

## 3.2 Framework and governance

### 3.2.1 Framework of the CSR policy

bioMérieux is committed on a daily basis to respecting human rights, international labor laws and conventions, to promoting diversity, women’s rights, the right of peoples to freely dispose of their natural resources, and the right to health.

Since 2003, bioMérieux has renewed its commitment to the United Nations Global Compact and contributes to the United Nations’ 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).

### 3.2.2 Commitment at the highest levels

Corporate Social Responsibility (CSR) is driven by the Executive Committee, which monitors the implementation of ambitions and progress on a quarterly basis.

The CSR policy and non-financial risks are shared with the Audit Committee and the Board of Directors every year. In 2020, the Board of Directors created a Human Resources, Compensation and CSR Committee (see Section 4.2.6.7).

Since 2018, the Company has had an Operational Steering Committee dedicated to CSR. This CSR Steering Committee

brings together all of the Company’s functions, who engage in the process of co-constructing CSR goals, which involves all functions within the Company and ensures integration of CSR goals into the action plans rolled out. At the same time, local teams define their priorities for action to increase the Company’s positive impact in the countries where it operates. Accordingly, the Company’s CSR strategy and development strategy are closely linked and deployed at all levels of the Company. The CSR Committee is coordinated by the CSR Department.

### 3.2.3 Stakeholder dialogue

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.



bioMérieux organizes consultations of its stakeholder groups on specific subjects, especially with employees, customers and patients.

In 2022, bioMérieux established and published its **Dialogue with Stakeholders Charter**. This charter 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, the bioMérieux Group 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;
- publishing the results of these discussions.

The implementation of this policy is managed by the CSR Department.

bioMérieux also set up a **Stakeholder Committee** in 2022. Representing the Company's stakeholders, this committee meets at least once a year. It is composed of four permanent members:

- a patient representative;
- a customer representative;
- a climate and environment expert;
- an expert in research and responsible investment;
- and two non-permanent members who are experts that can vary according to the subjects covered.

The Stakeholder Committee strives to respect parity and diversity criteria.

The first session, which was held in October 2022, related to product environmental impact. The two non-permanent members participating in this session were experts in ecodesign and life-cycle performance.

A summary of the discussions and expectations expressed by stakeholders on that day has been presented to the Executive Committee and is taken into account in the action plans, as part of a process of continuous improvement of the environmental impact of the Company's products.

### 3.2.4 Declaration of non-financial performance

Pursuant to Articles L. 225-102-1 and L. 22-10-36 of the French Commercial Code (*Code de Commerce*), the Company is required to prepare a non-financial performance statement (NFPS) in accordance with the laws and regulations in force. This NFPS presents information on how the Company takes into account the social and environmental consequences of its activities.

Given the nature of its business, the Company believes that the following issues are not major non-financial risks: combating food insecurity, animal welfare, and responsible, equitable and sustainable nutrition. In accordance with French law on combating fraud (Law No. 2018-898), the Company's tax policy is detailed in Section 3.8.3.

The table below summarizes the main elements of the NFPS. A detailed cross-reference table is presented in the appendix 1 (Cross-Reference Table for the Non-Financial Performance Statement).

<b>Business model</b>	pages 8 and 9 of this document
<b>Description of the main non-financial risks</b>	Sections 3.3 and 2
<b>Presentation of the policies applied with regard to those risks</b>	Section 3.4 to 3.8
<b>Policy outcomes including key performance indicators</b>	Section 3.4 to 3.8

To comply with legal requirements, bioMérieux has the presence and fairness of the social and environmental information contained in the Universal Registration Document audited each year. bioMérieux calls on the firm EY & Associés as an independent third party (see Section 3.10).

## 3.3 Analysis of risks and challenges

To analyze its risks and opportunities, the Company developed non-financial mapping, then conducted a materiality analysis that confirmed the list of key issues initially identified.

### Table of risks and challenges in the context of NFPS

In order to identify its non-financial risks and opportunities and respond to non-financial performance reporting requirements, bioMérieux draws on the Group's risk-mapping methodology.

It carries out a specific exercise with internal stakeholders, selected for their range of expertise, geographical coverage, and exposure to external stakeholders. The process is presented to the Social and Economic Committee.

The Risk Department, supported by a Steering Committee drawn from the CSR, Legal, and Investor Relations Departments, oversees the identification and update of risks and opportunities.

Risks and opportunities, policies implemented and indicators are reviewed and approved at workshops with the relevant departments, particularly Purchasing, Human Resources, Health, Safety and Environment, Ethics and Compliance, Quality, and Commercial Performance.

Risks and opportunities are assessed for their potential impact and likelihood of occurrence using dedicated risk scales.

The non-financial risks and challenges map is presented to two committees of the Board of Directors: the Human Resources, Compensation and CSR Committee and the Audit Committee.

The Company has decided to draw on the SASB guidelines to structure its reporting. It has adapted the presentation of non-financial risks and challenges to the pillars defined in its CSR strategy.

ISSUES	DESCRIPTION	POLICIES IMPLEMENTED	INDICATORS	2022 RESULTS	OBJECTIVES	PARAGRAPH AND PAGES
<b>HEALTH</b>						
<b>Public health mission</b>	Help protect the health of patients and consumers from infectious diseases	Provide healthcare professionals with diagnostic solutions to combat antimicrobial resistance	<ul style="list-style-type: none"> <li>Number of patient results supporting efforts to combat AMR</li> <li>Share of antibiotics covered by our antimicrobial susceptibility testing (AST) solutions</li> </ul>	<ul style="list-style-type: none"> <li>+8.6% of the outcomes returned</li> <li>80.7% of antibiotics covered by our solutions according to the Eucast reference and 90% according to the CLSI reference cat. A, B, U</li> </ul>	2025 objectives: <ul style="list-style-type: none"> <li>30% increase in the number of patient results contributing to rational use of antibiotics relative to 2019</li> <li>At least 80% of antibiotics useful in human medicine included in our antimicrobial susceptibility testing (AST) solutions</li> </ul>	Section 3.4.1 Section 3.4.2 Section 3.4.3 Pages 101, 102
<b>Product quality and safety<sup>(a)(b)</sup></b>	Produce and deliver high-quality products that comply with local/international standards and meet customer expectations	Maintain a quality management system and customer service  Train and manage an internal network of quality auditors  Certify production sites	<ul style="list-style-type: none"> <li>Number of ISO 9001 and ISO 13485 certified sites</li> </ul>	<ul style="list-style-type: none"> <li>ISO 9001 certifications: 56 sites and subsidiaries in 2022 as in 2021</li> <li>ISO 13485 certifications: 18 sites and subsidiaries in 2022 versus 15 in 2021</li> <li>All products are made on sites with an ISO-certified quality management system</li> </ul>		Section 3.4.4 Page 104
<b>PLANET</b>						
<b>Contribution to climate change mitigation<sup>(a)</sup></b>	Limit the impact of our activities (scope 1, 2 and 3) on the environment and climate change	Supply sites with renewable energy Develop sea freight and maximize transport routes  Integrate our partners into the process  Reduce the footprint of vehicle fleets	<ul style="list-style-type: none"> <li>Greenhouse gas emissions (Scopes 1 and 2)</li> <li>Percentage of Scope 3 emissions included in a commitment and/or reduction plan</li> </ul>	<ul style="list-style-type: none"> <li>-2.6% (62,764 tCO<sub>2</sub>e) compared with 2019 (reference year) (64,432 tCO<sub>2</sub>e)</li> </ul>	2030 objectives: <ul style="list-style-type: none"> <li>50% reduction in direct greenhouse gas emissions (Scope 1) and those from energy purchases (Scope 2) compared with 2019 (greenhouse gas emissions in absolute value)</li> <li>Scope 3: 67% of our suppliers engaged in a trajectory validated by SBTi in 2026</li> </ul>	Section 3.5.1 Section 3.5.2.1 Pages 104, 105
<b>Life-cycle of products</b>	Ability to manage the life-cycle of products by limiting their environmental impact, in compliance with international standards	Perform systematic life cycle analyses on our products, either comprehensive or targeting a specific stage  Implement the resulting ecodesign action plans	<ul style="list-style-type: none"> <li>Improvements made to existing products</li> </ul>	<ul style="list-style-type: none"> <li>LCA performed for VIDAS® and VITEK®</li> </ul>	2025 objective: <ul style="list-style-type: none"> <li>90% of the product portfolio will be covered by a Life-Cycle Analysis (by quantity sold)</li> </ul>	Section 3.5.2.2 Page 108
<b>Environmental footprint of activities</b>	Ensure the environmental performance (water, energy, waste) of our activities	Reduce waste production and increase recycling  Reduce water and energy consumption	<ul style="list-style-type: none"> <li>Total water consumption</li> <li>Total energy consumption/revenue</li> <li>Total quantity of waste/revenue</li> <li>Percentage of recycled waste</li> </ul>	<ul style="list-style-type: none"> <li>Water: -41%<sup>(c)</sup> (638,219 m<sup>3</sup> compared with -40% (602,745 m<sup>3</sup>) in 2021.</li> <li>Energy: -39%<sup>(c)</sup> (228,467 MWh) compared with -38% (217,647 MWh) in 2021</li> <li>Waste: -54%<sup>(c)</sup> (9,097 metric tons) compared with -45% (9,884 metric tons) in 2021</li> <li>Waste: 52.9% of waste recovered</li> </ul>	2025 objectives: <ul style="list-style-type: none"> <li>45% reduction in water consumption compared with 2015 (ratio of water consumption to revenue)</li> <li>50% reduction in energy intensity compared with 2015 (ratio of energy intensity to revenue)</li> <li>50% reduction in waste generation intensity compared with 2015 (ratio of waste generation to revenue)</li> </ul>	Section 3.5.2.3 Section 3.5.2.4 Section 3.5.2.5 Pages 110, 111, 112

(a) The Company does not disclose any objectives for these issues.  
 (b) These topics cover the main risks as assessed in the Company's risk-mapping.  
 (c) Ratio in relation to revenue and compared with 2015.

ISSUES	DESCRIPTION	POLICIES IMPLEMENTED	INDICATORS	2022 RESULTS	OBJECTIVES	PARA-GRAPH AND PAGES
<b>HEALTHCARE ECOSYSTEM</b>						
<b>Regulatory compliance<sup>(a)(b)</sup></b>	Safeguard the legal and regulatory compliance of activities	Organize structured monitoring and appropriate governance	<ul style="list-style-type: none"> <li>Audit and inspection findings</li> </ul>	<ul style="list-style-type: none"> <li>The inspections were all successfully completed and contribute to the Company's continuous improvement plans</li> </ul>		Section 3.6.4 Page 116
<b>Data protection<sup>(a)(b)</sup></b>	Process and protect the personal data of employees, third parties and patients	Implement the GDPR compliance plan Secure buy-in for our policies from suppliers Conduct impact assessments on the Company's processes Introduce a procedure for managing third-party data breaches	<ul style="list-style-type: none"> <li>Number of data incidents or breaches</li> </ul>	<ul style="list-style-type: none"> <li>There were no data breaches that required reporting to the competent authorities</li> </ul>		Section 3.6.5 Page 117
<b>Business ethics<sup>(a)(b)</sup></b>	Prevent breaches of business ethics	Strengthen the governance in place Promote the whistle-blowing procedure and raise awareness among employees and third parties Roll out the Company's anti-corruption policies and procedures Continue the employee and distributor training program	<ul style="list-style-type: none"> <li>Online training completion rate:               <ul style="list-style-type: none"> <li>preventing corruption</li> <li>confidentiality;</li> <li>Code of Conduct</li> </ul> </li> </ul>	The training completion rate was: <ul style="list-style-type: none"> <li>88.99% for anti-corruption measures (by distributors)</li> <li>92% for confidentiality</li> <li>84% for the Code of Conduct (versus 86% in 2021)</li> </ul>		Section 3.6.6 Page 119
<b>EMPLOYEES</b>						
<b>Employee health and safety<sup>(b)</sup></b>	Ensure safe working conditions for employees and external providers	Continue to implement the Occupational Health and Safety management system Develop a safety culture for all employees Develop safety leadership tools	<ul style="list-style-type: none"> <li>Frequency rate of lost-time occupational accidents</li> <li>Frequency rate of total reportable occupational accidents</li> </ul>	<ul style="list-style-type: none"> <li>Frequency rate of lost-time occupational accidents: -21% compared with 2020 (2022 frequency rate: 0.94)</li> <li>Frequency rate of total reportable occupational accidents: -1.5% compared with 2020 (2022 frequency rate: 2.57)</li> </ul>	2025 objectives: <ul style="list-style-type: none"> <li>50% reduction in the frequency rate of lost-time occupational accidents compared with 2020, i.e. a rate of 0.6 or lower</li> <li>50% reduction in the frequency rate of total reportable occupational accidents compared with 2020, i.e. a rate of 1.2 or lower</li> </ul>	Section 3.7.2 Page 124
<b>Diversity and inclusion<sup>(b)</sup></b>	Develop an inclusive culture and promote diversity within the Company	Implement the HR vision Develop and implement collective agreements Roll out non discrimination policies Promote diversity and raise employee awareness	<ul style="list-style-type: none"> <li>Gender breakdown of manager and team manager headcounts (Women/Men)</li> <li>Rate of internal promotion (Women/Men)</li> <li>Breakdown of employees with disabilities</li> </ul>	<ul style="list-style-type: none"> <li>Executive headcount: M 54% F 46%</li> <li>Manager headcount: M 56% F 44%</li> <li>In France, 49% of managers are women</li> <li>Women account for 52% of internal promotions</li> <li>Employees with disabilities:               <ul style="list-style-type: none"> <li>Europe: 0.79%</li> <li>Americas: 4.24%</li> <li>Asia Pacific: 0.00%</li> <li>In 2021, France: 6.25%<sup>(c)</sup></li> </ul> </li> </ul>	2025 objective: <ul style="list-style-type: none"> <li>For at least 40% of the N-1 Executive Committee global positions to be filled by women<sup>(d)</sup> and 35% by people with an international profile<sup>(e)</sup></li> </ul>	Section 3.7.3 Page 126

(a) The Company does not disclose any objectives for these issues.

(b) These topics cover the main risks as assessed in the Company's risk-mapping.

(c) The employment rate for 2022, which is also expected to show an increase, cannot be disclosed at the date of this document. This is because the French employee and employer social security contribution collection agency, Urssaf, has stated on its website that employers will have to declare their obligation to employ disabled workers (DOETH) during their April 2023 salary declaration. The 2022 rate will be published in the 2023 Universal Registration Document.

(d) Reporting directly to the Executive Committee with a global Corporate mission.

(e) Defined as non-French (or other minority in the countries where applicable).

