board to increase the share capital for employees participating in the employee savings plan (PEE) **Issues reserved for employees** *(23th resolution)*	AGM of May 23, 2024 26 months 07/22/2026	3% [a] of the share capital on the date of the AGM of May 23, 2024	N/A
Performance share grants (existing or to be issued) *(22nd resolution)*	AGM of May 23, 2024 38 months 07/22/2027	15% of the capital (on the day of the decision by the Board of Directors)	369,255 shares (i.e. 0.3% of the share capital) [c]
Delegation of authority to the Board to allocate options to purchase and/or subscribe to shares for the benefit of salaried staff members and/or executive corporate officers of the Company and of French and foreign companies affiliated with it, with cancellation of the shareholders' pre-emptive subscription rights *(26th resolution)*	AGM of May 23, 2023 38 months 07/22/2026	10% of the capital (on the day of the decision by the Board of Directors)	N/A

(a) This percentage/amount must be offset against the total authorized capital increase of €4,210,280 (nominal amount).
(b) This amount must be offset against the aggregate capital increase through the issue of debt securities of €1 billion (nominal amount).
(c) Number of shares actually granted in 2025 in compliance with the limit authorized by the Board of Directors on September 3, 2025.

7.5 bioMérieux shares in 2025

7.5.1 bioMérieux equity market

bioMérieux shares have been traded publicly since July 6, 2004 on the CAC Mid 60®, SBF 120®, CAC Mid & Small®, CAC All-Tradable® and CAC All-Share® French market indices. bioMérieux is also included in the MSCI France Index and the STOXX® Europe 600 Index.

The Company's shares are listed on compartment "A" of the Euronext market and are eligible for deferred settlement service (*Service de Règlement Différé – SRD*).

bioMérieux's social, Corporate and environmental commitment has been recognized for a number of years by non-financial rating agencies (see § 3.1).

At the end of December 2025, the closing rate for the bioMérieux share was €110.3 (€103.5 at the end of December 2024), and bioMérieux's market capitalization was €13.1 billion. In 2025, 27,230,812 of the Company's shares were traded on Euronext compared with 24,524,539 in 2024.

During 2025, the average liquidity of the bioMérieux share was as follows (source: Euronext):

- average closing price: €115.12;
- average daily trading volume: 106,787 shares;
- average trading day: approximately €12.3 million.

7.5.2 Change in bioMérieux share price in euros during 2025 compared with benchmark indices

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.
Low	102.1	112.5	111.8	109.7	115.0	117.4	117.3	117.8	112.0	108.5	105.4	104.2
High	117.1	117.2	117.6	118.9	120.1	122.5	126.0	128.3	118.3	116.6	110.9	110.9
Closing	117.1	115.5	114.2	118.7	118.1	117.4	125.8	118.7	113.8	111.6	107.9	110.3

Source: Boursorama

7.5.3 bioMérieux historical share price performance

Period	High *(in euros)*	Low *(in euros)*	Closing *(in euros)*
2025	128.30	102.10	110.30
2024	111.50	88.25	103.50
2023	102.60	84.54	100.60
2022	125.55	79.66	97.92
2021	133.20	88.86	124.90

7.6 Dividend policy

The distribution policy is decided in light of the yearly analysis of the Company's profits, its financial position and other factors that the Board of Directors considers relevant.

Dividends that remain unclaimed five years after their payment date are time-barred and remitted to the French government.

The Company's dividend policy aims to achieve a pay-out ratio of around 25% of net income, Group share, and at least 20% of adjusted net income, a new indicator introduced at the time of the 2025 annual results announcement.

In 2026, the Board of Directors will recommend that the Annual General Meeting to be held on May 28, 2026 approve a dividend of €0.98 per share, which would bring the total amount to be paid on June 11, 2026 to €115.9 million.

The table below presents the dividends (in euros) paid by the Company for each of the past three fiscal years.

Fiscal year ended	Dividend distributed *(in euros)* *	Dividend per share *(in euros)* *
12/31/2024	106,525,098.00	0.90
12/31/2023	100,607,037.00	0.85
12/31/2022	100,607,037.00	0.85

* *The Company did not receive any dividends on treasury shares held on the ex-dividend date. The corresponding dividend amount was allocated to "retained earnings." Individuals domiciled in France for tax purposes benefit from a tax deduction on the annual dividend in accordance with paragraph 2 of Article 158.3 of the French Tax Code (Code général des impôts).*

7.7 Special report on performance share grants and stock options

This report was prepared in accordance with the provisions of Articles L. 225-184 and L. 225-197-4 of the French Commercial Code. The Company does not currently have any stock option plans. No stock options were granted to corporate officers or employees by the Company or Group companies in 2025. At the date of this report, no stock options are exercisable.

During the fiscal year ended December 31, 2025, the Board of Directors granted 369,255 shares (i.e. 0.3% of the share capital) under free share grant plans set up by the Board of Directors – after consulting with the Nominations, Compensation and CSR Committee – pursuant to the authority granted to it by the Combined General Meeting of May 23, 2024.

These shares were divided into three performance share plans:

- **Plan for the Executive Committee;**
- **Plan for Leaders and Talents** (excluding the Executive Committee) as a way to recognize employees identified as talented or essential to achieving the Company's strategic objectives and to strengthen engagement and retention;
- **Specific GO•28 plan.** Exceptional performance share plan for those involved in overseeing and implementing the five-year strategic plan launched in 2024 known as GO•28. This concerns certain employees identified as essential to overseeing the strategic plan. This plan may be extended until 2026 under certain conditions.

In this connection, the Company granted performance shares to a corporate officer in respect of his office held in the Company. Thus, the Board of Directors granted a maximum of 11,500 shares to Pierre Boulud, Chief Executive Officer, from plan 250903 EC (i.e. 0.01% of the share capital, since the share capital consists of 118,361,220 shares). In addition, he was given an additional target grant linked to the Company's GO•28 strategic plan on September 3, 2025, as was the case for a selection of the organization's key leaders. This represents a maximum of 1,424 shares from plan 250903 GO•28 (i.e. 0.001% of the share capital, since the share capital consists of 118,361,220 shares) (see § 2.3.2.3).

The table below details the performance shares granted during the 2025 fiscal year:

Grant date	Number of shares granted	Share price *(in euros)*
September 3, 2025	369,255 (i.e. 0.3% of share capital)	117.90

The table below shows the number of performance shares granted and not fully vested at the end of 2025:

Grant date	Share price *(in euros)*	Number of shares granted	Beneficiary category
September 3, 2025 Total 250903 EC plan	117.90	52,500	9 members of the Executive Committee, of which 1 corporate officer
September 3, 2025 Total 250903 L&T plan	117.90	248,120	506 employees, 2 of whom received a grant at time of hiring
September 3, 2025 Total 250903 GO•28 plan	117.90	68,635	96 employees, including 9 members of the Executive Committee
GRAND TOTAL		**369,255**	**521 (519 beneficiaries, 90 of whom received multiple grants and 2 of whom received a grant at time of hiring)**

Vesting period

In the 2025 performance share grant plans, a three-year vesting period applies from the date of the decision to grant the shares before the beneficiary becomes the owner of the shares granted.

Eligibility and performance conditions

During the fiscal year, the Board of Directors, at the recommendation of the Nominations, Compensation and CSR Committee, decided to grant performance shares that will be fully vested subject to (i) a continuous employment condition and (ii) performance criteria.

Delivery of shares

At the end of the vesting period and provided that the vesting conditions and criteria set by the Board of Directors are met, the Company will transfer to the beneficiary the number of performance shares granted by the Board of Directors.

Lock-up period

Performance share grant plans for 2025 have no lock-up period.

Beneficiaries' rights

If the shares are not transferable, like any other shareholder, the beneficiaries of vested shares are entitled to exercise all other rights attached to such shares during the lock-up period, including:

- pre-emptive subscription rights;
- right to information;
- right to attend Annual General Meetings;
- voting rights;
- right to dividends and, if applicable, distributed reserves.

History of performance share grants (Table 10)

The table below summarizes, at December 31, 2025, all the terms and conditions of the performance share grants, subject to the fulfillment of the presence conditions and the performance criteria laid down by the Company's Board of Directors:

Date of Annual General Meeting	Name of plan	Date of Board meeting	Total number of performance shares granted	Number of beneficiaries	Of which a corporate officer	Vesting date of the shares	End date of the lock-up period	Cumulative number of forfeited or lapsed shares	Performance shares granted during the fiscal year	Performance shares remaining at the end of the fiscal year
May 23, 2024	Plan 250903 EC and 250903 L&T and 250903 GO•28	Sep. 3, 2025	369,255	521	1	Sep. 3, 2028	Sep. 3, 2028	9,194	0	360,061
May 23, 2024	Plan 240904 EC and 240904 L&T and 240904 GO•28	Sep. 4, 2024	406,257	494	1	Sep. 4, 2027	Sep. 4, 2027	18,366	0	387,891
May 20, 2021	230831 EC and 230831 plan	August 31, 2023	287,538	488	1	August 31, 2026	August 31, 2026	20,250	0	267,288

Performance share grants to employees during the 2025 fiscal year

In fiscal year 2025, the 10 non-corporate officer employees who were granted the most performance shares received a total of 58,994 shares.

7.8 Other securities issued by the Company

In addition to the shares issued by the Company as stated in § 7.3.1 and the performance share grants (see § 7.7), the Company carried out a Euro PP bond issue of €200 million at the end of June 2020 with a leading European investor. This private placement comprises two tranches: one seven-year €145 million tranche and one 10-year €55 million tranche, bearing a total annual coupon of 1.61%. With this long-term financing, bioMérieux can meet the Company's general needs and continue its growth strategy. The proceeds of this issue were used to refinance the public debt of €300 million issued in 2013, which matured in October 2020.

The Company also has two marketable securities issuance programs detailed in Note 16.3 of § 6.1.2.

7.9 Provisions delaying a change of control

The following factors contribute to delaying, if needed, a change of control:

- ownership structure: bioMérieux is a controlled company (see § 7.3.2 and 7.4.1);
- existence of double voting rights (see § 7.2.2.2);
- restrictions in the articles of association on the exercise of voting rights and share transfers: crossing of thresholds (see § 7.4.4.1);
- in addition, no restrictions on the exercise of voting rights and share transfers or clauses to agreements have been brought to the Company's attention;
- control mechanisms within the framework of an employee share ownership plan: a mutual fund, OPUS Classic, has been set up in connection with the share capital increase reserved for bioMérieux employees subsequent to the initial public offering of its shares; employee share ownership plans have been implemented annually since 2025 (MyShare – see § 3.4.1 section S1-14 – Attracting and retaining talent);
- powers granted to the Board of Directors to buy back shares: the Annual General Meeting of May 15, 2025 granted the Board of Directors the necessary powers to launch a share buyback program. This authorization will be renewed subject to the approval of the Annual General Meeting of May 28, 2026 (see § 7.4.3);
- authorizations and powers granted by the Annual General Meeting to the Board of Directors regarding the issuance of shares (see § 7.4.5);
- change of control clauses: some of the agreements to which the Company is party may be amended or terminated in the event of a change of control.

PRINCIPAL AGREEMENTS INCLUDING A CHANGE-OF-CONTROL CLAUSE (AT 12/31/2025)

Nature of agreement	Contracting party	Purpose
Loan agreement	8 banks	Undrawn syndicated credit facility for an amount of €600 million, signed in March 2023. It matures in March 2030 (five-year loan initially with two options to extend for one year each. The first option was exercised in February 2024 and the second in February 2025)
EuroPP	1 investor	A bond issue of €200 million with a 7-year and 10-year maturity
Property leasing agreements	2 financial institutions	Financing of the extension of the Marcy l'Étoile site for €45 million for a period of 12 years
License agreement	Brahms	PCT raw materials supply

bioMérieux is not aware of any other factors likely to have an impact in the event of a public offer of its securities.

7.10 Material contracts

The Company has not entered into any material contracts over the last two years other than those entered into in the ordinary course of business.

8

Additional information

8.1 General information on the Company **380**

8.2 Persons responsible for the Universal Registration Document AFR **381**

8.2.1 Name and function of the persons responsible 381

8.2.2 Statement by the persons responsible 381

8.2.3 Name and function of the person responsible for financial information 381

8.3 Persons responsible for auditing the financial statements and sustainability auditor **381**

8.4 Documents available to the public **382**

8.5 Provisional investor calendar 2026 **382**

8.1 General information on the Company

Corporate purpose	Article 2 of the articles of association stipulates that the Company's purpose, in France and all other countries, is to: • manufacture, produce, process, package, distribute, buy, sell, import and export any products and devices and any techniques and know-how used in particular for diagnosis, prevention and treatment, notably in the field of healthcare; • carry out all studies and research and develop, acquire, grant, keep, control, use, improve, including through the use of licenses and sub-licenses, all trademarks, brand names, patents, techniques, inventions, improvements, formulas, designs, processes, etc. in any way related to the abovementioned products or to the manufacturing and trading of such products; • participate, either directly or indirectly, in all business and manufacturing transactions related in any way whatsoever to the abovementioned purposes or likely to promote them, either through the creation of new companies, the contribution, subscription or purchase of securities or company rights, through mergers, alliances, joint holdings, or by any other means; • perform all transactions in its line of business, either alone and on its own behalf or on behalf of a third party, on commission, as a broker, for a fee, on a cost basis, as representative or proxy for any entity or in any other capacity; • provide all services relating to the organization of bioMérieux's systems, including lab automation, the purchase and assembly of equipment and specialized software; offer training courses to all healthcare professionals relating to the main fields of industrial and medical biology; and • generally, carry out all commercial, industrial, financial or other transactions directly or indirectly related to the above purposes or to any similar purposes, including the development of ways to expand, promote, advertise, trade or transport raw materials, semi-finished or finished products, as well as the ability to purchase, acquire, hold, transfer, lease, mortgage or dispose of goods, whether movable or immovable, tangible or intangible, related to the above purposes.
Company name	bioMérieux No trade name has been registered. In this Universal Registration Document, bioMérieux is referred to as the "Company," "bioMérieux" or the "Group."
Legal status	French joint stock company (société anonyme) with a Board of Directors, governed by the French Commercial Code (Code de commerce) and all other applicable laws and regulations.
Trade and Companies Registry	Lyon, number 673 620 399
Headquarters	Marcy l'Étoile (69280) – France
Incorporation	On December 13, 1967 for a period of 50 years from its registration with the Trade and Companies Registry, unless this period is extended or the Company is dissolved before the end of the period. The Combined General Meeting of April 16, 2004, resolved to change the Company's duration (Article 5 of the articles of association), extending it by 99 years as of April 16, 2004, expiring April 15, 2103. The Company has been established in France since its incorporation.
Company fiscal year	From January 1 to December 31 each year.
APE code	2059 Z
Identification	• Code: BIM • ISIN code: FR0013280286 • LEI code: 549300AK8Y0LBIQ4T071
Telephone	+33 (0)4 78 87 20 00
Website	www.biomerieux.com (the information appearing on the website is not part of the prospectus, unless that information is incorporated by reference into the prospectus).