ISSUES	DESCRIPTION	POLICIES IMPLEMENTED	INDICATORS	2022 RESULTS	OBJECTIVES	PARAGRAPH AND PAGES
<b>Managing skills and headcount</b> <sup>(a)(b)</sup>	Anticipate headcount and skills required to respond to the Company's strategy and market trends	Strengthen skills and headcount planning process Implement personal training and development plans Roll out the training program in partnership with Mérieux Université	<ul style="list-style-type: none"> <li>Number of training hours per employee</li> <li>Training completion rate</li> </ul>	<ul style="list-style-type: none"> <li>Total training hours: 281,723 hours, or an average of 21 hours per employee (compared with 19 hours in 2021)</li> <li>Employee training rate: 93%<sup>(c)</sup></li> </ul>		Section 3.7.5 Page 131
<b>Attracting and retaining talent</b> <sup>(a)(b)</sup>	Attract and retain talent	Roll out the global and regional HR roadmap Strengthen the employer brand Develop internal mobility plans Develop succession plans Step up employee share ownership Develop employee engagement	<ul style="list-style-type: none"> <li>Arrivals and departures</li> <li>Number of employees who were promoted during the year</li> <li>Absenteeism rate</li> <li>Engagement score according to the global engagement survey</li> </ul>	Arrivals with permanent contracts: 2,120 Arrivals with fixed-term contracts: 373 Voluntary departures: 1,390 Dismissals: 367 Promotions: 1,168 employees Absenteeism rate: <ul style="list-style-type: none"> <li>Americas: 1.6%</li> <li>Asia Pacific: 0.5%</li> <li>EMEA: 6.4%</li> </ul>	<ul style="list-style-type: none"> <li>To be in the top 25% of companies in our sector for employee engagement</li> </ul>	Section 3.7.6 Page 132
<b>EXTENDED COMPANY</b>						
<b>Sustainable and responsible purchasing</b> <sup>(a)(b)</sup>	Develop and maintain sustainable and socially responsible purchasing practices	Promote and roll out the Responsible Procurement Charter to suppliers Incorporate CSR criteria at each stage of the supplier relationship (qualification, selection, business reviews, etc.) and support their development Secure critical supply chains	<ul style="list-style-type: none"> <li>Number of suppliers evaluated by an external rating agency on CSR criteria, and % of expenditure covered</li> </ul>	<ul style="list-style-type: none"> <li>536 mainly strategic suppliers were rated by EcoVadis, representing over 55.8% of spending on purchases</li> </ul>	<ul style="list-style-type: none"> <li>Engage providers representing 67% of its purchasing volume to adhere to SBTi targets</li> </ul>	Section 3.8.1 Page 137
<b>Distributor management</b> <sup>(b)</sup>	Manage the network of distributors in accordance with the Company's requirements and expectations	Strengthen the process for selecting and approving distributors Streamline and standardize distribution contracts Standardize sales policy Continue to train distributors in bioMérieux practices Regularly review the performance of distributors	<ul style="list-style-type: none"> <li>Assessment of distributors' performance and skills</li> </ul>	<ul style="list-style-type: none"> <li>In 2022, 90% of distributors were assessed on their performance and skills</li> <li>9 distributors representing 7% of sales made through this channel are EcoVadis certified</li> </ul>	2025 objective: <ul style="list-style-type: none"> <li>Provide CSR training to distributors representing 55% of sales from the indirect model</li> </ul>	Section 3.8.2 Page 138
<b>Philanthropy</b>	Enhance regional solidarity	Participate in social and cultural initiatives, in partnership with local associations and NGOs	<ul style="list-style-type: none"> <li>Percentage of net profit attributable to the parent company dedicated to philanthropy</li> </ul>	<ul style="list-style-type: none"> <li>6.5 million or 1.08% of net profit attributable to the parent company dedicated to philanthropy in 2022</li> </ul>	<ul style="list-style-type: none"> <li>Dedicate 1% or more of net profit attributable to the parent company to philanthropy</li> </ul>	Section 3.8.4 Page 140

(a) The Company does not disclose any objectives for these issues.

(b) These topics cover the main risks as assessed in the Company's risk-mapping.

(c) Total number of employees over total number of employees trained.

## 3.4 Our impact on health

bioMérieux's mission is to help improve patient care and protect consumer health in the face of infectious diseases. Diagnostic tests provide essential information to clinicians and enable bioMérieux to address public health challenges such as antimicrobial resistance, sepsis and combating emerging pathogens.

### 3.4.1 Antimicrobial resistance: observations and issues

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 recourse 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<sup>(1)</sup>:

- more than 10 million deaths per year 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"<sup>(2)</sup>;
- common medical interventions (chemotherapy, transplants, various surgeries, etc.) will become very risky.

#### Antimicrobial resistance (AMR) and sepsis are the same fight.

Sepsis is a life-threatening organ dysfunction. It is induced by an excessive immune response to a serious infection. There are 49 million sepsis cases worldwide each year and 11 million deaths<sup>(3)</sup>.

The fight against AMR and the fight against sepsis are linked. The stakes are high because patients with sepsis with resistant pathogens have a mortality risk twice that of those whose pathogens are not resistant<sup>(4)</sup>. Diagnostics is essential to identify the nature of the pathogen, adapt the treatment and monitor the patient's response to prevent any deterioration in their condition, especially development into sepsis. If sepsis is suspected, antibiotic therapy must be administered very quickly. Any delay in treatment initiation may have fatal consequences<sup>(5)</sup>. The prescription of broad-spectrum antibiotics as a first-line treatment contributes to the development of AMR. It should therefore be reserved for patients in a situation of septic shock and, once sepsis is diagnosed, the clinician should be assisted in determining the most appropriate antibiotic treatment for the patient.

The complete "Sepsis Management" range is dedicated to patient care at all stages of the disease.

The implementation of antimicrobial stewardship (AMS) policies is an essential tool for combating AMR<sup>(6)</sup>. The key role of *in vitro* diagnostics is reflected in this approach.

- Diagnosis can be used to differentiate between viral and bacterial infections. 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 the patient level, diagnostic tests provide information about the pathogen responsible for an infection 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.
- At the 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.

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 Section 1.3 Strategy). bioMérieux's line of *in vitro* diagnostics solutions is the most comprehensive on the market for combating antimicrobial resistance (see Section 1.2.3.1) by means of tests to identify pathogens and detect their antimicrobial resistance and sensitivity profile (see Section 1.2.3.2).

(1) 2016 O'Neill Report.

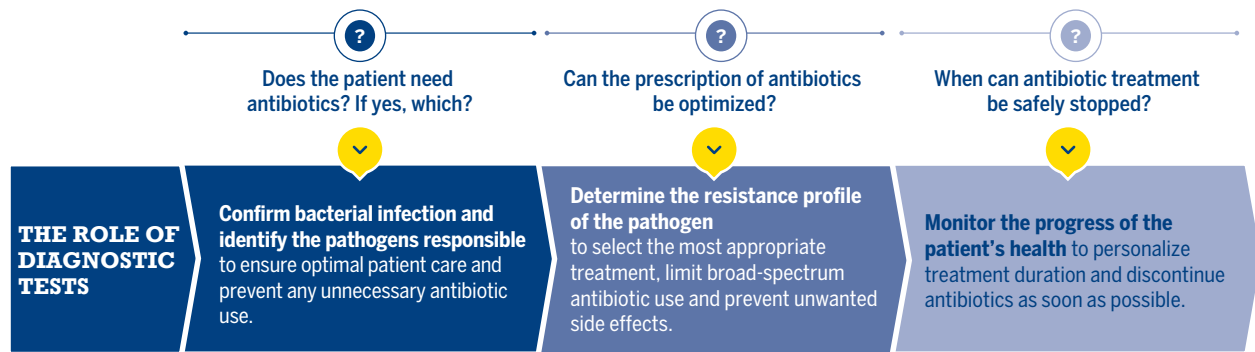
(2) Kings Fund, *What if antibiotics were to stop working?* (accessed May 2, 2018).

(3) <https://apps.who.int/iris/bitstream/handle/10665/334216/9789240010789-eng.pdf>

(4) Hanberger et al. *Int J Antimicrob Agents*. 2011 Oct. Increased mortality associated with methicillin-resistant *Staphylococcus aureus* (MRSA) infection in the intensive care unit: results from the EPIC II study.

(5) Kumar A, Roberts D, Wood KE, et al. Duration of hypotension before initiation of effective antimicrobial therapy is the critical determinant of survival in human septic shock. *Crit Care Med*. 2006;34(6):1589-1596.

(6) WHO 2014: <https://web.archive.org/web/20150402144927/http://www.who.int/drugresistance/events/Oslomeeting/en/>



### 3.4.2 bioMérieux’s commitments in the fight against antimicrobial resistance

As a pioneer in the diagnosis of infectious diseases, bioMérieux develops tests that can identify pathogens, detect their potential antimicrobial resistance, and analyze their antimicrobial sensitivity in order to help physicians precisely determine the appropriate treatment. 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.

For this reason, bioMérieux has committed to increase the number of results provided in the fight against AMR by 30% between 2019 and 2025.

In addition, bioMérieux’s AST solutions provide clinicians with crucial information enabling them to adjust antibiotic therapy based on the resistance of bacteria and their sensitivity to these treatments. bioMérieux has therefore committed to ensuring that its AST solutions include at least 80% of listed human antibiotics.

<p><b>HEALTH</b></p> <ul style="list-style-type: none"> <li>• We pioneer, develop and produce high quality <i>in vitro</i> diagnostics to improve public health worldwide</li> </ul>	<p><b>Major commitments:</b></p> <ul style="list-style-type: none"> <li>• <b>+30% of patient results</b> supporting AMS by 2025</li> <li>• <b>≥ 80%</b> of referenced antibiotics addressed by bioMérieux’s <b>AST solutions</b></li> </ul>	<p><b>2022 Results:</b></p> <ul style="list-style-type: none"> <li>• <b>+8.6%</b> of results returned</li> <li>• <b>80.7%</b> of antibiotics covered by our solutions according to the Eucast reference and <b>90%</b> according to the CLSI reference cat. A, B, U</li> </ul>
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### 3.4.3 The multiple actions undertaken by bioMérieux in this fight

In addition to its portfolio of solutions, bioMérieux’s contribution takes the form of several initiatives described below.

#### Creation of Aurobac

In 2022, bioMérieux joined with Boehringer Ingelheim and Evotec to create the Aurobac joint venture for the purposes of creating the next generation of antibiotics as well as new diagnostics solutions to combat antimicrobial resistance. Aurobac aims to advance the strategy related to current treatment regimes, which are based on empirical approaches using non-targeted, broad-spectrum antibiotics. The goal is to move toward a precision approach, using efficient and targeted new solutions combined with fast and actionable diagnostics.

In 2019, bioMérieux opened a training center in Abidjan dedicated to healthcare professionals. Since then, more than 156 laboratory technicians have received special training in blood culture, identification and antimicrobial susceptibility testing (AST) to combat microbial resistance. In 2022, bioMérieux also supported awareness-raising and educational activities regarding antimicrobial stewardship in several countries including Ivory Coast, Burkina Faso, Kenya, Benin, Mauritania, Nigeria and Algeria.

Scholarships are also awarded to scientific societies for medical education activities (ESCMID, ISID, ESICM, Africa CDC, ASEAN, the Latin American ALADDIV).

#### Training of healthcare professionals and public awareness of the importance of antimicrobial stewardship

The Company is also developing a range of open access educational manuals on topics related to antimicrobial resistance and antimicrobial stewardship. These practical handbooks are available in English on bioMérieux’s website:

Furthermore, bioMérieux supports continuing education sessions leading to accreditations for healthcare professionals (webinars and workshops) (see Section 3.8.4.3).

#### Support for a study of unprecedented scope on the use of antibiotics, the Global Point Prevalence Survey (Global-PPS)

Coordinated by Professor Herman Goossens and Dr. Ann Versporten of the University of Antwerp (Belgium), this unprecedented study provides key information on antibiotic use and microbial resistance in hospitals. bioMérieux is the sole private sponsor. In 2021, over 90 countries participated, involving over 1,000 hospitals and more than 450,000 patients.

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.

Global-PPS has been written about in major publications, including *Lancet Global Health*, and is now recognized by international organizations such as the WHO, Médecins Sans Frontières, 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 were reported in more than 21 publications and participation in various conferences during the year.

### Actions within industrial consortia

The Company has also been involved in launching the **AMR Industry Alliance**, a consortium aimed at making and measuring progress in combating antimicrobial resistance in industry. Mark Miller, executive vice president, chief medical officer, sits on the Board of Directors of AMR Industry Alliance as a representative of the diagnostics industry. bioMérieux participated in the survey that formed the basis of the 2021 Progress Report on the life science industry's commitment to combating antimicrobial resistance.

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 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 our BIOFIRE® Respiratory 2.1 *plus* and BIOFIRE® Pneumonia tests to demonstrate the impact of syndromic diagnostic tests on the emergency management of severe respiratory infections. ADEQUATE is focused on the pediatric population with the goal of enrolling 500 children, and will contribute to creating a clinical sample bank on nine hospital sites distributed over six European countries. In the data management field, the project recently made it possible to define and test a concept for collecting antimicrobial resistance data arising from a federation of laboratories, where data safety and confidentiality are maximized.

### Support for international initiatives

The Company supports numerous initiatives to help combat microbial resistance in the various countries where it operates.

For example, every year bioMérieux participates in a WHO initiative formerly known as World Antimicrobial 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.

The **cooperation agreement** with the Center for Infectious Disease Research and Policy (CIDRAP) was renewed. In 2021, it gave rise to the production of podcasts regarding the results of three major scientific studies related to the health economic value of diagnostics.

In **Nigeria**, in 2021, bioMérieux signed a collaboration agreement with the German Agency for International Cooperation (GIZ) in order to support the Nigerian Center for Disease Control (NCDC) in the fight against AMR. The goal is to promote and implement antimicrobial stewardship programs. This is the first time that bioMérieux has carried out a partnership of this type in Africa.

As a global leader in diagnosis of infectious diseases, bioMérieux has made responsible antimicrobial management one of its priorities. On the strength of this expertise, the Company was chosen by the **Fleming Fund** as a partner in a UK investment program endowed with £265 million to combat antimicrobial resistance in 21 resource-limited 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, thus has become responsible for deploying its solutions in 15 countries of this program. In each of these countries, a clinical laboratory and a veterinary reference 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, Swaziland, Zambia, Zimbabwe, Bhutan, Bangladesh, India, Indonesia, Nigeria and Vietnam. The facilities in Sierra Leone and Senegal have completed this first phase of the program. This program contributes to the third United Nations Sustainable Development Goal, which is that of health and well-being, in which antimicrobial resistance (AMR) has been recently officially added.

### Research collaborations

From the perspective of better characterization of the health economic benefits of diagnostics, bioMérieux has supported the Toulouse School of Economics to encourage research into models supporting the economic viability of new antibiotics and the healthcare products arising from them.

### Establishing AMS Centers of Excellence

bioMérieux has selected several hospitals from among its historical partners to establish AMS Centers of Excellence. In the establishments concerned, including laboratories that already have bioMérieux equipment, bioMérieux's employees are committed alongside healthcare professionals to developing 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 bioMérieux AMS Center of Excellence is supported by a cross-disciplinary team dedicated to managing the relationship with the participating hospitals. These teams are composed of employees from different functions such as marketing, medical affairs, IT, customer service, legal affairs and integrity.

With these AMS 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.