Main social media pages used by the Company

Facebook	https://www.facebook.com/biomerieux
YouTube	https://www.youtube.com/user/bioMerieuxTV
LinkedIn	https://www.linkedin.com/company/biomerieux
Instagram	https://www.instagram.com/life.at.biomerieux

8.2 Persons responsible for the Universal Registration Document

8.2.1 Name and function of the persons responsible

Pierre Boulud, bioMérieux Chief Executive Officer.

8.2.2 Statement by the persons responsible

"I hereby certify that having taken all reasonable care to ensure that such is the case, the information contained in this 2025 Universal Registration Document is, to the best of my knowledge, in accordance with the facts and contains no omission likely to affect its import.

I declare that, to the best of my knowledge, the annual and consolidated financial statements have been prepared in accordance with the applicable accounting standards and give a true and fair view of the assets, liabilities, financial position and profits and losses of the Company and all of the companies included in the consolidation, and that the management report included in this 2025 Universal Registration Document in accordance with the concordance table that can be found in Appendix 1 of this document presents a true picture of the development and results of the business and of the financial position of the Company and all companies included in the consolidation, as well as a description of the main risks and uncertainties to which they are exposed, which has been prepared in accordance with the applicable European Sustainability Reporting Standards."

Marcy l'Étoile, March 16, 2026

Chief Executive Officer

Pierre Boulud

8.2.3 Name and function of the person responsible for financial information

Guillaume Bouhours, Chief Financial Officer, Executive Vice President, Purchasing & Information Systems.

bioMérieux – 69280 Marcy l'Étoile – France – Telephone: +33 (0)4 78 87 20 00

8.3 Persons responsible for auditing the financial statements and sustainability auditor

Cabinet Grant Thornton

44, quai Charles-de-Gaulle 69006 Lyon

The Company was appointed Co-Statutory Auditor by the Annual General Meeting of May 30, 2017, then renewed by the Annual General Meeting of May 23, 2023, for a term expiring at the end of the Annual General Meeting called to approve the financial statements for the year ending December 31, 2028.

Grant Thornton is registered as a statutory auditor with the Compagnie régionale des Commissaires aux comptes de Versailles

Grant Thornton is represented by Jean Morier.

Cabinet Ernst & Young et Autres

Tour Oxygène – 10, boulevard Vivier-Merle 69003 Lyon

The Company was appointed Co-Statutory Auditor by the Annual General Meeting of May 30, 2012, renewed by the Annual General Meeting of May 17, 2018, and then by the Annual General Meeting of May 23, 2024, for a term expiring at the end of the Annual General Meeting called to approve the financial statements for the year ending December 31, 2029.

The Company was appointed Statutory Auditor responsible for certifying sustainability information by the Annual General Meeting of May 23, 2024, for a three-year term expiring at the end of the Annual General Meeting called to approve the financial statements for the fiscal year ending December 31, 2026.

Ernst & Young et Autres is registered as a statutory auditor with the Compagnie régionale des Commissaires aux comptes de Versailles

Ernst & Young et Autres is represented by Sylvain Lauria.

8.4 Documents available to the public

Pursuant to Article 19 of Regulation (EU) 2017/1129 of the European Parliament and of the Council of June 14, 2017, the following information is referenced in this Universal Registration Document:

- For fiscal year 2024:
  - the consolidated financial statements and the corresponding Statutory Auditors' report appear in § 6.1.1 and 6.1.2 (pages 244 to 303) and in § 6.1.3 (pages 304 to 306), respectively,
  - the annual financial statements and the corresponding Statutory Auditors' report appear in § 6.2.1 and 6.2.2 (pages 307 to 333) and in § 6.2.4 (pages 338 to 340), respectively,
  - the review of the financial position and results appear in § 5.1 (pages 236 to 239),
  - capital expenditure (or capex) appears in § 5.4 (pages 240 and 241);

  of the Universal Registration Document of fiscal year 2024 filed with the AMF on March 21, 2025, under No. D. 25-0134.
- For fiscal year 2023:
  - the consolidated financial statements and the corresponding Statutory Auditors' report appear in § 6.1.1 and 6.1.2 (pages 214 to 273) and in § 6.1.3 (pages 274 to 276), respectively,
  - the annual financial statements and the corresponding Statutory Auditors' report appear in § 6.2.1 and 6.2.2 (pages 277 to 303) and in § 6.2.4 (pages 308 to 310), respectively,
  - the review of the financial position and results appear in § 5.1 (pages 206 to 209),
  - capital expenditure (or capex) appears in § 5.4 (page 210);

  of the Universal Registration Document of fiscal year 2023 filed with the AMF on March 27, 2024, under No. D. 24-0186.

Other information in these documents is irrelevant to investors or is covered by another section in the 2025 Universal Registration Document.

During the period of validity of this Universal Registration Document, the Company's articles of incorporation and articles of association, the minutes of the Annual General Meetings, the Company's historical financial information, the Statutory Auditors' reports and all other Company documents may be consulted at the Company's headquarters in Marcy l'Étoile, France.

In accordance with AMF Position-recommendation DOC-2016-08, the Company press releases and annual reports including historical financial information on the Company are available on the Company's website and kept on file for the required length of time.

More generally, and in accordance with Article 221-3 of the AMF's General Regulation, all of the regulatory information within the meaning of Article 221-1 of the aforementioned regulation, as well as the Company's updated articles of association, are available on the Company's website (www.biomerieux.com).

8.5 Provisional investor calendar 2026

Date	Event
April 23, 2026	First-quarter 2026 sales
May 28, 2026	Annual General Meeting
July 28, 2026	Second-quarter 2026 sales and first-half results at June 30, 2026
November 3, 2026	Third-quarter 2026 sales

The Company reserves the right to modify this calendar at any time.

9

Appendices

Concordance tables 384

Other non-financial indicators monitored by the Company 392

Glossaries 393

Scientific terms 393

Alternative performance indicators and financial terms 395

Annexe 1. Concordance tables

CONCORDANCE TABLES FOR THE UNIVERSAL REGISTRATION DOCUMENT

This enables identification of the information specified by Appendices I and II to delegated regulation (EU) 2019/980 of March 14, 2019 (supplementing regulation (EU) 2017/1129 of June 14, 2017).

Sections of Appendix I of the Delegated Regulation (EU) 2019/980	Section(s)	Page(s)
1. Persons responsible, information from third parties, expert reports, and approval of the competent authority		
1.1. Names and functions of the persons responsible	8.2.1/8.2.3	381
1.2. Statement by the persons responsible	8.2.2	381
1.3. Expert statement	N/A	
1.4. Certifications relative to information from third parties	N/A	
1.5. Statement by the competent authority	N/A	
2. Statutory Auditors		
2.1. Person(s) responsible for auditing the financial statements – Identity of the Statutory Auditors	8.3	381
2.2. Changes	N/A	
3. Risk factors		
3.1. Description of significant risks	4.1/4.2	228/229
4. Information concerning the issuer		
4.1. Corporate purpose and trade name of the issuer	8.1	380
4.2. Registration place and number of the Company (and LEI)	8.1	380
4.3. Date of constitution and duration of the issuer	8.1	380
4.4. Headquarters, legal form, applicable legislation and website	8.1	380
5. Business overview		
5.1. Main activities		
5.1.1. Type of operations carried out by the issuer and its main activities	1.2.2	25
5.1.2. New products	1.2.3/5.1.3	28/252
5.2. Principal markets	1.2.1	22
5.3. Significant events in the issuer's business growth	5.1.3/5.5.1	252/256
5.4. Strategy and objectives	1.3/5.5.2	44/256
5.5. Dependence of the issuer on patents, licenses, industrial, commercial or financial contracts, or new manufacturing processes	1.5.2/4.2.2.4	51/237
5.6. Competitive position	1.2.2.4	27
5.7. Capital expenditure		
5.7.1. Significant capital expenditure completed	5.4.1	255
5.7.2. Significant capital expenditure in progress or firm commitments	5.4.2	255
5.7.3. Joint ventures and significant interests	1.2.4.2	43
5.7.4. Environmental aspects that may influence the use of property, plant and equipment	3.3	135
6. Organizational structure		
6.1. Group to which the issuer belongs	1.1.2	20
6.2. Important subsidiaries of the issuer	1.2.4.1	41
7. Review of financial position and result		
7.1. Financial position	5.1	250
7.1.1. Explanation of the development and result of activities	5.1/5.2	250/254
7.1.2. Future developments and research and development activities	1.5.1	47
7.2. Operating income		
7.2.1. Significant factors that have a material impact on the issuer's operating income	5.1.2	251
7.2.2. Explanation for significant changes in net sales or net income	5.1.1	250

Sections of Appendix I of the Delegated Regulation (EU) 2019/980	Section(s)	Page(s)
8. Capital resources		
8.1. Information on the issuer's share capital	5.2.1	254
8.2. Sources, amount and description of the issuer's cash flows	5.2.2	254
8.3. Issuer's financing requirements and financing structure	5.2.3	254
8.4. Restrictions on the use of share capital	5.2.4	254
8.5. Expected financing sources necessary to honor commitments relative to future capital expenditure and property, plant and equipment	5.2.5	254
9. Regulatory environment		
9.1. Description of the regulatory environment and external factors affecting the issuer's business	1.4/4.2.3.2/ 3.4.4 section S4-1	45/242/198
10. Overview and current trends		
10.1. Information on:		
a) main recent trends that have affected production, sales and inventories, costs, and sales prices between the end of the last fiscal year and the date of the Universal Registration Document	5.5.1	256
b) significant changes in the financial performance of the Group between the end of the last fiscal year and the date of the URD (or appropriate negative statement)	N/A	
10.2. Known trends, uncertainties, demands, commitments or events that can reasonably be expected to significantly impact the issuer's outlook, at least during the current fiscal year	5.5.2	256
11. Profit forecasts or estimates		
11.1. Profit forecast or estimate	N/A	
11.2. Statement of the main assumptions upon which the estimate or forecast is based	N/A	
11.3. Profit forecasts or estimates calculated on a comparable basis to historical financial information and to the accounting methods of the issuer	N/A	
12. Administrative, management and supervisory bodies and General Management		
12.1. Name, business address and function, within the issuing company, of the members of the administrative, management and supervisory bodies, stating their main activities carried out outside of the Company and their management expertise and experience	2.2.3/2.2.4/ 2.2.5	58/61/72
a) Other directorships		
b) Convictions for fraud pronounced during the past five or more years		
c) Bankruptcy, sequestration, receivership or liquidation in which one of the members of the administrative, management or supervisory bodies has been involved over the past five or more years		
d) Official public charges and/or disciplinary action pronounced against one of the members of the administrative, management or supervisory bodies by the statutory or regulatory authorities		
12.2. Conflicts of interest at the administrative, management and supervisory bodies and general management level	2.2.5	72
13. Compensation and benefits		
13.1. Amount of compensation paid and benefits-in-kind for members of the administrative, management and supervisory bodies	2.3.1/2.3.2/ 2.3.3	83/88/97
13.2. Total amounts provisioned or recognized by the issuer or its subsidiaries for the payment of pensions, retirement or other benefits	2.3.5	100
14. Functioning of the administrative, management and supervisory bodies		
14.1. Date of expiration of current directorships	2.2.2/2.2.3/ 2.2.4	56/58/61
14.2. Service agreements linking members of the issuer's administrative, management and supervisory bodies or those of any of its subsidiaries and providing for the payment of benefits	2.4.2/2.4.3/ 2.4.4	101/102/102
14.3. The Board Committees	2.2.2/2.2.3/ 2.2.6.7	56/58/78
14.4. Declaration of conformity with the Corporate Governance system in force in France	2.1	54
14.5. Significant potential impact on Corporate Governance, and future changes to the composition of the administrative, management and supervisory bodies and committees	2.2.3	58

Sections of Appendix I of the Delegated Regulation (EU) 2019/980	Section(s)	Page(s)
15. Employees		
15.1. Number of employees	Appendix 2	392
15.2. Equity investments and stock options	7.7	375
15.3. Agreements providing for employee profit-sharing in the issuer's share capital	3.4.1 section S1-14/ 7.4.2	180/368
16. Main shareholders		
16.1. Shareholders holding over 5% of capital on the date of the Universal Registration Document	7.3.2	367
16.2. Existence of different voting rights	7.2.2/7.3.2	366/367
16.3. Ownership or control of the issuer	7.4.1	368
16.4. Agreements whose implementation could result in a change of control	7.9	377
17. Transactions with related parties		
17.1. Details of transactions with related parties concluded by the issuer during the period covered by the historical financial information up to the date of the Universal Registration Document	2.4	101
18. Financial information concerning the issuer's assets and liabilities, financial position and results		
18.1. Historical financial information		
18.1.1. Audited historical financial information	8.4	382
18.1.2. Change of date of accounting reference	N/A	
18.1.3. Accounting standards	6.1.2 (Note 2)	266
18.1.4. Change of accounting standard	N/A	
18.1.5. Minimum content of audited financial information	6.1.1/6.1.2/ 6.2.1/6.2.2	258/263/ 323/327
18.1.6. Consolidated financial statements	6.1.1/6.1.2	258/263
18.1.7. Age of latest financial information	5.1	250
18.2. Interim financial information and other		
18.2.1. Quarterly or half-yearly financial information, where applicable, including audit or examination report	N/A	
18.3. Audit of annual historical financial information		
18.3.1. Audit report	6.1.3/6.2.4	320/361
18.3.2. Other audited information contained in the Universal Registration Document	N/A	
18.3.3. Non-audited sources of financial information	N/A	
18.4. *Pro forma* financial information		
18.4.1. Description of the influence of significant changes in gross values	N/A	
18.5. Dividend policy		
18.5.1. Description of the dividend distribution policy and any applicable restrictions	7.6	375
18.5.2. Dividend amount per share	7.6	375
18.6. Legal and arbitration proceedings		
18.6.1. Administrative, judicial or arbitration procedure that may have significant effects on the financial position or profitability of the issuer	4.3	243
18.7. Significant change in financial position		
18.7.1. Description of any significant change in the financial position of the Group since the end of the last fiscal year for which financial statements were audited or published	5.3	255