The very first Center of Excellence was created in China, in Zhuihang Hospital, and to date, 13 centers have been established around the world. These centers are of various types: private or public institutions, different degrees of maturity, different geographic locations and different sizes.



75% of R&D capital expenditure is dedicated to the fight against microbial resistance (see Section 1.5.1.1).

### 3.4.4 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. 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 Section 1.4).




**ISO 9001 certifications:** 56 sites and subsidiaries in 2022 as in 2021  
**ISO 13485 certifications:** 18 sites and subsidiaries in 2022 versus 15 in 2021  
 All products are made on sites with an ISO-certified quality management system.

## 3.5 Preserving the planet, our greatest resource

### 3.5.1 Objectives and governance

The control of environmental risks and the reduction of bioMérieux’s environmental footprint (see Section 2.2.2.6) are governed by the global Health, Safety and Environment policy, which covers all activities in the value chain.

In the context of its CSR strategy reviewed in 2020, bioMérieux has made new commitments to reduce its environmental footprint by 2025 and 2030.

 <p><b>PLANET</b>                  We implement environmentally responsible actions so the planet is a healthy place to live</p>	<p><b>Major commitments:</b></p> <ul style="list-style-type: none"> <li>2030 objective: reduce <b>Scope 1 and 2 absolute greenhouse gas (GHG) emissions</b> by 50% compared with 2019 to contribute to the fight against global warming</li> <li>2025 objectives:                         <ul style="list-style-type: none"> <li>Reduce <b>water</b> consumption by 45% compared with 2015 (ratio of water consumption to revenue)</li> <li>Reduce energy intensity by 50% compared with 2015 (<b>ratio of energy</b> intensity to revenue)</li> <li>Optimize production (-50%) and recycling of <b>waste</b> (&gt;85%), raw material use and consumption of energy (-50%) and water (-45%) compared with 2019</li> </ul> </li> </ul>	<p><b>2022 Results:</b></p> <ul style="list-style-type: none"> <li><b>GHG:</b> -2.6% (62,764 tCO<sub>2</sub>e) compared with 2019 (reference year) (64,432 tCO<sub>2</sub>e)</li> <li><b>Water:</b> -41%* (638,219 m<sup>3</sup>) vs 2015 compared with -40% (602,745 m<sup>3</sup>) in 2021</li> <li><b>Energy:</b> -39%* (228,467 MWh) vs 2015 compared with -38% (217,647 MWh) in 2021</li> <li><b>Waste:</b> -54%* (9,097 metric tons) vs. 2015 compared with -45% (9,884 metric tons) in 2021</li> </ul>
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\* Ratio in relation to revenue

### Organization and operations

bioMérieux assesses its impact on the environment (soil, water, air, noise, energy, waste, etc.). Its initiatives are part of an approach based on non-wasteful and responsible use of natural resources and primary raw materials.

The Company has introduced a Health, Safety and Environment management system. It covers the design, manufacture and maintenance of instruments and software, the design and manufacture of 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 Health, Safety and Environment (HSE) department reports to the Manufacturing & Supply Chain director, a member of the Company’s Executive Committee. The orientations, policy, objectives and monitoring of results are supervised by the quarterly HSE Steering Committee, which is attended by the Chairman and CEO and several members of the Executive Committee (representing global quality functions for manufacturing & supply chain, R&D, human resources & CSR, finance, purchasing, information systems, and clinical operations).

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, HSE technicians) depending on the site's size and risks;
- for each subsidiary, an HSE representative is appointed and is in charge of managing the process.

The implementation of policy is the responsibility of each entity which is responsible for ensuring that the environmental consequences of bioMérieux's activities are managed.

The HSE department has the following roles and responsibilities:

- monitoring all regulatory requirements in its field at international, national and local levels, including for hazardous substances: REACH, Biocides, GHS, CLP, ROHS;
- developing and implementing processes and procedures to ensure compliance with regulatory requirements;
- contributing to managing the risk of breakdowns in production and the supply chain (identification of major risks and management of 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:

- at the arrival of every new employee;
- for 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 the projects to reduce waste and energy consumption: ad hoc training in the relevant functions (production operators, packaging teams) to reduce unwarranted product scrap (see Section 3.5.2.5).

In late 2022, the North Ryde industrial site in Sydney obtained initial ISO 14001 certification. As such, it joins the sites of Craponne, Combourg, Marcy-l'Étoile, La Balme, Saint-Vulbas, Grenoble and Verniolle (France), Tres Cantos (Spain), Florence (Italy) and Durham, St. Louis and Lombard (United States), bringing the total number of certified production sites to 86%.

## 3.5.2 Taking action for the climate and the environment

### 3.5.2.1 Greenhouse gas emissions: a goal validated by the Science Based Target initiative

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 determined objectives validated by the Science Based Target initiative (SBTi) in November 2021:

- reducing Scope 1 and 2 emissions by 63% by 2034, compared with 2019 emissions. This objective is consistent with the efforts required to limit global warming to +1.5°C. This +1.5°C target is the most ambitious in the Paris Agreement (COP21) to avoid the most severe effects of global warming;
- commitment to ensure that 67% of its suppliers (scope 3) set SBTi objectives, mainly in the categories of goods and services procurement, transport and distribution.

This information can be accessed on the SBTi website: <https://sciencebasedtargets.org/companies-taking-action>.

Roadmaps have been deployed in various business lines (manufacturing, packaging, R&D, purchasing, supply chain, etc.) so that each contributes to reducing scopes 1, 2 and 3 CO<sub>2</sub> emissions. Specific monitoring enables each business line to track its own performance.

To accomplish this initiative, bioMérieux relies on:

- an analysis of its greenhouse gas emissions (scopes 1, 2 and 3);
- a governance based on a Steering Committee made up of the directors of the global functions concerned (manufacturing, vehicle fleets, purchasing, supply chain, CSR, etc.) under the supervision of the director of Manufacturing and Supply Chain, who is a member of the Executive Committee;
- a training plan with Fresque du Climat.

Furthermore, bioMérieux is also involved in the Carbon Disclosure Project (CDP) (see Section 3.1) and uses the results to structure its approach.

### Actions implemented

**Renewable energies:** the various achievements of recent years are set out in Section 3.5.2.4.

**Reducing CO<sub>2</sub> emissions in the transport of finished products:**

- integration of requirements relative to greenhouse gas emissions generated by services carried out by its co-contractors in **international transport and logistics contracts:** the Company works continuously to reduce the use of air transport for its finished products. For the shipment of its reagents to all its subsidiaries worldwide, the share of sea transport compared with air transport is 60% (as a reminder, it was: 62% in 2021, 59% in 2020 and 48% in 2019. The slight decrease in this ratio is mainly explained by the difficult logistical context in 2022 (e.g. various tense geopolitical situations, COVID crisis in China, etc.);
- 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. In 2022, products were routed by the Turkish subsidiary in Iraq by truck, replacing planes;
- domestically, subsidiaries are gradually switching to transporters who offer a "last mile" via low carbon vehicles. After France, bioMérieux's Brazilian teams have implemented this organization;
- in 2022, the purchase of sustainable biofuels complying with the RED II European Directive has been initiated for international maritime transport of its finished products and will be continued in 2023. This action has avoided the emission of 1,000 metric tons of CO<sub>2</sub>;
- the location of various logistical centers making it possible to route finished products from sites to subsidiaries and then from subsidiaries to customers is one component of the CO<sub>2</sub> emissions of our supply chain. Accordingly, projects for relocating these logistical centers are regularly being studied and then implemented. In 2022, an additional center was opened in China and will make it possible to increase domestic distribution efficiency in this country and thereby reduce associated emissions.

**Business Travel:** the Company is pursuing an active policy of reducing and optimizing travel. It has been rolling out an inter-site telepresence infrastructure so meetings can be conducted via videoconference in conditions similar to those of in-person meetings. Deploying collaborative tools and encouraging their use also reduces travel.

**Remote maintenance and upgrading of instruments:** the Company is pursuing the development of the VILINK™ IT solution, providing bioMérieux customers with remote incident resolution, maintenance and upgrade services. Thanks to a fast and secure connection, this solution helps limit travel by engineers in the field and more quickly solve problems for customers. In 2021, an environmental impact assessment confirmed the reduction of CO<sub>2</sub> emissions due to a decrease in traveling by technicians, despite the impact of using digital technology for remote interventions.

**Commuting:** bioMérieux promotes car-pooling and the use of public transport wherever possible, 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.

For a number of years the Company has had a remote working policy which helps to reduce commuting. Since 2020, the COVID-19 pandemic has resulted in increased teleworking, thereby leading to a drop in commuting.

**Car fleet:** employees with a Company car are offered a range of hybrid and electric vehicles. As part of bioMérieux's commitment to reduce its Scopes 1 and 2 emissions, it will increase the proportion of low-carbon vehicles in the coming years.

**Soft mobility:** in France, bioMérieux encourages the use of soft mobility for its employees. A use test phase for electric bicycles has been initiated to encourage employees to use this method of transport. In order to enable a larger number of employees to participate in it, in 2022, bioMérieux made a fleet of electric bicycles available free of charge via an application on the Marcy l'Étoile, Craponne and Grenoble sites. The primary goal is to reduce the carbon footprint of travel between home and work. The targeted employees are those who live less than 15 minutes by bicycle from the bioMérieux sites concerned. This initiative foresees the possibility of employees renting an individual electric bike long term, for which bioMérieux would bear a part of the costs.

**Employee commitment:** the Company has chosen to raise awareness of climate change among its employees, in particular with the Fresque du Climat tool. After first training coordinators and holding the first training sessions in-house in the second half of 2021, bioMérieux has rolled out an initial program mainly with functions or roles in the organization related to the Company's Climate Action Plan (Supply chain, Purchasing, energy and HSE teams on production sites) in around 20 countries. 1,158 employees have been trained in 137 training sessions in 2022 (bringing the total number of employees trained to 1,207). These training sessions were conducted by a team of 51 internal coordinators located in several countries, e.g. Australia, Belgium, China, France, India, Italy, Mexico, United States, etc.). The entire bioMérieux Executive Committee as well as nearly 80% of the 200 top managers have participated in a Fresque du Climat.

## 2022 Achievements

The emissions categories assessed include Scopes 1, 2 and 3 of the GreenHouseGas (GHG) Protocol, as described in Section 3.9.3.

Scope	Significant emissions categories	2022 emissions in thousands of tCO <sub>2</sub> e (± uncertainty)	2021 emissions in thousands of tCO <sub>2</sub> e (± uncertainty)	2020 emissions in thousands of tCO <sub>2</sub> e (± uncertainty)	2019 emissions in thousands of tCO <sub>2</sub> e (± uncertainty)
Scope 1	Direct emissions (Scope 1)	25 (good)	24 (good)	23 (good)	26 (good)
Scope 2	Energy purchases (Scope 2)	38 (good)	37 (good)	39 (good)	39 (good)
Scope 3		1,076 (high)	996 (high)	975 (high)	869 (high)
Annual change percentage Scopes 1, 2 and 3		7.8%	1.9%	11.0%	

Definition of uncertainties: Good: uncertainty < ±20% – Average: ±20% < uncertainty < ±50% – High: uncertainty > ±50%

Over the period from 2019 to 2022, bioMérieux exhibited very strong business growth while keeping its scope 1 & 2 emissions constant, mainly through energy efficiency actions implemented each year and the installation of photovoltaic panels in 2021. In 2022, the planning of decarbonization actions has been established and is being pursued. Some decarbonization actions in 2022 will continue to be deployed in 2023.

### Scopes 1 and 2 emissions

The methodology for calculating scope 1 & 2 emissions has been reviewed in 2022 in order to:

- reinforce the consideration of the Market Based methodology of the GHG Protocol applied at the beginning of 2022 on scope 2 emissions for 2019 to 2021;
- change the basis of scope 2 emission factors to ensure it is updated dynamically. This new basis was used to recalculate the emission volumes from 2019 to 2022;

- change the basis of scope 1 emission factors that included upstream emissions until 2021, when a specific calculation of these emissions was integrated for the first time in the Company's scope 3. The volumes of scope 1 emissions have been recalculated with this new basis for emission factors for the years 2019 to 2022.

bioMérieux will file an update file with SBTi during 2023, taking into account volume variations for 2019 to 2022.

**Scope 3 emissions**

Scope 3 emissions reported in the table above include estimates made since 2021 for purchases of goods and services, fixed assets, energy-related emissions (not included in Scope 1 and 2), transport of raw materials and consumables to the Company’s sites.

**Purchased goods and services**

Emissions from this category were assessed for 2019 to 2022. They account for the majority of the Company’s Scope 3 emissions, a feature shared by companies in the same industrial sector.

**Upstream transportation and distribution**

In 2021, for the first time, the Company carried out an assessment of emissions from the transport of raw materials and consumables to its sites.

**Capital goods**

Emissions in this category are assessed for the years 2019 to 2022.

**Fuel and energy-related activities not in Scope 1 & 2**

Emissions in this category are assessed for the years 2019 to 2022.

**Employee commuting**

Emissions in this category are assessed for the years 2019 to 2022.

**Business travel**

The health crisis had a major impact on greenhouse gas emissions in 2021. For example, the distance traveled by plane fell by 72% in 2021 (76% in 2020) compared with 2019. In 2022, travel has resumed, but with a 23% reduction in emissions compared to 2019. This decrease partially results from a gradual recovery over the year, but also from changes in how work is organized and an increasing awareness of the environmental issues associated with plane travel for employees.

**Use of sold products**

A change in the basis of emission factors related to electricity consumption by country performed in 2022 (see comment on scope 1 & 2) this year leads to a revision of the emission volumes from 2019 to 2022.

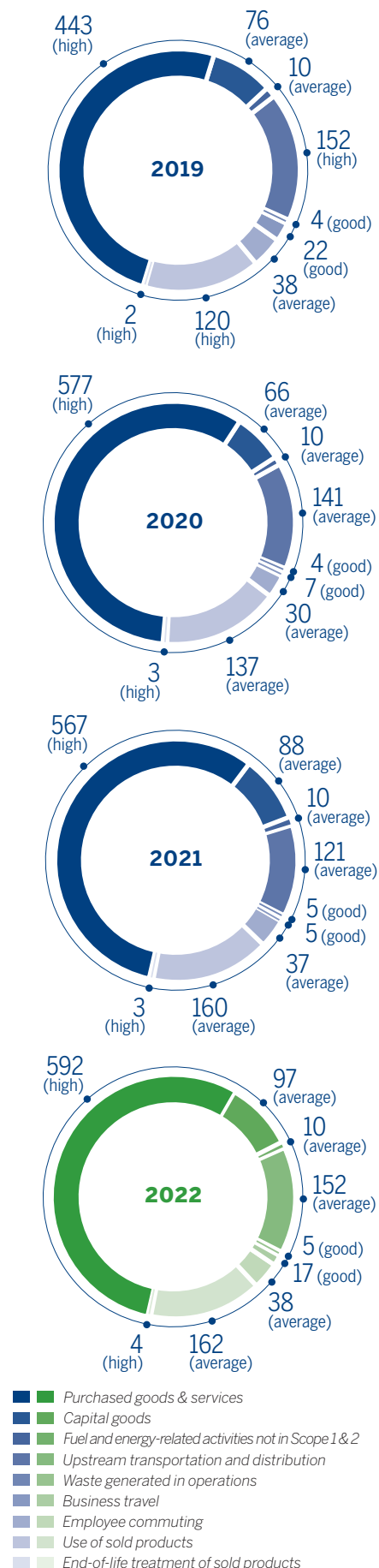
**Upstream leased assets**

The Company measures the emissions of joint ventures and sites that do not own land or buildings in the same way as all of its subsidiaries and therefore reports these emissions in Scopes 1 and 2.