Sections of Appendix I of the Delegated Regulation (EU) 2019/980	Section(s)	Page(s)
19. Additional information		
19.1. Share capital		
19.1.1. Shares not representing capital	7.3.1	367
19.1.2. Shares held by the issuer or its subsidiaries	7.4.3	368
19.1.3. Securities that are convertible, exchangeable or with subscription warrants	7.8	377
19.1.4. Conditions that govern all acquisition rights and/or obligations attached to authorized but unissued share capital, or all capital increases	7.4.5	372
19.1.5. The share capital of any Group member, which is subject to an option or a conditional or unconditional agreement	7.4.5	372
19.1.6. Changes in share capital for the period covered by the historical financial information	7.3	367
19.2. Articles of incorporation and articles of association		
19.2.1. Register, entry number in the register, and corporate purpose of the issuer	8.1	380
19.2.2. Rights, privileges and restrictions attached to each share category	7.2	366
19.2.3. Statutory or other provisions that may delay, defer or prevent a change of control	7.9	377
20. Material contracts	**7.10**	**377**
21. Documents available		
a) Articles of association	8.1/8.4	380/382
b) Expert reports, letters and other documents, historical financial information, assessments and statements	N/A	
c) Indication of the website on which the documents may be consulted	8.1	380

CONCORDANCE TABLE FOR THE ANNUAL FINANCIAL REPORT

This enables identification of the main information stipulated by the financial report indicated in Article 451-1-2 of the French Monetary and Financial Code and Article 222-3 of the AMF general regulations.

Headings/Themes	Section(s)	Page(s)
Parent company annual financial statements	6.2.1/6.2.2	323/327
Consolidated annual financial statements	6.1.1/6.1.2	258/263
Management report	See concordance table between the Universal Registration Document and the management report	
Statement by the person responsible for the annual financial report	8.2.2	381
Statutory Auditors' report on the parent company annual financial statements	6.2.4	361
Statutory Auditors' report on the consolidated annual financial statements	6.1.3	320

CONCORDANCE TABLE FOR THE MANAGEMENT REPORT

This includes all of the information from the management report required by Articles L. 225-100 et seq., L. 232-1, II, L. 233-26 and R. 225-102 of the French Commercial Code.

Themes	Section(s)	Page(s)
I. Activity		
Objective and exhaustive review of the change in business, the results and financial position of the Company and the Group, in particular its indebtedness, in view of its volume and the complexity of its activities	5.1/5.2/6.2.3	250/254/356
Position of the Company and the Group during the previous fiscal year	5.1.2/5.4.1/ 5.4.2/6.2.3.1	251/255/255/ 356
Forecast changes for the Company and Group	5.5.2	256
Significant events for the Company and Group after the year end	5.5.1	256
Research & development activities of the Company and the Group	1.5.1	47
List of existing branches	1.2.4.2	43
Investments in companies with their headquarters on the French Republic's territory	1.2.4.2	43
Activities and results for the Company, its subsidiaries and companies over which it has control	5.1/6.2.2 (Note 3.3.3)	250/331
Key performance indicators of a financial and, where relevant, non-financial nature, related to the Company's specific business, particularly information on environmental and staff issues with reference to the amounts in the annual financial statements and any additional relevant explanations	3.3/5.1	135/250
II. Risk factors		
Principal risks and uncertainties to which the Company and Group are exposed	4	227
Company and Group objectives and policy in terms of financial risk management, including the hedging policy	4.5	247
Indications about financial risks related to the effect of climate change and presentation of measures taken by the Company to reduce them while implementing a low-carbon strategy in all aspects of its activities	3.3/4.2.2.6	135/239
Main characteristics of the internal control and risk management procedures relating to the preparation and processing of financial and accounting information	4.4	243
Company and Group exposure to price, credit, liquidity and cash flow risks	6.1.2 (Note 28)	311
III. Legal and shareholder information		
Identity of individuals or companies holding, directly or indirectly, over 5% of the share capital or voting rights	7.3.2	367
Modifications that have occurred during the fiscal year	7.3.2	367
Name of companies controlled and share of the Company's share capital that they hold (treasury shares)	1.2.4.1/6.2.2 (Note 3.3.3)	41/331
Number of shares purchased and sold during the fiscal year, average purchase and sale price, level of fees and commissions, number of shares registered in the Company's name at the end of the fiscal year and their value at the purchase price and at nominal value, reasons for acquisitions carried out and fraction of the share capital that they represent	7.4.3/7.8	368/377
Calculation elements and results of any adjustments for conversion bases and conditions for subscribing or exercising securities giving access to the share capital or stock options or share buybacks for securities giving access to the share capital in the event of share buybacks or financial transactions	7.4.5	372
Status of employee (and executive if applicable) profit-sharing in the share capital on the last day of the fiscal year and proportion of the share capital held by employees and managed collectively (PEE or FCPE) and registered shares owned directly by them under a free share grant plan or other schemes (share ownership plans, privatizations, etc.)	7.4.2/7.7	368/375
Special report on transactions carried out by the Company or companies connected to it related to the allocation of free shares to employees and executives	7.7	375
Special report on transactions by the Company or companies connected to it under stock option plans restricted to employees and executives	7.7	375

Themes	Section(s)	Page(s)
IV. Financial information		
Table indicating the Company's results over the last five fiscal years	6.2.3.3	358
Changes in the presentation of the annual financial statements and valuation methods used	N/A	
Information on payment periods of trade payables and trade receivables of the Company, the annual financial statements of which are certified by a Statutory Auditor	6.2.3.4	359
Amount of dividends distributed during the last three fiscal years and the amount of net revenues distributed eligible for the deduction, as well as the amount of those that are not, broken down by share category	7.6	375
Amount of inter-company loans (loans with terms of less than two years to micro-companies, SMEs and ETIs with which the Company has economic links that justify them)	N/A	
Information on the acquisition by the Company of treasury shares for the purpose of allocating them to employees or directors	7.4.3	368
Restrictions imposed by the Board of Directors on exercising options granted or the sale of shares allocated to executives free of charge	2.3.1.2.2/7.7	84/375
Conditions for the conservation of free shares granted to executive corporate officers	2.3.1.2.2/7.7	84/375
Breakdown of trading in the Company's shares by senior executives, senior managers or by their close relations	7.4.4.2	371
V. Social and environmental information		
Social information	3.4	171
Environmental information	3.3/4.2.2.6	135/239
Information on Corporate commitments to promote sustainable development	3.4.3 sections S3-1 and S3-4	193/194
Information for companies operating at least one facility on the list stipulated in Article L. 515-36 of the French Environmental Code	N/A	

CONCORDANCE TABLE FOR REPORTING NON-FINANCIAL PERFORMANCE

This contains the information required in application of Articles L. 225-102-1, L. 22-10-36 and R. 22-10-29 of the French Commercial Code (*Code de Commerce*).