**Other emission factors**

The other emission factors are not considered relevant to the Company’s business.

Details of emissions calculated for Scope 3 (in thousands of tCO<sub>2</sub>e and uncertainty) is represented in the following chart:



### 3.5.2.2 Ecodesign of products

Ecodesign involves incorporating environmental criteria from the product (or service) design stage. The aim is to reduce its impacts on the planet 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 raw materials and parts, product manufacture), its distribution, its use and end of life.

bioMérieux's ecodesign approach covers the environmental performance of new projects as well as products that are already on the market. It should enable bioMérieux to optimize the environmental impact for its activities, as well as for its suppliers and customers.

#### Actions implemented

To better understand and classify product environmental issues in priority order, bioMérieux conducts Life-Cycle Analyses<sup>(1)</sup> (LCA) of two major ranges (VIDAS® and VITEK®), relating to complete solutions (instrument, reagents and consumables).

These LCAs highlighted that:

- the use of the instrument by the customer, through electricity consumption, is the life-cycle step that contributes the most to the environmental footprint of these two solutions;
- the distribution of reagents to customers is the step generating the second-highest environmental impact, followed by their production (for the VITEK® range).

These first LCAs enabled the Company to classify its actions in order of priority, in order to make its ecodesign approach as effective as possible. The following aspects now guide all the decisions relative to the environmental performance of products:

- energy performance of instruments;
- optimization of packaging and reduction of single use plastics;
- establishment of a circular economy.

Ecodesign has been integrated into the development process for new products. Thus, any new development project for a product is subject to at least three ecodesign actions. The environmental assessment of each project is carried out by means of sixty questions.

Ecodesign is also applied when existing products are reviewed. For example, teams are working on extending the shelf life of certain reagents. In order to deploy the environmental progress plan across all of the Company's business lines, holistic governance has been put in place based on:

- a dedicated steering committee composed of members of the Executive Committee representing the R&D, manufacturing & supply chain, marketing and HSE functions, which meets three times a year;
- around thirty contact points covering the main functions of the Company in the different regions, both for clinical and industrial activities;
- a network of eco-partners, each representing our sites in Europe whose objective is to promote the concept of ecodesign, foster the expression of innovative ideas by teams on the ground and foster connections between production and R&D.

At the same time, in order to strengthen employee skills, bioMérieux has developed and rolled out remote training. The program includes two modules: a "basic" level that explains the life-cycle of a product and its environmental impacts, accessible to all employees, and an "advanced" level intended for key functions directly involved in ecodesign (R&D, production, purchasing, supply chain, etc.).

(1) according to a methodology complying with ISO 14040 and 14044 standards.

## 2022 Achievements



**2025 objective:** perform **LCAs** on 90% of the product portfolio (by quantity sold, 2022 basis).

**2022 result:** **LCAs** were performed for the VITEK® and VIDAS® ranges.

Moreover, two specific actions have borne fruit during fiscal year 2022, as detailed below:

### **VIDAS® KUBE™, A NEW ECODESIGNED AUTOMATED SYSTEM**

The development of VIDAS® KUBE™, the next generation immunoassay automated system, was carried out on the basis of lessons learned from the life-cycle analysis of the VIDAS® solution (instruments and reagents). Since energy consumption has the greatest environmental impact, VIDAS® KUBE™ has been equipped with a sleep mode: it can be paused overnight when it is not in use and programmed to start again in the morning at the time desired by the operator. Energy consumption was reduced by up to 52%. Other ecodesign criteria have been introduced, such as repairability to extend its useful life, and modularity, which facilitates adapting its capacity to the needs of the laboratory.

### **MORE ENVIRONMENTALLY SOUND PACKAGING**

After replacing white boxes with brown boxes in the production line for VIDAS® reagents and Petri dish culture media in 2022, bioMérieux has undertaken to adopt this ecopackaging for the TEMPO®, NUCLISENS® and GENE-UP® ranges as well as for the tubes and bottles produced on the Combourg site. Simultaneously, cardboard packages are optimized (reduced thickness and flap size), which has already achieved a saving of 110 metric tons of cardboard per year.

The Company has also set up a program seeking to improve its tertiary packaging practices. Annual improvement actions are sought in each country where packaging operations are carried out. For example, in 2022, the Brazil subsidiary conducted actions to eliminate polystyrene foam as thermal insulation for finished products that must be kept at a controlled temperature.

A saving of six metric tons of material will therefore be achieved each year. An action plan has been developed for 2023. Since the footprint of finished products is also partially due to CO<sub>2</sub> emissions for their transport, actions are also being taken in this area (see Section 3.5.2.1).

### 3.5.2.3 Water management

Water is used by the Company in formulating its products. It is also used in refrigerating facilities, such as cold storage rooms, in controlled atmosphere areas and as a coolant in the manufacturing process. In this case, the Company prioritizes closed-circuit systems.

#### Actions implemented

For the water needs of its manufacturing sites, bioMérieux uses the local water supply. The Company does not directly extract water from the natural environment, except for the cooling requirements of its logistics platform located in Saint-Vulbas (France). At this site, a heat exchanger makes it possible to use 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 specific local restrictions on water supply on a permanent basis. As regards possible seasonal restrictions, bioMérieux strives to comply with occasional water-use restrictions issued by local authorities in the event of drought, for example, regarding watering green spaces.

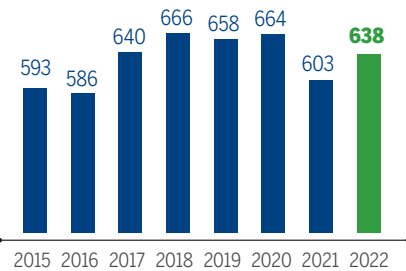
bioMérieux’s initiatives to reduce water consumption at its industrial sites involve the optimization of its manufacturing processes (reviewing water requirements and replacing old equipment with more efficient equipment or less wasteful technologies).

#### 2022 Achievements

In 2022, the consumption of public water and groundwater and the amount of wastewater discharged by the Company are detailed below, according to the organizational scope covered (see Section 3.9):

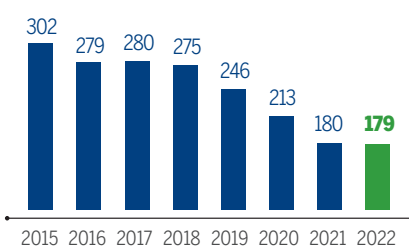
#### GROSS INDICATORS

**Water consumption (all sources)**  
Estimates in thousands of m<sup>3</sup>

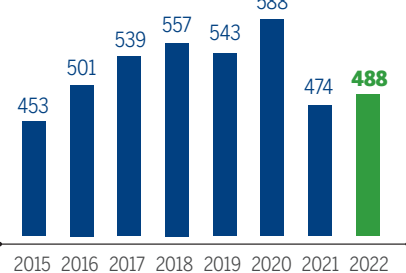


#### INDICATORS IN RELATION TO SALES IN EUROS

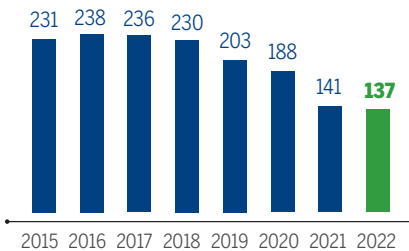
**Water consumption (all sources) in relation to revenue**  
m<sup>3</sup> per million euros



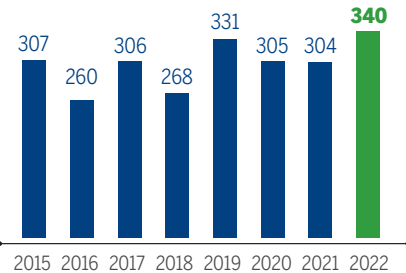
**Wastewater discharged**  
Estimates in thousands of m<sup>3</sup>



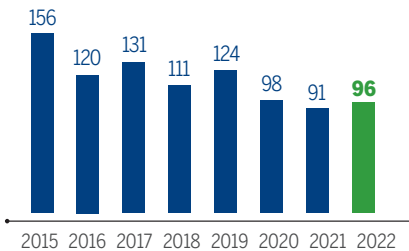
**Wastewater discharged in relation to revenue**  
m<sup>3</sup> per million euros



**Use of groundwater\***  
Estimates in thousands of m<sup>3</sup>



**Use of groundwater in relation to revenue**  
m<sup>3</sup> per million euros



\* 97% of this water is reinjected into the groundwater.

### 3.5.2.4 Energy management

The Company implements an energy efficiency and saving program. Prior to constructing or refurbishing buildings, simulations are performed (e.g. lighting, heating, ventilation, and air conditioning in summer). Efforts are made to find ways of reducing consumption to a low or very low level through systems that are researched, promoted and gradually applied.

#### Actions implemented

**Renewable energy:** the Company promotes the use of renewable resources for its energy supply, in areas of the world that offer acceptable alternatives:

- since January 1, 2018, all of bioMérieux’s French sites have received 50% of their electricity supply from certified “green” sources (guarantee of origin), and that rate is 100% for the Florence (Italy) and Madrid (Spain) sites;
- between 2015 and 2020, the industrial sites of Grenoble, Durham and Salt Lake City were gradually equipped with photovoltaic panels. In 2021, photovoltaic panels were installed on the La Balme, Saint Vulbas (IDC) and North Ryde (Sydney) sites;
- in 2022, the photovoltaic panel installation in Durham was completely modified and its production capacity was increased.

Furthermore, at the request of the French government, the Company implemented a sobriety plan over the winter period to allow an effective reduction of 10% of its energy consumption over this period. The plan integrated one-off measures in addition to the ongoing measures already planned; on certain sites, it was even possible to close buildings to completely shut down their energy supply.

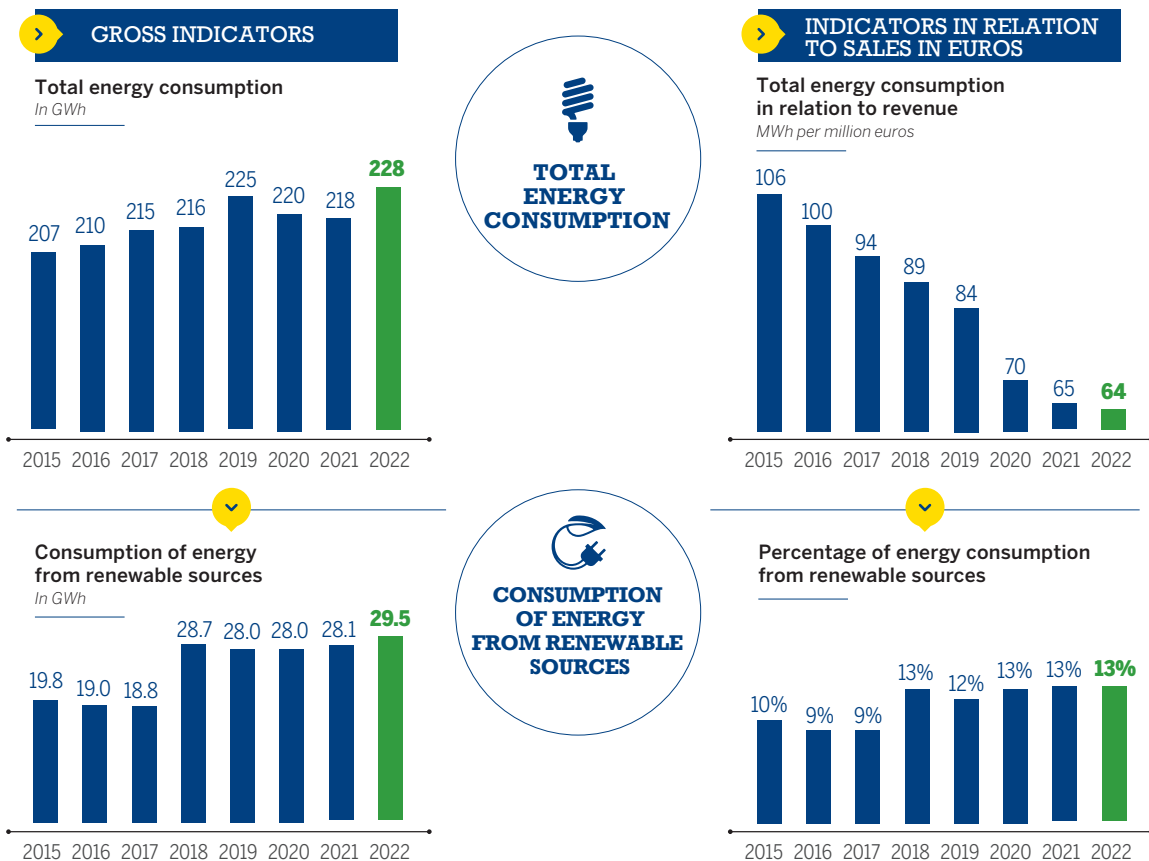
Since 2021, the industrial project teams have implemented the planning of new projects for the next few years with the commitment to reduce emissions of scopes 1 and 2 by a trajectory of +1.5°C. These projects focus on significantly increasing the share of renewable electricity in overall consumption (through the installation of on-site generations facilities, such as photovoltaic panels or through the implementation of PPA-type renewable electricity supply contracts), and reducing the use of fossil fuels by implementing low-carbon technologies. Some actions were initiated in 2022 and will be pursued in 2023.

**New eco-construction standards:** new buildings for tertiary activities of significant size are subject to HQE (La Balme, Craponne), LEED (St. Louis) or BREEAM (Marcy l’Étoile) environmental certification.

**Energy audits:** the Combourg, Craponne, Marcy l’Étoile, La Balme, Saint-Vulbas, Durham and St. Louis sites are implementing action plans to reduce consumption based on the results of energy audits that are updated periodically.

#### 2022 Achievements

In 2022, the Company’s total energy consumption and the percentage of consumption of energy from renewable sources are detailed below, according to the organizational scope covered (see Section 3.9):





### 3.5.2.5 Waste management

The Company optimizes waste management, sorts waste at source and develops channels to recover and recycle materials and energy. As for hazardous waste, which is primarily made up of waste contaminated by chemical or biological agents connected with production or laboratory activities, the Company has implemented a strict policy of sorting at source and disposal by companies licensed to process such waste. All of the Company's sites have waste storage facilities.

#### Actions implemented

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 packaging (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. Furthermore, organic waste at the Corporate restaurants in Marcy l'Étoile, Durham, Craponne and La Balme is sorted and sent to a composting facility. bioMérieux's Salt Lake City site has been recognized by the Thomas A. Martin Business Recycler of the Year award. Each year, the Recycling Coalition of Utah (RCU) recognizes the efforts of the "best of the best" recycling programs.