Headings/Themes	Section(s)	Page(s)
1. Business model	**Introduction**	**14 and 15**
1.1. Organization and structure		
1.1.1. Organizational structures	1.1.2/1.2.4	20/41
1.1.2. Governance	2.2	55
1.2. Markets in which it operates		
1.2.1. The *in vitro* diagnostics industry	1.2.1	22
1.2.2. Areas of expertise	1.2.2.1	25
1.3. Main activities		
1.3.1. Research and development	1.5.1	47
1.3.2. Production	1.6.1	52
1.3.3. Commercial network	1.2.2.2	26
1.4. Market position		
1.4.1. Competition	1.2.2.4	27
1.4.2. Customers	1.2.2.3	27
1.4.3. Trade payables	3.5.1 section G1-2	210
1.4.4. Regulations	1.4	45
1.5. Products and services	1.2.3	28
1.6. Sales and performance indicators	5.1	250
1.7. Objectives and strategies		
1.7.1. Market trends and growth prospects	1.2.1.4	23
1.7.2. bioMérieux's strategy	1.3	44
1.7.3. bioMérieux trends and objectives	5.5.2	256
2. Information on how the Company considers the social and environmental consequences of its activity, as well as the effects of this activity on the respect for human rights and combating corruption and tax avoidance		
2.1. Description of the main non-financial risks	3.2.3 section SBM-3	124
2.2. Presentation of the policies applied with regard to those risks	3	109
2.3. Result of the policies, including key performance indicators	3	109
3. Other required information in accordance with the implementing decree for the transposition of the European directive (2017-1265)		
3.1. Consequences on climate change of the Company's business and the uses of the goods and services that it produces	3.3	135
3.2. Circular economy	3.3.6	163
3.3. Fighting food waste	3.3.6	163
3.4. Collective agreements within the Company and their impacts on the economic performance of the Company as well as employee working conditions	3.4.1 section S1-2	186
3.5. Actions to combat discrimination and promote diversity, and measures taken to support individuals with disabilities	3.4.1 sections S1-1, S1-9 and S1-12	173/176/176
3.6. Corporate commitments to promote sustainable development	3.4.3 sections S3-1 and S3-4	193/194
4. Other information required in accordance with the Sustainable Food Law (Law no. 2018-938)		
4.1. Fighting food insecurity and respect for a responsible, fair and sustainable food supply	N/A	
4.2. Respect for animal welfare	N/A	
5. Other information required in accordance with the Anti-Fraud Law (Law no. 2018-898)	**3.5.1 sections G1-3 and G1-4**	**213**

CONCORDANCE TABLE ON THE CORPORATE GOVERNANCE REPORT

This includes all information from the Corporate Governance report required by Articles L. 22-10-8 to L. 22-10-11 and L. 225-100 of the French Commercial Code (*Code de Commerce*).

Topic	Section(s)	Page(s)
I. Corporate Governance Code		
Declaration of conformity with the Corporate Governance system in force in France, where the code can be consulted and, where appropriate, any rules that exceed the minimum legal requirements	2.1	54
II. Composition and organization of the work of the Board of Directors		
Body chosen to exercise the Company's General Management functions	2.2.1	55
Any restrictions placed by the Board of Directors on the Chief Executive Officer's powers	2.2.1/2.2.6.2	55/74
List of all directorships and positions in any company exercised by all of these officers over the course of the fiscal year	2.2.4	61
Composition and conditions for the preparation and organization of the work of the Board		
Conflicts of interest at the administrative, management and supervisory bodies and general management level	2.2.5	72
Committees of the Board/composition and conditions for preparing and organizing the work of the Board	2.2.6.7	78
Application of the principle of diversity within the Board of Directors (gender equality, balanced representation by nationality, age, qualifications and professional experience)	2.2.6.3	75
Gender equality within governance bodies that regularly support General Management in carrying out their duties and with regard to achieving diversity in 10% of the highest responsibility positions	2.2.6.3	75
Service agreements linking members of the issuer's administrative, management and supervisory bodies or those of any of its subsidiaries and providing for the payment of benefits	2.4.3	102
Procedure put in place by the Board of Directors of listed companies to evaluate compliance with the conditions relating to agreements on routine operations concluded under normal conditions	2.4.1	101
Agreements made, directly or via an intermediary person, between corporate officers or a shareholder holding more than 10% of the voting rights of the Company and another company controlled by the first, with the exception of agreements on routine operations concluded under normal conditions	2.4.2/2.4.4/ 2.4.5	101/102/105
Summary table of valid delegations granted by the Annual General Meeting of shareholders to the Board of Directors or Management Board in the area of capital increases and the use made of these delegations during the fiscal year	7.4.5	372
Specific arrangements relating to shareholders' attendance at the Annual General Meeting or reference to the provisions in the articles of association that set out these arrangements	7.2.2	366
Factors likely to have an impact in the event of a public offer	7.9	377
III. Compensation of senior executives and corporate officers		
Total compensation and benefits-in-kind paid during the fiscal year to each corporate officer by the Company, the companies that it controls, or the company that controls it	2.3.2	88
Variable elements of the compensation of members of the administrative, management and supervisory bodies, based on application of the non-financial performance criterion	2.3.1.2.2/ 2.3.2.2/ 2.3.2.3	84/93/94
Commitments of all types made by the Company for the benefit of its corporate officers, corresponding to compensation, indemnities or benefits due or likely to be due in connection with their appointment, termination or change of office or subsequent thereto, particularly post-employment benefit obligations and other lifetime benefits	2.3.2.4	97
Principles and criteria for the determination, distribution and allocation of fixed, variable and exceptional items making up the total compensation and benefits-in-kind, due to the executive corporate officers	2.3.1	82
Level of compensation of the executive corporate officers in relation to the average compensation of employees of the Company other than corporate officers, and changes to this ratio over the last five fiscal years	2.3.2.1.1	89
Level of compensation of the executive corporate officers in relation to the median compensation of employees of the Company and corporate officers, as well as changes to this ratio over the last five fiscal years	2.3.2.1.1	89
Amount of the total compensation paid and benefits of any kind to the members of the administrative, management and supervisory bodies, including in the form of capital securities, debt securities or securities giving access to capital or giving entitlement to the assignment of debt securities	2.3.2	88

Topic	Section(s)	Page(s)
Draft resolutions drawn up by the Board of Directors for the approval of the principles and criteria for determining, distributing and awarding the fixed, variable and exceptional components that make up the total compensation and any benefits assignable to the chairmen, chief executive officers and chief operating officers by virtue of their office (say on pay)	2.3.1/2.3.2	82/88
Variable or exceptional compensation awarded over the course of the previous fiscal year to those executives	2.3.2.2/ 2.3.2.3	93/94
Total amounts provisioned or recognized by the issuer or its subsidiaries for the payment of pensions, retirement or other benefits	2.3.5	100

Annexe 2. Other non-financial indicators monitored by the Company [(1)]