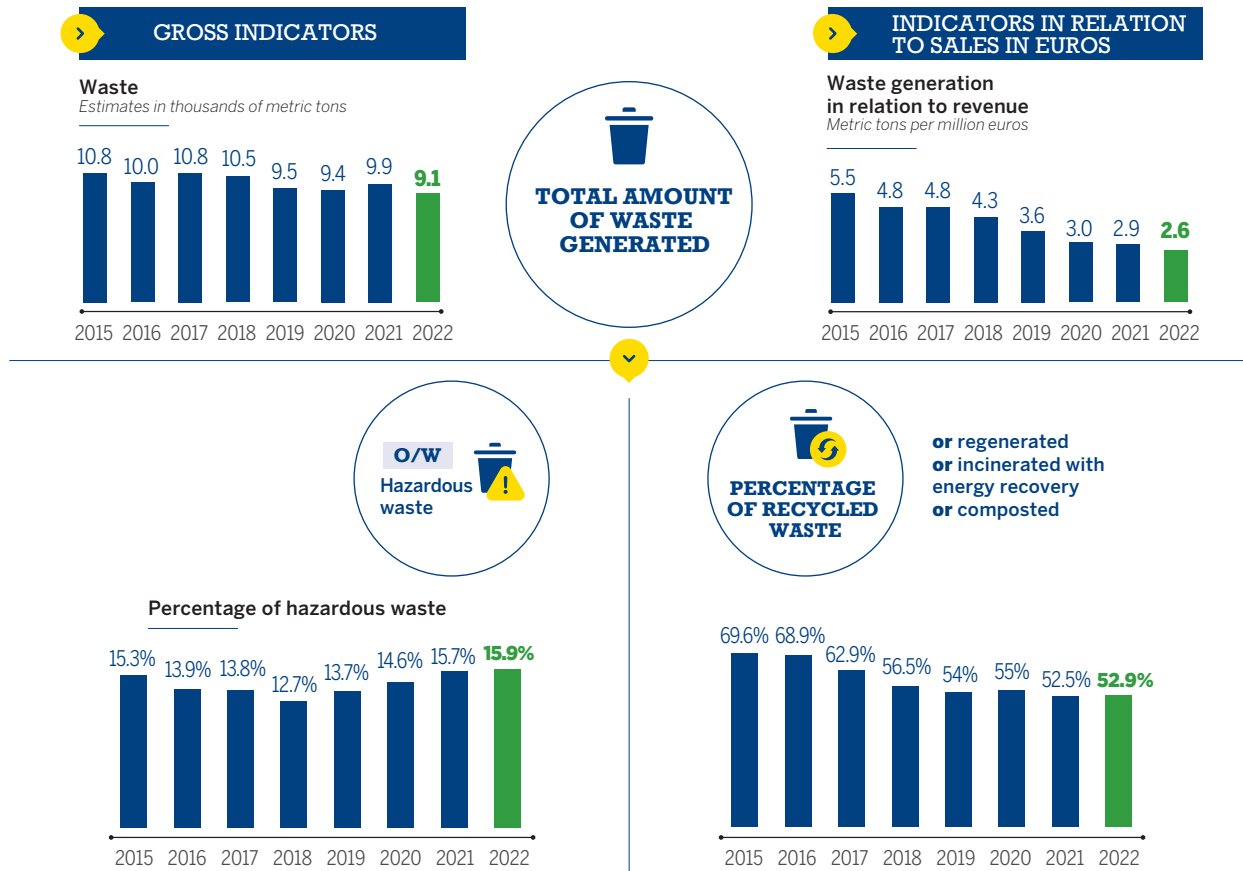
**Waste sorting:** sorting and recycling guides are available to employees. The Company raises awareness among employees of best practices in this area at events such as the National Sustainable Development Week in France. Containers for sorting waste (electronics, batteries, masks, etc.) are provided to employees who can use them for personal waste.

**Food waste:** the Company contracts a food services provider 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 the phenomenon.

**Sustainable Development Week:** to mark Sustainable Development Week, bioMérieux educated all of its employees regarding the best practices to adopt for daily travel and business trips in order to reduce the GES emissions that they generate.

### 2022 Achievements

In 2022, the waste generated (including hazardous waste) by the Company is detailed below, according to the organizational scope covered (see Section 3.9):



### 3.5.2.6 Biodiversity

In first-half 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.

bioMérieux's facilities are located in industrial and urban areas and are not in natural areas where fauna and flora are protected.

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 several sites have worked since 2015 with their subcontractors in charge of managing green spaces to improve this management for purposes of preserving the environment through, for example, avoiding the use of pesticides and fertilizers, development of no-mow areas, mulching of trees and beds, careful choice of tree species, installation of beehives and insect hotels, etc. 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. Other sites are in the process of acquiring this status. Simultaneously bioMérieux, as part of its philanthropic actions, supports several projects led by associations specialized in the preservation of endangered species, animal welfare, and understanding and protecting biodiversity.

### 3.5.2.7 Global warming and health: contributing to the fight against the spread of new epidemics

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 some 33 scientists from nine countries was published in *Nature Reviews Microbiology*<sup>(1)</sup> to raise awareness of the issue and call for research on microorganisms to be increasingly incorporated in the fight against climate change.

One of the first consequences of global warming is the proliferation of mosquitoes, which increase in number as a result of effects of heat and humidity. With higher temperatures and stretches of stagnant water following flooding, they proliferate and spread viral diseases such as malaria and dengue fever through their bites. Cases of these viral diseases have already been recorded in new geographical regions, such as the cases of chikungunya in the south of France.

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.

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 launched three fully automated tests for the detection of dengue fever in 2021. These three serological tests are recommended by international guidelines. Performed on the VIDAS® platforms, VIDAS® DENGUE assays provide reliable results with improved quality compared with the existing manual methods. This performance level responds to the medical need for an early and accurate diagnosis of dengue.

(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>

### 3.6 Our impact on the healthcare ecosystem

#### 3.6.1 Interacting ethically with the healthcare ecosystem

bioMérieux attaches a great deal of importance to dialogue with its stakeholders and holds regular discussions with them in order to meet their expectations through various actions and projects. From an innovation perspective, the Company, on the strength of its open innovation approach, collaborates with private or public scientific partners in the regions in which it operates.

Furthermore, the Company, with a presence in 45 countries and whose products are accessible in 160 countries, is especially committed to complying with the most stringent ethics and

integrity standards in the conduct of its business, as well as standards on the protection of personal and patient data, and cybersecurity.

To uphold its commitment to patients, physicians, scientists, partners, investors, employees and society in general, bioMérieux has put robust governance in place and applies clear rules in compliance with the applicable legal framework in each country where it operates.

 <p><b>HEALTHCARE ECOSYSTEM</b> We foster ethical dialogue with the healthcare ecosystem to advance diagnostics.</p>	<p><b>Major commitments:</b></p> <ul style="list-style-type: none"> <li>• Double the number of <b>collaborations with patient associations</b> by 2025.</li> <li>• Repeat <b>the materiality analysis</b> every three years.</li> </ul>	<p><b>2022 Results:</b></p> <ul style="list-style-type: none"> <li>• Collaboration projects with 12 patient associations, <b>1.6 times more than in 2020</b>.</li> <li>• A materiality analysis was conducted in 2020 and will be conducted again in 2023.</li> </ul>
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#### 3.6.2 Dialogue with the healthcare ecosystem

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.

#### Dialogue with patient associations

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.

##### Actions implemented

In 2021, bioMérieux launched a global initiative to raise awareness of diagnosis among patient organizations and to include patients in the Company's innovation efforts.

This initiative is based on three pillars:

- providing training to patient associations in order to make them aware of the medical and economic value of *in vitro* diagnostics, particularly with regard to 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 defined a set of ethics rules that apply to all its employees who deal with patients. Training sessions in these rules are offered regularly.

In 2022, bioMérieux has 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, an American patient association. On social media, patients with sepsis have the opportunity to participate in conferences and physical education classes designed for sepsis survivors or to discuss their disease and the impact on their daily life;
- support in the creation of educational content to inform the public about Traumatic Brain Injury (TBI).

## Dialogue with customers

Since customer satisfaction is a priority for bioMérieux, it is regularly measured.

In the 2021 survey, the net promoter score (NPS<sup>(1)</sup>) was 47, up four points from 2018, despite the challenging pandemic situation for nearly two years.

In 2021, actions were undertaken at the local level to try to improve the points raised by customers.

In 2022, a new survey was conducted, on the basis of a questionnaire that focused on the customer experience throughout their interaction with the organization. More than 3,800 responses to questionnaires were collected across 27 countries. Its results are being analyzed.

## Dialogue with public decision makers

The Public and Governmental Affairs team, in agreement with the Executive Committee, strives to share relevant information liable to inform public decision-making, with full transparency and integrity and in accordance with the Company's mission as a public healthcare provider. In view of the value provided by *in vitro* diagnostics, its purpose is to improve market access and the financing of diagnostic solutions over the long term, in particular for innovative tests, through legislation, regulations and support that reflect the specific characteristics of the sector.

### Actions implemented

Since its creation, bioMérieux has developed business conduct values and strives to carry out its operations with the highest standards of integrity.

In this spirit, bioMérieux has drawn up a Public and Government Affairs Charter, 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.

This charter is binding on all persons, internal or external, expressly mandated for this purpose. They must certify their awareness of it through a training module. This charter is published on the bioMérieux website ([www.biomerieux.com](http://www.biomerieux.com)). It is revised and updated regularly.

In order to strengthen this approach, in 2021, bioMérieux launched a training program for mandated persons. 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. In 2022, this program made it possible to train the managing directors of bioMérieux's subsidiaries and clusters as well as medical advisors.

The following are examples of concrete action by bioMérieux:

### France: "health" strategic sector contract (Contrat Stratégique de Filière – CSF) for Health Industries and Technologies

#### "Antibiotic resistance" industrial project

bioMérieux is the leader of an industrial project dedicated to antibiotic resistance. The purpose of this 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 diagnostic" health CSF

bioMérieux is the co-leader of an industrial project dedicated to strengthening the *in vitro* diagnostics industry.

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 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. It is also a founding member of the *Filière Nationale du Diagnostic In Vitro*.

In 2022, the Company paid €985,000 in 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.

(1) NPS (Net Promoter Score) = % promoters - % detractors

### 3.6.3 Dialogue with players on the ground serving innovation

In its open innovation strategy, bioMérieux conducts several collaboration projects with private or public scientific partners in the regions in which the Company operates. The following initiatives were launched in this spirit.

#### Actions implemented

##### Joint research laboratories

###### France

Since 2002, bioMérieux and the *Hospices Civils de Lyon* (HCL) have been working together in two joint research laboratories at the Lyon-Sud and Edouard-Herriot hospitals.

In 2019, a joint roadmap for both laboratories was approved, focusing on three areas of research: the diagnosis of severe bacterial infections in children who arrive in the emergency department or are hospitalized in neonatology, the study of organ failure, particularly kidney failure, and the validation of innovative tests to characterize the immune status of intensive care patients (see Section 1.5.1).

###### In China

Since 2019, bioMérieux and the Shanghai Children's Medical Center have collaborated within a common research laboratory. This laboratory has launched studies in line with the strategic themes of the joint research laboratories in Lyon, in particular immunomonitoring of children with sepsis or onco-hematological diseases (treatment with CAR-T cells) (see Section 1.5.1.4).

##### Other collaborations

**BIOASTER**, the Université de Technologie de Compiègne (UTC), the Hospices Civils de Lyon (HCL) and bioMérieux have formalized a strategic collaboration to evaluate the ability of third-generation sequencing technology to become a new tool for diagnosing bacteremia, to quickly identify bacteria and predict genetic resistance.

Diagnosis and Management of Febrile Illness using RNA Personalised Molecular Signature Diagnosis (**DIAMONDS**) is a consortium of 28 partners funded by the European Commission as part of the Horizon 2020 research program. bioMérieux is the sole diagnostics manufacturer involved in this project, whose goal is to identify, using a prototype of its FILMARRAY® platform, specific molecular signatures of infection sources (viral, bacterial, parasitic, etc.) in cases of fever in order to guide the diagnosis and direct patients to emergency services. The aim is to recruit 5,000 patients worldwide and conduct a pilot study on 2,000 patients that will start in mid-2023 for a duration of 18 months.

**VALUE-Dx** (see Section 3.4.3).

### 3.6.4 Regulatory compliance applicable to products

The regulations that apply to bioMérieux are numerous, wide-ranging, and rapidly changing as they are implemented and transposed locally (see Sections 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), Unique Device Identifier (UDI), the *In Vitro* Diagnostics Regulation (IVDR) and Post-Market Vigilance;
- local and international regulations, particularly those associated with import and export management.

At the same time, bioMérieux is engaged in a proactive approach of ISO certification, especially 9001 and 13485.

#### Actions implemented

The Quality Committee ensures the effective performance of the QMS through governance based on three pillars:

- definition and quarterly monitoring of key performance indicators on QMS processes;
- management review to assess the effectiveness of the QMS and identify risks/opportunities which are shared with the Quality Committee for evaluation and implementation of action plans;
- internal audits, to ensure the robustness of processes, data and related documentation to the various applicable regulatory requirements. The Quality Committee reviews the progress of the program and the main points raised by the auditors on a quarterly basis.

Regulatory compliance is achieved in accordance with the Quality Management System (QMS). The QMS is integrated into the Company's quality policy known as the Total Quality Management System Manual, which is under the responsibility of the Quality Committee.

The Quality Committee is chaired by the Executive Vice President, Global Quality. It is made up of the quality management representing each part of the organization (pre-market, manufacturing & supply chain, post-market, industry) and their operational support (quality & support system and internal audit).

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 a "Hoshin Kanri" type management tool.

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 changes across the Group.

The Company is also regularly inspected by local and international regulatory authorities.

## 2022 Achievements

The main inspections by regulatory authorities in 2022 are described in the table below. They were all successfully completed and contribute to the Company's continuous improvement plans.

SITE	ORGANIZATION	
<b>EUROPE</b>	Marcy l'Étoile, Craponne, La Balme, Grenoble, Verniolle, Saint Vulbas, Combourg (France), Florence (Italy), Tres Cantos (Spain)	GMED <sup>(a)</sup> : based on a Medical Device Single Audit Program (MDSAP), ISO 9001 and ISO 13485 certifications
	Craponne and Combourg (France)	COFRAC <sup>(b)</sup> : based on ISO 17025 certification
	Tres Cantos (Spain)	ENAC <sup>(c)</sup> : ISO 17025
<b>NORTH AMERICA</b>	St. Louis, Missouri, and Durham, North Carolina (United States)	GMED <sup>(a)</sup> : based on MDSAP, ISO 9001 and ISO 13485 certifications
	Lombard (United States)	GMED <sup>(a)</sup> : based on ISO 9001 certification
	BioFire Diagnostics – Salt Lake City, Utah (United States)	BSI <sup>(a)</sup> : based on MDSAP, ISO 9001 and ISO 13485 certifications
	Specific Diagnostics – San Jose (United States)	Perry Johnson Registrars Inc <sup>(a)</sup> : based on ISO 13485 certification
<b>LATIN AMERICA</b>	Rio (Brazil)	GMED <sup>(a)</sup> : based on ISO 9001 and ISO 13485 certifications

(a) Notified body designated by certain regulatory authorities, in particular the FDA.

(b) French Accreditation Committee.

(c) Entidad Nacional de Acreditación.

## 3.6.5 Data protection

### 3.6.5.1 Personal data

In the course of its business, the Company has access to personal data involving several types of individuals: employees and patients, as well as administrative data from its partners (customers, suppliers, distributors and healthcare professionals).

bioMérieux has created an international network of business representatives in its subsidiaries and global functions. This network includes around 72 people, who act as a link with the data protection officers. This network of business line representatives is in charge of ensuring compliance with data protection regulations including the General Data Protection Regulation (GDPR) in Europe. It documents all processing of personal data within each person's perimeter.

The systems and services marketed by the Company process patient data on a daily basis. In designing and supporting these systems, the Company ensures data confidentiality, integrity and availability and upholds the basic rights of the affected patients (see Section 2.2.2.4).

### Actions implemented

As a 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 Data Protection Officer (DPO) reporting to the Executive Vice-President, Legal Affairs, Intellectual Property and Compliance; and registered with the French Data Protection Authority (*Commission Nationale de l'Informatique et des Libertés* – CNIL);

- the appointment of a privacy officer in the United States to ensure multi-state regulatory compliance (California, Virginia, Colorado, Utah, Connecticut);
- the appointment of a privacy officer for the Asia-Pacific region to ensure compliance with the regulations in this geographic area, in particular for the new Chinese personal data protection regulation (PIPL);
- the appointment of a privacy analyst in support of the global DPO;
- an online GDPR training to educate employees about their rights;
- online training for employees who have access to patient data.

The methodology applied to ensure GDPR compliance has been expanded to other companies of the Group in order to apply a level of protection at least identical to that imposed by European regulations.

In 2022, the Company implemented:

- an interactive access rights management form for persons concerned translated into 17 languages;
- a cookie management module for complying with the various applicable regulations (ePrivacy);
- a new page dedicated to aspects of privacy and personal data protection on the Company's new corporate website.
- personal data processing information notices:
  - accessible on the Company's corporate website for third parties,
  - accessible on its Intranet for employees.

Finally, the privacy implications of processing sensitive and personal patient data (patients, employees) have been analyzed, with potential risks highlighted and ranked, and remedial plans regularly monitored.

The Company has strengthened its compliance tool (One Trust) in order to meet various current regulatory requirements on personal data protection. It enables in particular to:

- document more precisely personal data processing; standardize methodology and practices;
- evaluate the potential impacts of new projects starting from the design phase (Privacy by Design concept);
- reduce the number of risk assessments associated with processing;
- manage potential data breaches more quickly;
- give the DPO visibility through consolidated dashboards;
- respond to requests from concerned persons seeking to exercise their rights.

## 2022 Achievements

The tool currently covers 70 bioMérieux subsidiaries processing personal data.

In 2022, two training modules for employees with access to patient data were conducted regarding:

- the American federal regulations (HIPAA); assigned to 1,691 employees, nearly 94% of them completed the course;
- the protection of patient data at the global level; assigned to 644 employees, nearly 96% of them completed the course.

In 2022, no data breaches required reporting to the competent authorities

### 3.6.5.2 Patient data

As a major healthcare player, bioMérieux pays special attention to the protection of patient data, which it considers to be particularly sensitive. Protecting patient health data is an integral part of the bioethics compliance approach of the Company, which has set up an appropriate training course intended for employees who have access to health data (often associated with biological samples). Employees must apply local or international bioethics standards and laws, in particular in the context of clinical research activities.

Moreover, the Code of Conduct, distributed to all employees, emphasizes bioMérieux's commitment to respect confidentiality and apply the current regulations when accessing, using and/or disclosing such data.

### 3.6.5.3 Cybersecurity

Cybersecurity is an essential activity at bioMérieux in order to ensure protection of its information assets and protect its customers. bioMérieux's General Management is committed to protect data via an Information Systems Security Policy (ISSP).

bioMérieux has put in place cybersecurity governance in charge of applying the Company's ISSP. This Governance is organized according to standard ISO 27001, with, in particular, an Information Systems Security Management System.

This governance is under the responsibility of a chief information security officer (CISO). The CISO relies on security directives written in accordance with the ISSP.

The CISO heads two teams, one in charge of bioMérieux's product security, the other in charge of bioMérieux's information system security globally.

bioMérieux has set up an IT charter that must be applied by all users of its information system.

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.

A data privacy officer (DPO) is in charge of personal data protection. He works in close collaboration with cybersecurity. He is especially responsible for applying and monitoring the GDPR.

The cybersecurity governance team relies on operational teams associated with cybersecurity.

## Actions implemented

The CISO has implemented a training and awareness raising policy for all of bioMérieux's employees. He also organizes false phishing campaigns to assess the effectiveness of this training.

In 2022, bioMérieux conducted three test campaigns, simulated one attack, organized one vulnerability test and one phishing campaign.

bioMérieux pays special attention to protection of its information system, in particular through specific processes such as:

- protection from malware with EDR solutions;
- updates of its systems and applications;
- data management and backup;
- protecting data by workstation encryption;
- risk and IT crisis management;
- continuity plan management;
- monitoring project security;
- management of security incidents and vulnerabilities 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).

The cybersecurity governance team evaluates the robustness of its facilities and processes yearly by means of vulnerability test and penetration test exercises.

The CISO monitors the Company's security level by means of security indicators presented to him each month. He controls his organization via security committees depending on the department (IS, R&D, Production, DPO, etc.).

The data privacy officer (DPO), in charge of personal data protection, works closely with cybersecurity. He is responsible in particular for applying and monitoring the GDPR.

### 3.6.6 Business ethics

#### Governance and Ethics and Compliance program

Through the ethics and compliance program, bioMérieux places an emphasis on conducting business in compliance with all laws and regulations, as well as the Company's own values and culture. bioMérieux expects its employees to embrace and share these values. It is designed for all employees in order to prevent unethical behavior and also reminds them of the applicable lobbying regulations (see Section 3.6.2).

#### Actions implemented

For this reason, staff training in the rules of business ethics is a central part of this program, which contributes to the prevention of risks.

In 2022, the program's main priorities were to:

- enhance measures to prevent corruption and influence peddling, in accordance with the new requirements of the Sapin II law;
- secure the distribution network and other intermediaries;
- relations with healthcare professionals;
- understand and effectively apply export regulations.

This program is under the responsibility of the Executive Vice-President, Legal Affairs, Intellectual Property and Compliance, through the Ethics and Compliance Department. The global compliance officer draws on regional and local managers, as well as a team responsible for import and export control.

bioMérieux's ethical principles extend to everywhere it operates. Consequently, each site or subsidiary has its own local ethics and compliance team which forms the Local Compliance Team (LCT) network, acting as a link to the Corporate team. It is responsible for ensuring local distribution and application of the program. It also ensures that the Group's internal directives and all local laws and procedures are applied.

General Management, the Executive Committee and the Board of Directors are regularly apprised of the status of the program.

An Ethics and Compliance Committee brings together several members of the Executive Committee under the coordination of the chief operating officer. It meets quarterly to supervise the rollout of the program within the Group.

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 Code of Conduct.

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 training and awareness campaign on the Code of Conduct 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 (on the Code of Conduct, anti-corruption and influence peddling measures, and conflicts of interest).

In 2022, more than 25,000 online training sessions were assigned to employees across all subsidiaries, including courses on the Code of Conduct, confidentiality and the alert investigation process. Furthermore, online training in anticorruption has been assigned to all distributors.

bioMérieux's compliance program is part of the global program of the Institut Mérieux Group, led by the Audit, Risk and Compliance Department. This department ensures seamless rollout in all entities and provides methodologies, tools and supports for constructing compliance systems in its subsidiaries.

To this end, the training module "Institut Mérieux Rules of Conduct" has been assigned to approximately 10,000 bioMérieux employees in 2021, attaining a completion rate of nearly 90% by the end of 2021.

The Group's "Confidentiality" training module was also launched for all Company employees in 2022, with a completion rate of nearly 92% by the end of the year.

#### Code of Conduct

The current version of the Code of Conduct<sup>(1)</sup> 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 Code of Conduct also deals with practices to adopt regarding relationships with healthcare professionals and the protection of personal data. It is available in 17 languages

(Arabic, English, French, German, Greek, Italian, Japanese, Korean, Polish, Portuguese, Russian, Serbian, Simplified Chinese, Spanish, Thai, Traditional Chinese and Turkish). It is used for annual global training and information campaigns for all employees. The Code of Conduct specifies that any employee who breaks one of the rules, or who encourages or authorizes an infraction against the Code, will incur disciplinary sanctions that could involve termination of their employment contract.

(1) [https://www.biomerieux.com/content/dam/biomerieux-com/04---our-responsibility/global-code-of-conduct/fr/2021%20CODE%20OF%20CONDUCT%20-%20FRENCH%20-%20WEB%20\(1\).pdf](https://www.biomerieux.com/content/dam/biomerieux-com/04---our-responsibility/global-code-of-conduct/fr/2021%20CODE%20OF%20CONDUCT%20-%20FRENCH%20-%20WEB%20(1).pdf)



The distribution of the Code is supported in the following ways:

- training on its content given to all employees;
- it is uploaded to the Company's Corporate website and Intranet;
- a copy of it is given to each new bioMérieux employee.

The Group asks its external partners to comply with the ethical business principles set forth in the Code of Conduct and in the guide "Business practices applicable to third parties". These documents or their Internet reference are appended to the main contracts that bioMérieux enters into with its suppliers and distributors in order to ensure they are committed to respecting business ethics.

## Anti-corruption and influence peddling measures

bioMérieux is exposed to risks of corruption and influence peddling linked to its business (see Section 2.2.3.1).

bioMérieux's commitment to public health is part of an approach of protecting patients while preserving its reputation and shareholder interests. bioMérieux operates within a framework of ethical principles, directives, procedures and standards which corresponds to current ethical standards. Thus, bioMérieux is developing an anti-corruption and influence peddling program which reflects the principles of the Global Compact and current regulations. In particular, bioMérieux and its employees are committed to combating corruption and influence peddling in all its forms, including extortion and bribery.

Finally, the Company has brought its anti-corruption and influence peddling program into compliance with the Sapin II law, by introducing appropriate procedures.

This program is based on the Code of Conduct, which forms the foundation of the Ethics and Compliance program and on the Corruption Prevention Manual<sup>(1)</sup>. 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 describing the "Business practices applicable to third parties" in order to make partners aware of the Company's rules of ethical conduct in business. The prevention program for corruption and influence peddling includes a procedure for third party approval, based on specific questionnaires. A dedicated team of analysts within the Ethics and Compliance Department is responsible for due diligence regarding potential third parties. In addition, 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 could be detrimental for bioMérieux, with regard to their profile or history related to risks of corruption or influence peddling.

The corruption and influence peddling prevention program is designed to:

- promote ethical conduct in business dealings;
- train employees on internal rules and laws against corruption and influence peddling;
- give employees a forum in which to ask questions.

In 2021, with the help of LCTs around the world, the Ethics & Compliance Department conducted a corruption risk assessment of 44 entities covering 88 countries. Compliance and risk management teams worked to define potential corruption and influence peddling scenarios based on:

- the risk assessment conducted in 2018;
- internal consultation with key functions and the Executive Committee;
- internal real-life cases;
- external real-life cases;
- observations of internal audits;
- external data (OECD, TRACE, etc.).

37 corruption scenarios were identified among eight topics:

- acquisitions and strategic capital expenditure;
- customer management;
- interactions with HCPs;
- distributor management;
- relations with public authorities/lobbying;
- research;
- supplier management;
- internal controls and procedures.

LCT members conducted the assessment in 2021 with the participation of frontline staff to provide country-by-country field information. Additionally, 28 workshops were held with the global functions.

A survey covering nine risk topics was completed in 2021 by 4,419 employees worldwide. The Ethics & Compliance Department and a consulting firm worked on defining employee awareness of compliance and the main potential risks.

In response to the corruption risk assessment, all bioMérieux subsidiaries and the Corporate organization are implementing three-year action plans.

(1) [https://www.biomerieux.com/content/dam/biomerieux-com/04---our-responsibility/03---healthcare-ecosystem/040268\\_-\\_att\\_2\\_-\\_manuel\\_de\\_prevention\\_de\\_la\\_corruption\\_-\\_fr\\_2.pdf.coredownload.pdf](https://www.biomerieux.com/content/dam/biomerieux-com/04---our-responsibility/03---healthcare-ecosystem/040268_-_att_2_-_manuel_de_prevention_de_la_corruption_-_fr_2.pdf.coredownload.pdf)

## Whistle-blowing hotline and recording of reports

bioMérieux uses a whistle-blowing system that is accessible 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 Code of Conduct.

Special structures have been set up as a listening service and to advise employees so that they can express themselves freely and report cases of non-compliance (see Section 2.2.3.1).

In particular, any employee who witnesses a breach of the Code of Conduct or of laws or regulations in general, should first report the issue to his or her manager or supervisor. Employees may also contact the Human Resources Department, the Legal and Compliance Department.

An ethics hotline has also been rolled out in all of bioMérieux's host countries and is independently managed by an external provider. This service is available to any person internal or external to the Company who wants to express their concerns. It provides employees with a local telephone hotline in the local language, and a website through which a report can be filed online.

To this end, each Group employee receives a card with contact information for that service.

Any reporting done via this hotline is examined by the Ethics and Compliance Department, which deals with it confidentially and is responsible for the necessary due diligence to respond to each message and deploy the appropriate measures. The Ethics and Compliance Committee is responsible for reporting and monitoring the cases handled.

The whistleblower system has been audited by the Institut Mérieux Internal Audit Department. The conclusions of this audit showed that the system is clearly communicated to employees and third parties worldwide and that in 2022 a total of 94 reports have been submitted by this means. The audit demonstrated that all the alerts received are carefully examined and that the non-reprisal and confidentiality policies are applied at all times.

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.

Finally, the Company has made the necessary changes to its procedures and tools in order to incorporate the status of whistleblower as defined by the Sapin II law and the Vigilance law.

## Ethical marketing

The 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 the 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;
- to the extent possible, consider the environmental and societal challenges of its activities and their consequences;
- comply with the right to privacy, right of ownership and right of access to confidential information.

## 2022 Achievements


In 2022, the Compliance training completion rate was as follows:



- 84% for the Code of Conduct (versus 86% in 2021);
- 92% for confidentiality;
- 88.99% for anti-corruption measures (by distributors).

### 3.7 Our social impact

At bioMérieux, employees contribute to improving health worldwide. Health and well-being are a pillar of the employee experience. The Company is committed to foster the growth of each employee.