	2025	2024	2023	2022	2021	2020
HUMAN RESOURCES INDICATORS						
Overall change in headcount [(a)]						
End-of-period headcount (number of employees)	15,226	14,754	14,624	13,135	12,379	12,128
Headcount at the end of the period (in full-time equivalent)	15,078	14,603	14,480	12,978	12,228	11,972
EMEA	41%	41%	39%	43%	43%	43%
Americas	47%	46%	47%	47%	47%	47%
Asia Pacific	12%	12%	9%	10%	10%	10%
Headcount by gender and age						
Headcount – women	49%	49%	48%	48%	48%	48%
< 25	2%	2%	3%	2%	2%	2%
25-34	12%	13%	13%	13%	13%	13%
35-44	15%	15%	14%	15%	15%	14%
45-54	12%	11%	11%	11%	11%	11%
55 and over	7%	7%	7%	7%	7%	7%
Headcount – men	51%	51%	52%	52%	52%	52%
< 25	2%	2%	3%	2%	2%	2%
25-34	12%	13%	14%	14%	14%	15%
35-44	16%	17%	16%	16%	15%	15%
45-54	13%	12%	11%	12%	12%	12%
55 and over	8%	8%	8%	8%	8%	8%
Part-time headcount *(in %)*						
Men	0.8%	0.6%	0.3%	0.6%	0.7%	0.7%
Women	3.6%	3.5%	2.6%	3.8%	4.2%	4.4%
Headcount on temporary contracts *(in %)*	6%	7%	7%	4%	4%	4%

(a) Until 2022, the organizational scope was made up of permanent and fixed-term employees, excluding interns, international volunteers (VIE) and temporary employees. From 2023, the organizational scope is made up of permanent and fixed-term employees and apprentices (in France), excluding interns, international volunteers (VIE) and temporary employees.

(1) Until 2022, the organizational scope was made up of permanent and fixed-term employees, excluding interns, international volunteers (VIE) and temporary employees. From 2023, the organizational scope is made up of permanent and fixed-term employees and apprentices (in France), excluding interns, international volunteers (VIE) and temporary employees.

Annexe 3. Glossaries

Scientific terms

Acute coronary syndrome: decreased blood flow in the coronary arteries resulting in reduced circulation rate and inadequate oxygenation of the myocardial muscle.

Amplification: a technique, usually using enzymes, for multiplying nucleic acids in order to increase the sensitivity of detection methods.

AMR: antimicrobial resistance is the ability of bacteria to resist the effects of an antibiotic that was previously able to treat infections caused by these bacteria.

AMS: antimicrobial stewardship is the program to ensure that the right antibiotic is administered to the right patient at the right time, with the right dose and the right route, causing the least possible harm to the patient and future patients. In realistic terms, it is a multidisciplinary approach that seeks to ensure that patients receive the most effective antibiotic treatments, while limiting the side effects and costs of unnecessary treatments.

ANSM (*Agence nationale de sécurité du médicament et des produits de santé*): French regulatory agency that carries out assessments, provides expertise, and makes decisions regarding the safety of drugs and healthcare products.

Antibiotic: a substance of natural or synthetic origin capable of stopping the multiplication of bacteria.

Antibody: a complex protein molecule produced by the immune system to detect and neutralize pathogens, in particular viruses.

Antigen: a macromolecule recognized by an antibody or cells from an organism's immune system that triggers an immune response.

Antimicrobial: family of substances that kill or slow the growth of microbes such as bacteria (antibacterial activity), fungus (antifungal activity), viruses (antiviral activity), or parasites (antiparasitic activity).

Antimicrobial susceptibility testing (AST): an analysis to determine the sensitivity of a bacterium to antibiotics.

Bacteremia: this is defined by the presence of a pathogenic bacterium in the bloodstream, authenticated by positive blood cultures. The presence of this bacterium may be transient or chronic and may or may not be accompanied by clinical signs.

Bacterium: a unicellular microorganism lacking chlorophyll and visible only under a microscope. Bacteria do not belong to either the plant or the animal kingdom.

Biochemistry: an area of science which studies the correlation between the structure of natural molecules and the consequences on their activity.

Blood culture: an essential blood test in infectious disease. It is carried out by taking a sample of venous blood which is then cultured to reveal the presence or absence of germs.

Chromogen: a substance that produces coloring under certain conditions. Related to an enzyme substrate and incorporated in a culture medium, it is used to reveal a particular enzyme metabolism and thereby assists in identifying the cultured bacterium.

Consumable: a single-use accessory, generally employed in an analysis instrument.

Contaminant: a substance present where it should not be.

Culture media: a simple or compound nutrient composition in liquid or solid form, used to maintain or increase the development of a microbial species under appropriate biological conditions.

Cytomegalovirus: a virus responsible for infections, usually undetected. It becomes pathogenic especially in patients with weak immune defenses. The virus is a member of the herpes virus family, which includes, inter alia, herpes simplex virus (HSV) or herpes virus hominis (HVH), cytomegalovirus (CMV), varicella zoster virus (VZV) and Epstein-Barr virus (EBV).

Cytometry: the counting of cells.

DNA: the acronym of "deoxyribonucleic acid." These nucleotides consist of a sugar (deoxyribose), a phosphate group, and one of the following nitrogen-containing bases: adenine (A), cytosine (C), guanine (G) or thymine (T), and serve as a medium for genetic information.

DNA sequencing: method used to determine the order of the nucleotide bases in a DNA molecule.

Enterobacteria: a family of aerobic or anaerobic bacilli (bacteria), requiring or not requiring oxygen to live and reproduce, revealed by Gram-negative staining.

Enzyme: a protein macromolecule which speeds up a biochemical reaction.

Extraction: a term applied to the steps to extract nucleic acids from the cells that contain them and process them so they can be used in molecular biology techniques such as amplification.

FDA (Food and Drug Administration): American agency responsible for regulating food and medical products.

Flow cytometry: a technique of passing a stream of cells, particles or molecules at high speed within a stream of liquid through a laser beam. The light re-emitted (by diffusion or fluorescence) enables the population to be classified and sorted according to several criteria.

Gram staining: a staining technique which reveals the properties of the bacterial wall so that they can be used to distinguish and classify bacteria. The main distinction is between Gram-positive and Gram-negative bacteria.

Healthcare-associated infection: a disease contracted in a hospital or other healthcare establishment by a patient who did not have this disease on admission.

Immunoassays: detection of pathology markers using an antigen-antibody reaction.

***In vitro* diagnostics:** tests performed outside the human body using diagnostic tools.

IVD: the abbreviation of *in vitro* diagnostics.

Listeria: a genus of bacteria which can cause listeriosis, an infectious disease which is potentially serious in new-born babies, pregnant women or individuals with low resistance.

Marker: a reagent used to detect the substance to which it is bound. A biological marker (biomarker) is a substance that is assayed to help diagnose a pathology.

Mass spectrometry: a technique used to identify and determine the chemical structure of multiple molecules simultaneously, analyzing the mass and charge of their ions.

Methicillin: a semi-synthetic penicillin used primarily against non-resistant Staphylococcus aureus.

Microbiology: the study of microorganisms including, inter alia, viruses, bacteria and fungi.

Microorganism: a living organism of microscopic size.

Molecular biology: technology that analyses genetic sequences of DNA or RNA that are characteristic of a bacterium, virus, protein or cell.

MRSA: methicillin-resistant *Staphylococcus aureus* bacterium.