 <p><b>EMPLOYEES</b> We care about the well-being and development of our employees, who all help to save lives.</p>	<p><b>Major commitments:</b></p> <ul style="list-style-type: none"> <li>● <b>2025 objectives:</b> <ul style="list-style-type: none"> <li>● <b>Lost Day Incident Rate ±2 to 0.6</b> vs 1.2 in 2020</li> <li>● <b>Gender equality &gt;40%</b> of N-1 Executive Committee global positions to be filled by women</li> <li>● <b>Diversity &gt;35%</b> of N-1 Executive Committee global positions to be filled by people with an international profile</li> </ul> </li> </ul>	<p><b>2022 Results:</b></p> <ul style="list-style-type: none"> <li>● <b>Lost Day Incident Rate: 0.94</b></li> <li>● <b>33.75%</b> of N-1 Executive Committee global positions filled by women</li> <li>● <b>33.75%</b> of N-1 Executive Committee global positions filled by people with an international profile</li> </ul>
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#### 3.7.1 Our culture: promoting the well-being and development of our employees

The activities described below mainly refer to the United States and France, which represent 73% of employees. They are pilot programs and serve as a reference before being extended to the other countries of the Group, while taking into account local legislation and cultures. Many procedures, especially recruitment, salary practices, training policy and annual performance reviews apply to all employees.

By supporting the organization, management and employees, the Human Resources (HR) teams offer a unique experience that embodies the Company's "Belong – Dare – Impact" mindset, strengthen the sense of belonging and commitment, harness the necessary skills, and thus increase the impact of each employee to 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.

#### Actions implemented

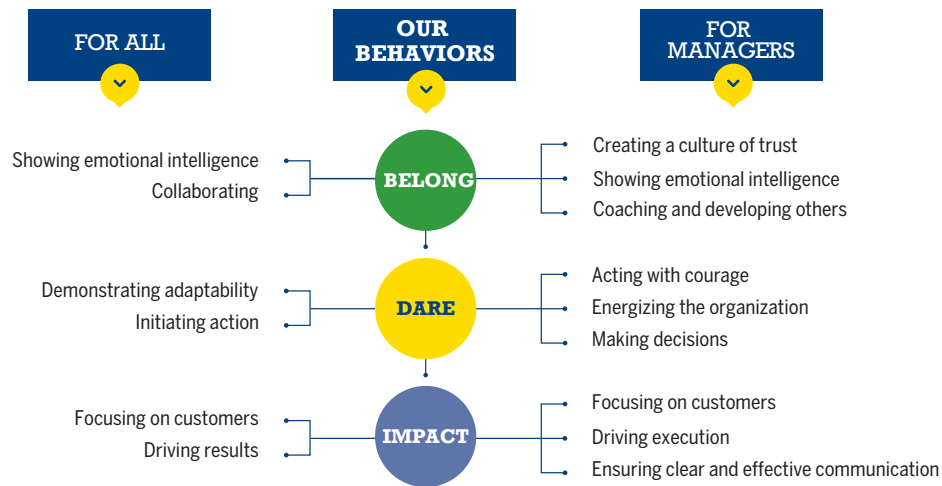
Global and regional Centers of Expertise (CoEs) are set up to support the main strategic HR issues:

- Talent attraction CoE to identify, attract and select the candidates that meet bioMérieux's needs;
- Employee engagement CoE to ensure a stimulating experience throughout all the key stages of their professional life (integration, compensation and benefits, recognition, travel and international mobility experience);
- Training & development CoE to support employee development (skills, behaviors, career development);
- HR performance CoE to support the activities of the HR and Communication teams (project management, performance indicators, processes, etc.).

These CoEs also ensure harmonious collaboration with new teams joining the Company following acquisitions.

#### Our Behaviors

To reinforce its culture of inspiration and differentiation, bioMérieux relies on a model called Our 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 Behaviors model defines a leadership framework applying more specifically to the roles of executives and management. 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 action. It was designed to promote the alignment between corporate culture and action, especially globally.



## 2022 results



bioMérieux obtained Top Employer certification, awarded by the Top® Employers Institute for 15 countries and three regions. This recognition is the result of the People and Culture strategy, the deployment of which has enabled bioMérieux to be recertified as a Top Employer in all countries and regions where it has applied. With an overall score of 83.82% in January 2023, compared with 83.77% the previous year, the Company's performance is well above the average for certified companies in all business sectors.

Top Employer Europe: Belgium, France, Germany, Italy, Poland and Spain, since 2020.

Top Employer Africa: Egypt, Ivory Coast, Kenya and South Africa, since 2021.

Top Employer China since 2019.

Top Employer Latin America: Brazil since 2021 and Argentina, Chile and Colombia in 2022. These certifications attest to the quality of bioMérieux's HR policy and the initiatives taken by its staff. They are also proof of the recognition of the excellent working conditions offered to employees and a guarantee for future candidates that the working environment within bioMérieux meets the best international standards.



For the fourth year running, bioMérieux appeared in the Universum France list of the most attractive French companies for future engineering and management school graduates. This 2022 ranking is the result of a survey of over 31,568 students from 17,069 schools and universities and 128 different areas of expertise. bioMérieux is ranked in the Top 100 for students in engineering and computer science schools. Furthermore, for the fourth consecutive year, bioMérieux appeared in the Palmarès Universum France 2022 list of the most attractive French companies for executives. The survey was conducted with more than 9,994 executives, alumni of 170 business and engineering schools/universities. In this classification, bioMérieux is positioned in the Top 100.



bioMérieux's Latin America Region has been awarded Great Place to Work certification in all countries.

Brazil was the pioneer of this approach, by obtaining the Great Place to Work certification three years ago and by making progress every year. Mexico has been certified for two years and progressed to 41<sup>st</sup> place at the national level in 2021. Colombia, Argentina and Chile were certified in 2021 with an excellent score.

Great Place to Work is a survey that measures the level of employees' trust in their company and managers based on five dimensions: credibility, respect, fairness, pride and camaraderie. This certification is valid for one year.



bioMérieux received a score of 4.2 out of 5 on the list of Best Employers 2023 in France. The assessment is based on the comments of employees or former employees, submitted over a year, between the end of October 2021 and the end of October 2022.

## 3.7.2 Employee health and safety

### 3.7.2.1 Health and Safety policy and organization

The Company's health and safety approach is integrated into the overall Health, Safety and Environment (HSE) policy, which is signed by bioMérieux's Chairman and CEO.

The Company undertakes to:

- provide all employees around the world with a safe and healthy working environment;
- prevent occupational diseases and injuries by eliminating danger and reducing risk, particularly in relation to musculoskeletal disorders;
- minimize the use of dangerous substances in procedures and products;
- preserve resources, particularly energy and water;
- protect the environment by preventing pollution risks, reducing the carbon footprint of its activities, and reducing waste production;
- fulfill legal and other requirements;
- factor health, safety and environmental protection into product life-cycle processes;
- continually improve its health, safety and environment management system and performance;
- consult with and engage workers and their representatives, where applicable.

This policy applies to all bioMérieux employees.

It is available to all stakeholders, both inside and outside the Company.

#### Actions implemented

bioMérieux has implemented an occupational health and safety management methodology that enables it to obtain international certifications.

#### 2022 Achievements

In 2022, 86% of its main industrial sites were ISO 45001 certified.

### 3.7.2.2 Evaluation, prevention and management of occupational hazards

The Company measures its rate of occupational accidents and occupational diseases across all its activities. These events are taken into account when ranking the areas for improvement over time and reducing the number of accidents. An occupational accident report is created and analyzed each month by the Executive Committee and displayed throughout the Company.

#### Actions implemented

After exceeding its 2015-2020 HSE strategy target in 2020, bioMérieux has set new goals for 2025:

- frequency rate of lost-time occupational accidents: 0.6;
- frequency rate of total reportable occupational accidents: 1.2.

These ambitious goals call for a new approach. It aims to make all employees active players in their own safety, with the support of their line management, who benefit from a new HSE Leadership program.

bioMérieux's performance results from the global rollout by the HSE Department of many processes and tools. For example:

- a tool for reporting hazardous situations and suggestions for improvements (about 5,000 cases reported annually by all employees). Accordingly, employees are encouraged to express their concerns about a situation that could generate a risk of accident, harm to people, pollution, etc. using a program called NearMiss. This application is available to all employees, especially on mobile phones since 2021;
- 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, under the "Proud to be a daily hero" banner, to empower employees to take safety actions (e.g. falling in 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 specific activity must take the courses resulting in a qualification (electrics, 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.

## 2022 Achievements

In addition to the key indicator of reducing the rate of lost-time occupational accidents relative to 2020, the Company has set the goal by 2025 of reducing the rate of reportable occupational accidents relative to 2020 by 50%, or a rate less than or equal to 0.6. In 2022, the reduction was -1.5%, or a frequency rate of 2.57.

The 2022 occupational accidents score is in line with the previous year's score, confirming a real improvement over 2019 and prior years. The progress of these indicators is detailed in the table below:

Main safety indicators <sup>(a)</sup>	2022	2021	2020
Frequency rate of lost-time occupational accidents	0.94	1.3	1.2
Frequency rate of total reportable occupational accidents	2.57	2.7	2.6
Severity rate of occupational accidents	0.03	0.04	0.02
Number of occupational diseases	19	10	12

(a) See Section 3.9 for the organizational scope covered.

### 3.7.2.3 Well-being at work and promotion of healthy living

Health and well-being is one of the major focuses of the employee experience at bioMérieux. To support this pillar, in 2022 the Company initiated a review of its activities for promoting 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.

#### Actions implemented

Two pilot programs were rolled out as part of this analysis:

- in France, conferences 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, qigong, reflexology);
- in several countries of Europe and the Middle East, test platform for mindfulness tools available in 12 languages, to help employees deal with stressful situations and events.

The company has put specific tools and initiatives in place related to employee health:

- health insurance coverage (national, private or both);
- vaccination coverage on 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 hours a day, seven days a week. 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 an 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. 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;
- 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 5 to 15 days of childcare leave a year until the age of three or six years.

Other initiatives and events bring employees together by offering them innovative products and services:

- Service desk: on the majority of French sites, bioMérieux opened a multi-service desk;
- Local organic market: some sites offer access to a local farmer's market;
- Family Days and meetings with local residents: bioMérieux's sites regularly hold events to welcome employee family members and local residents.

In addition, bioMérieux integrates the prevention of psychosocial risks for its employees into its occupational hazards assessment process, and benefits, mainly in Europe, from many experiences and actions in their prevention and analysis. In France, for example, an occupational health agreement has been signed with union representatives (see Section 3.7.4).

A PSR assessment program has been rolled out over several years. It is structured in five stages: creating a PSR Steering Committee; circulating a diagnosis questionnaire to all employees; analyzing, interpreting and reporting results; employees participating in targeted working groups on identified themes; and developing and implementing an action plan.

In 2020, this program, which had reached its final stage, was slowed down by the health crisis. In this context, the PSRs have been transformed (feeling unhappy about remote working, feelings of isolation, loss of meaning at work, etc.). Consequently, the Company entered into a global partnership with the HealthAdvicare and Eutelmed platforms to give employees and their families free access to psychologists. It is a service composed of one-on-one consultations, self-assessment 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 a 24/7 NurseLine and telemedicine, solutions for chronic care management, in-person and virtual behavioral health visits, etc.

In France, psycho-social risks (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 and Safety and Working Conditions.

For several years now, the Company has been organizing 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. Moreover, internal training has been expanded with a new one-day module entitled, "How to avoid burnout and to keep an eye on your employees", aimed at department heads.

Furthermore, to support staff members through the most critical points of the COVID-19 pandemic, bioMérieux initiated remote work policies that evolved into a remote work guide and webinars available on the global intranet. It focuses on improving employee engagement via in-person or digital collaboration, while encouraging flexibility and a work-life balance.

### 3.7.3 Diversity and inclusion

The subject of diversity and inclusion is regularly discussed at meetings of the Board of Directors and the Executive Committee. The Company ensures that its employees and managers are made aware of this issue, through actions taking into account the specific local characteristics of the various countries in which the Company operates. The Human Resources Department measures progress in this area.

#### bioMérieux has formalized its vision of diversity and inclusion

At bioMérieux, we embrace differences. The differences of our team members, our partners and our customers. We are committed to creating a culture of belonging and acceptance where everyone feels respected, supported and integrated. We believe that the diversity of our teams fosters innovation, differentiation and enables us to serve our public health mission. We believe in the enriching power of difference to support the company's ability to grow and evolve.

### Promoting gender equality

#### Actions implemented

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 with the objective of ensuring equal compensation and working conditions. bioMérieux has defined a policy for the Board of Directors and management bodies as described in Section 4.2.6.3.

A new 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 a second period of parental leave.

The Company also holds events on specific topics such as women's leadership and well-being in the workplace, various training sessions and forums on diversity and inclusion in the United States and raising awareness of gender equality in France. bioMérieux has a non-discrimination policy under which only skills take precedence when considering an internal or external candidate for a managerial position.

#### 2022 Achievements

As a reminder, in 2022, bioMérieux set the goal of reaching at least 40% women and 35% international profiles (non-French) by 2025 for N-1 Executive Committee global positions.

In 2022, the results were 33.75% women and 33.75% international profiles out of 81 people (managers with global roles).

### GENDER EQUALITY INDEX: 93/100

Since March 2019, French businesses have been required to publish their gender equality index so as to promote equal compensation. 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 companies with over 250 employees);
- the number of employees receiving a pay increase on their return from maternity leave;
- and parity in the 10 highest compensation bands.

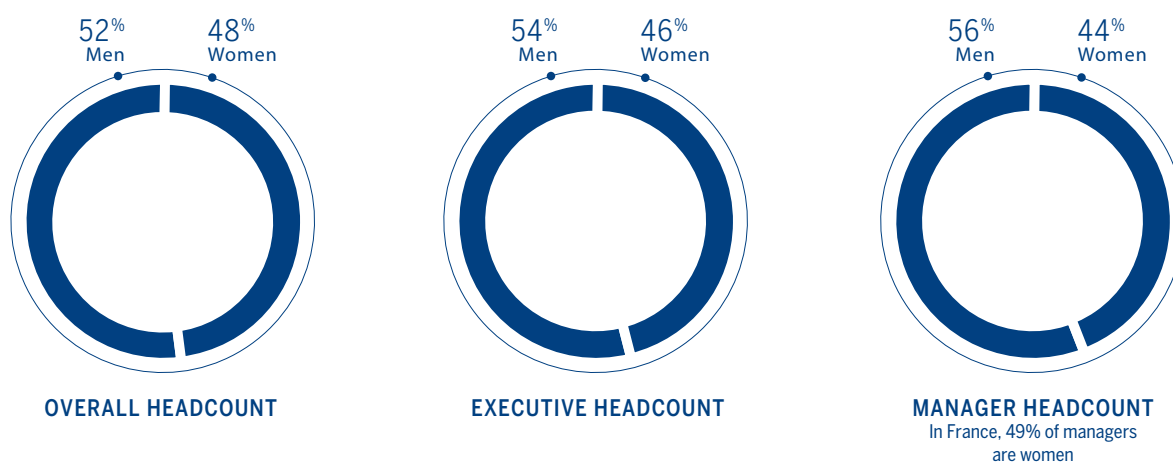
The index was published on the Company's website in March 2023. It was 93/100 in March 2022.