Multiplex test: a test able to indicate a result for a large number of pathogens in the same test, in contrast with a monoplex test (which deals with a single pathogen) or a lowplex test (which deals with a small number of pathogens, in practice two to four targets).

Multi-resistant bacteria: bacteria are said to be multi-resistant to antibiotics when they are sensitive only to a small number of the antibiotics customarily used in therapy, as a consequence of the accumulation of natural and acquired resistances.

National Medical Products Administration (NMPA): the Chinese agency responsible for regulating food and medical products, formerly the China Food and Drug Administration (CFDA).

Nucleic acid: nucleic acid is a naturally occurring molecule found in most cells. It has the ability to hold and transmit coded hereditary instructions allowing for an organism's development. There are two types of nucleic acids: DNA and RNA.

Parasite: an organism that feeds off, lives or reproduces itself by establishing a lasting interaction with another organism (the host).

Pathogen: a biological agent responsible for infectious disease. Infectious agents can be viruses, bacteria or parasites.

Point-of-Care (POC) – Point-of-Care testing (POCT): services offered "at the bedside" including, in particular, analysis of the diagnosis.

Polymerase chain reaction (PCR): molecular biology method of gene amplification *in vitro*, which makes it possible to duplicate in large quantities (with a multiplication factor of 1 billion), a known DNA or RNA sequence, starting from a small initial amount. This method is particularly appropriate for the detection of viruses.

Procalcitonin: a marker used to assist in the early detection of bacterial infections.

Protein: a basic constituent of all living cells. A biological macromolecule composed of one or more amino acid chains linked by peptide bonds.

RNA: the acronym of "ribonucleic acid." A polymer similar to DNA which, like DNA, mainly has a role as a vector of genetic information. The sugar in RNA is a ribose.

Salmonella: a genus of enterobacteria. They cause two types of illness: gastrointestinal diseases through foodborne illnesses (salmonellosis) and typhoid and paratyphoid fevers.

Sepsis: an excessive reaction of an organism's immune system and coagulation system to an infection. This reaction is characterized by systemic inflammation and by blood coagulation problems, which can rapidly lead to organ failure (severe sepsis) and, in many cases, death.

Staphylococcus: a genus of Gram-positive bacteria, usually observed in clusters resembling bunches of grapes.

Substrate: a molecule used as a starting product which binds to the active site of an enzyme and is converted into one or more products.

Syndrome: a set of clinical signs and symptoms that a patient is likely to display when suffering from certain medical conditions.

Test panel: a set of predetermined medical tests used in the diagnosis and treatment of medical conditions.

Typing: a method which can help in the assessment of the compatibility between two individuals, their organs, tissues or blood. A technique used to characterize bacteria.

Virus: a rudimentary infectious microorganism, containing a single type of nucleic acid encaged in a protein capsid, which uses the materials of the cell that it parasitizes to synthesize its own constituents. It reproduces using just its own genetic material.

WHO (World Health Organization): executive authority in healthcare for international projects within the UN system.

Alternative performance indicators and financial terms

Adjusted diluted earnings per share (adjusted EPS): adjusted net income divided by the number of shares used in the basic earnings calculation, increased by the weighted average number of potential shares to be issued that would have a dilutive effect on earnings.

Adjusted net income: net income adjusted for the amortization and impairment of acquired intangible assets, as well as the effects of significant non-recurring operations, including restructuring operations, and their related tax impacts.

Changes in the scope of consolidation:

The effects of changes in the scope of consolidation are determined:

- for acquisitions for the period, by deducting from sales and operating expenses for the period the amount of sales and operating expenses made during the period by the entities acquired from their entry into the scope of consolidation;
- for acquisitions of the previous period, by deducting from sales and operating expenses for the period the amount of sales and operating expenses made during the months in which the acquired entities were not consolidated during the previous period;
- for disposals for the period by adding to sales and operating expenses for the period the amount of sales and operating expenses made by the entities sold the previous period, during the months in which these entities are no longer consolidated over the current period;
- for disposals for the previous period, by adding to the sales and operating expenses of the period the sales and operating expenses made during the preceding period by the entities sold.

Contributive operating income (EBIT): recurring income less recurring expenses and amortization and impairment of intangible assets related to acquisitions and acquisition-related costs. Non-recurring expenses and income are not included.

Contributive operating income before non-recurring items (CEBIT): operating income before non-recurring items, excluding items relating to the amortization and impairment of intangible assets related to acquisitions and acquisition-related costs.

Currency effect: established by comparing the actual numbers converted at the average exchange rates of the current year to the actual numbers converted at the average exchange rates of the comparison period. In practice, those rates are either average rates communicated by the ECB, or hedged rates if hedging instruments have been set up.

Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA): sum of the contributive operating income before non-recurring items, depreciation and amortization. APM

Free Cash Flow Generation: cash flow from operations plus cash flow from capital expenditure excluding net cash from acquisitions and disposal of subsidiaries. APM

FTE: Full Time Employee. APM

Net debt: sum of cash and cash equivalents less committed debt and bank overdrafts and other uncommitted borrowings. APM

Graphic design by PricewaterhouseCoopers Advisory
Contact : fr_content_and_design@pwc.com
Tél. : +33 (0)7 60 66 70 83

bioMérieux SA • 69280 Marcy l'Étoile • France • Tél. : + 33 (0)4 78 87 20 00 • Fax : +33 (0)4 78 87 20 90
www.biomerieux.com

BIOMÉRIEUX S.A.

69280 Marcy l'Étoile • France
Tél. : +33 (0)4 78 87 20 00
www.biomerieux.com

03-26 / This document and/or pictures are not legally binding; modifications can be made by bioMérieux without prior notice / BIOMÉRIEUX, le logo BIOMÉRIEUX, 3P, AADVANCED EXPERT SYSTEM, API, ARGENE, BACT/ALERT, BIOBALL, BIOFIRE, BIOMERIEUX VISION SUITE, BLUELINE, CHEMUNEX, CHROMID, CLARION, D-COUNT, easyMAG, EMAG, ENDONEXT, EPISEQ, ESTREAM, ETEST, FILMARRAY, FIREWORKS, GENE-UP, HOKAPI, MAESTRIA, NEPRHOCHECK, NUCLISENS, PIONEERING DIAGNOSTICS, PREVI, RAPIDEC, SCANRDI, SMARTBIOME, SPECIFIC REVEAL, SPOTFIRE, TEMPO, VERIFLOW, VIDAS, VIDAS KUBE, VILINK, VIRTUO, VITEK, VITEK REVEAL, WATCHFIRE and XPRO are used, pending and/or registered trademarks belonging to bioMérieux, to one of its subsidiaries or companies / BRAHMS PCT is the property of Thermo Fisher Scientific Inc. and its subsidiaries / WASP, WASP Walk Away Specimen Processor and WASPLab are the property of COPAN Italia / VaxArray is the property of InDevR / Any other name or trademark mentioned in this document is the property of its respective owner / Photos : Adobe Stock, A. Daste, bioMérieux, F. Dubray, Q. Lafont, JP. Mesguen, T. Noel, R. Araud, R. Suhner, T. Crabot, WTTJ, Théra, Ekno, B. Durand / bioMérieux S.A. - 673 620 399 RCS Lyon / Printed in France on recycled paper / First page Graphic & Design: PwC Content&Design / Development & Production : PwC Content&Design