### THE RIXAIN LAW

In France in 2022, the share of women on the Executive Committee was 19% and among executive directors was 21%.



#### Gender breakdown of manager and team manager headcounts



#### Rate of internal promotion (women/men)

Geographic areas	2022			2021		
	Number of Women promoted	% of Women promoted	Total number of promotions	Number of Women promoted	% of Women promoted	Total number of promotions
France	284	64%	441	273	62%	441
Europe & Middle East	61	52%	117	38	58%	65
Africa	5	100%	5	4	80%	5
Americas	240	43%	562	144	44%	328
Asia Pacific	23	53%	43	13	43%	30
<b>TOTAL</b>	<b>613</b>	<b>52%</b>	<b>1,168</b>	<b>472</b>	<b>54%</b>	<b>869</b>

N.B.: employees who change salary levels without changing grades are no longer included in the calculation of these indicators.



## Promoting the workplace inclusion of employees with disabilities

For more than 20 years, bioMérieux has been committed to a policy of promoting inclusion of people with disabilities, first initiated in France with the signing of a first company agreement on the subject in 1997 at the La Balme site.

### Actions implemented

In France, a Company-level agreement covering all of bioMérieux's French sites is signed every four years. For 2022, bioMérieux renewed its commitment in France by signing a collective four-year agreement, unanimously signed by trade union organizations. Approval of this agreement was not required because bioMérieux in France has exceeded the legal minimum employment rate since 2020. This agreement reinforces the actions already undertaken and adds to measures to foster the inclusion of employees with disabilities within the Company.

It especially reinforces the following actions:

- a commitment to recruitment, all contract types combined;
- a voluntary budget of €260,000 dedicated to employees with disabilities that particularly promotes keeping them in their position;
- increased awareness and training of those involved in accommodating people with disabilities;
- end-of-career arrangements (possibility of leaving employment three months before retirement, without loss of pay);
- more rights for employees holding recognition as a disabled worker (*reconnaissance de qualité de travailleur handicapé, RQTH*): Two paid days a year to undertake procedures related to the disability, possibility of using their personal training account (*Compte personnel de formation, CPF*) on working time to improve their employability, one day a year offered on the time savings account, end-of-career arrangements (possibility of leaving employment three months before retirement, without loss of pay).

Awareness raising activities by means of "Handibio" days are also provided for all employees.

Each French site has a Disability correspondent and there are also some at the company level (France).

bioMérieux also renews the #HandiBioRecrutement program each year, the goal of which is to raise manager awareness and organize a day dedicated to recruitment, with the support of local partners such as Cap'Emploi and the Groups of Employers for Workers with Disabilities, (*Groupements d'Employeurs Travailleurs Handicapés, GETH*).

In 2021, a diversity task force in the United States sponsored a virtual safe space to support employees with disabilities. This initiative is in addition to other initiatives carried out to support other groups of disadvantaged people, which have opened up discussions, shared advice and fostered team cohesion.

As part of its CSR, bioMérieux is also working with businesses in the sector to enable people with disabilities to gain employment in an adapted environment.

The Company also implements policies and programs for the employment of people with disabilities in other countries based on local regulations. It encourages and supports outreach activities on disability.

### 2022 Achievements

Thus 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*). In 2021, the gross percentage of employees with disabilities stood at 6.25%, compared with 6.12% in 2020. This employment rate is constantly rising and has enabled the Company to exceed the legal minimum of 6% required in France. The 2022 employment rate will be published in April 2023.

Geographic areas	% employees with disabilities/ 2022 headcount	% employees with disabilities/ 2021 headcount
France	NA <sup>(a)</sup>	6.25%
Europe (excluding France) & Middle East	0.79%	0.99%
Americas	4.24%	4.02%
Asia Pacific	0.00%	0.00%

(a) The employment rate for 2022, which is also expected to show an increase, cannot be disclosed at the date of this document. This is because the French employee and employer social security contribution collection agency, Urssaf, has stated on its website that employers will have to declare their obligation to employ disabled workers (DOETH) during their April 2023 salary declaration. The 2022 rate will be published in the 2023 Universal Registration Document.

## Anti-discrimination measures

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.

### Actions implemented

bioMérieux takes allegations of discrimination or harassment seriously. In the event of a discrimination issue, bioMérieux advises employees to freely express themselves and report cases of non-compliance. The Company's Code of Conduct emphasizes the prohibition of any form of discrimination and therefore any employee who witnesses a breach should report it to their supervisor and/or contact the Human Resources Department, the Legal Department and the Compliance Department.

The whistle-blowing procedure is identical to that detailed in Section 3.6.6. All cases of discrimination reported are processed and investigated.

### 3.7.4 A corporate culture based on social dialogue

Since its inception, bioMérieux has always promoted a high level of social dialogue with employee representative bodies, both in France and in its subsidiaries.

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, and in France at Company level with collective bargaining agreements.

#### Actions implemented

##### The Social and Economic Committees

Since 2019, an environment SEC (ESEC) has represented employees on each site in France. The five ESECs in France meet at least once per month and are informed and consulted on the site's economic, health, and safety issues. A Central SEC has also been set up with 16 full members and 16 alternates. It meets at least once every two months, even though the legal obligation is once every six months, and its mission is to handle subjects of interest to the Company as a whole. Depending on the items on the agenda, members of the Executive Committee attend these meetings. Topics discussed are: the Company's situation, environment, financial performance, five-year global strategy, R&D policy, industrial strategy, organizational changes, social balance sheet and gender equality report. During the COVID-19-related crisis, social dialogue has been especially steady. The Central CSE (CSEC) met 19 times in 2020 and 16 times in 2021. The frequency of meetings returned to a normal level in 2022, with nine meetings in 2022.

There are five commissions at the central level which depend on the CSEC, all composed of elected and non-elected employees and management representatives which meet between once and 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 for any increase in fees;

- the housing committee in charge of monitoring the housing solutions offered to employees with the social worker and Action Logement;
- the training committee;
- the Central Health and Safety Committee (CSSCT) responsible for issues relating to team member 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 CSSCT, which exists on all sites although it is only required on sites with more than 300 employees.

Furthermore, since 2008, all bioMérieux subsidiaries in Europe have a European Works Council (EWC). Despite the health crisis, the EWC met twice in 2021 and twice in 2022.

#### 2022 results

##### The Company's collective agreements

The collective agreements, negotiated by representative unions in the company (CGT and CFDT) in France, specify the constitution of a monitoring commission, composed of the signatories to the agreement. These commissions are in charge of monitoring the enforcement of the agreements and making regular reports thereon. For example, the gender equality commission and the commission on persons with disabilities monitor quantitative performance indicators.

The number of agreements proposed for negotiation each year is very high (between five and 10 agreements or addendums per year are negotiated and entered into each year).

For example, the main agreements and addendums signed at bioMérieux since 2019 are detailed below:

CURRENT AGREEMENTS	DATE SIGNED	AGREEMENT END DATE
2019 elections of members of the Social and Economic Committee (SEC) of bioMérieux SA.	07/04/2019	10/31/2023
Addendum to the agreement for the election of members of the SEC of 07/04/2019	07/12/2019	10/31/2023
Organization of the Social Dialogue	07/04/2019	10/31/2023
Addendum to the agreement on the organization of the Social Dialogue of 07/04/2019	05/27/2020	10/31/2023
Gender equality for the fiscal years 2021-2022-2023	01/15/2021	12/31/2023
Employment of workers with disabilities 2022-2025	02/15/2022	12/31/2025
Discretionary profit-sharing scheme for the fiscal years 2022-2023-2024	04/06/2022	12/31/2024
Discretionary profit-sharing supplement	03/27/2020	12/31/2024
Memorandum of understanding concerning the 2022 annual negotiation on wages, working conditions, professional equality & sustainable mobility (négociation annuelle obligatoire, NAO)	02/16/2022	12/31/2022
Addendum to the Annual Mobility Negotiation (NAO) of 02/16/2022	03/29/2022	12/31/2022
Quality of Life at Work	01/31/2019	01/31/2022
Seniors: End-of-career support agreement	05/26/2020	01/01/2024
Transport compensation for commuting	07/18/2022	Undetermined
Remote work	10/26/2021	10/25/2023
Addendum to the Remote Work agreement of 10/26/2021	07/28/2022	10/25/2023

In the course of 2022, bioMérieux SA and its European subsidiaries negotiated the renewal of the establishment of a European Works Council (EWC). These negotiations led to a new agreement being signed in late 2022, establishing an EWC with improvements, such as one more meeting per year (three per year versus two per year) as well as greater national representation. Thus, when this new agreement goes into effect, each country will be able to designate a representative to sit on the EWC, regardless of its headcount.

In the United States, annual All-Hands meetings are held for the purposes of sharing information. During these meetings, employees have the chance to express their viewpoints and ask the American management team about initiatives in progress. All-Hands meetings are also an integral part of the American culture. It is a chance for employees to make a contribution and ask questions directly to the American management team.

The Company recognizes the value and importance of being able to resolve any difficulties encountered and encourages communication among employees at all levels. A process for communicating with the manager and/or HR 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 by telephone or online. All reports to the ethics hotline can be done anonymously or in the name of the reporter. This process can be initiated in complete confidentiality and without fear of reprisal.

### 3.7.5 Managing skills and headcount

Professional development is a strategic and social matter for bioMérieux. It is built on a relationship of trust and dialogue between employees, managers and human resource teams.

#### Actions implemented

##### Performance and career management

All Group employees take part in a specific Performance Management Process (PMP). This is a system for assessing team member performance over the past year (job proficiency and targets met), as well as a development tool (employees' individual needs and aspirations are identified), and, on the basis of these twice-yearly reviews, any actions required to increase collective and individual performance are taken (see Section 3.7.1 Our Behaviors). The goal of the mid-year review is to define the employee development plan, in particular the training plan.

The Executive Committee and the Human Resources Department redefined the Process Talent Management ambition in 2022, which targets key positions and employees for the success of the Company's current and future business strategy. Identifying high-potential employees allows succession plans to be developed for key positions. In collaboration with Mérieux Université, the Company has designed specific programs and courses to support their development.

More generally, the policy implemented by bioMérieux consists of cross-referencing the organization's skills needs resulting from the strategic roadmaps with team member skills profiles, experience and desire for development. This takes place through active internal promotion for vacant positions, through appropriate managerial and HR support to advise the team members on their project, and finally by implementing the necessary training and development activities for the success of the project.

In France, bioMérieux has implemented Strategic Headcount Planning (SHP). This is a headcount planning process that aims to identify quantitative and qualitative trends in skill requirements in order to guide the training and development strategy.

The main areas of focus are:

- the management of new job skills (sales, supply chain, medicine), which meet the requirements of evolving markets, digitization technologies and company needs;
- strengthening managerial practices, with the deployment of the Our Behaviors Leadership Competency Model.

This approach is based on several steps:

**Step 1:** identify the impact of changes in the environment and the Company strategy regarding jobs and skills.

**Step 2:** identify, design and implement various actions to find the right match (development of training programs to help employees adapt to new roles, jobs and realities, and ensure the transmission of knowledge, particularly in terms of scientific expertise).

**Step 3:** communicate, involve and monitor with a view to making managers and employees aware of the training priorities required by their job. Encourage regular discussions on development between the team member and the manager, and enable employees to play an active role in their development within the Company. bioMérieux offers various development opportunities based on a 70/20/10 approach: 70% of actions are performed "in everyday life", 20% by "learning with others", and 10% through "continuing education".

The Learning portal digital space facilitates access to training resources.

Each team member has a personalized and dedicated space called My Learning and Development which offers resources to facilitate independent learning in line with individual professional needs, an improved learning experience and reporting functions for HR administrators to benefit from reports and dashboards, ensuring better management of the activity.

Individual assessments were developed in 2021 and make it possible to identify an individual development plan on the dimensions of knowledge, know-how and interpersonal skills.

In 2022, bioMérieux has been developing the employee performance and development management process. Currently in the pilot phase, a new system called Growth, Performance and Shared results (GPS) will replace the Performance Management Process (PMP) in 2023. It consists of a change in philosophy, moving from PMP, an individual performance management process, to GPS, a process which further enhances corporate culture. The goal is to contribute to strengthening the sense of mission of employees by replacing it in concrete terms in line with the Company's priorities.

This new system provides:

- the introduction of collective team priorities, in line with the priorities of the Company and each department;
- reinforcement of the development component, in particular through the promotion of feedback from colleagues and peers within the Company;
- cross-sectional evaluation of Behaviors with the manager and peers and through self-assessment.

##### Training

bioMérieux relies on two tools to respond to employee development needs. On the one hand, Mérieux Université, the company university which aims to train the employees of the Institut Mérieux Group. On the other hand, bioMérieux has a team dedicated to Learning & Development which works as closely as possible to specific and local needs within the organization.

Mérieux Université courses are open to all Group companies. Courses are rolled out across four regional hubs in France, the United States, China and Brazil, and includes:

- programs for Management and Leadership aimed at disseminating a shared management culture across the entities of the Institut Mérieux Group;

- a New Leader Induction program, which familiarizes participants with the Group's challenges and strategy and instills in them a shared management culture;
- the ninth edition of the Fit For the Future program which started in the last quarter of 2022. It aims to support the development of managers with strong potential for growth, particularly by leading strategic projects;
- individual (Coaching, DISC, 360 Feedback) and collective (Teambuilding) support.

Since 2020, the rollout of the e-learning courses has been stepped up. In order to instill the corporate and Our Behaviors culture (see Section 3.7.1), Mériieux Université has designed remote training courses, as well as turnkey workshops for human resources, for each of the nine key skills that managers must master and six skills that employees must master. In addition, thanks to a partnership with a multilingual online training platform that covers a broad field of diverse skills, Mériieux Université provides some of its employees and any

person in professional transition with certifying online training courses. This digital offering enriches the existing solutions in place since 2019.

Each bioMérieux team member can see all the available training in a personalized space accessible via the intranet and smartphones, the Learning Portal. It is accelerating the digitalization of learning worldwide and responding, for a wide audience and in a more reactive way, to the requirements generated by emerging skills such as adapting to new IT tools, new regulations or new working methods such as collaborative working.

In conjunction with Mériieux Université, bioMérieux is developing specific career paths (academies) to help teams achieve their goals. It has developed the Sales, Customer Service and R&D academies in addition to the existing Supply Chain and Finance academies. These job academies allow employees to have access to development offers in line with the challenges of their position.

## 2022 Achievements

In 2022, the First Time Leader Path program was rolled out by Mériieux Université. This is a 60-hour development course taking place over one year for employees taking on management responsibilities for the first time in their career. Key subjects are dealt with, such as, for example: giving feedback, delegating, creating a team vision and motivating employees. The participants will be part of a peer promotion for one year to benefit from their mutual experiences, good practices and co-development. In 2022, 161 participants divided into 13 groups completed this program worldwide.



In 2022, total training hours amounted to 281,723. This corresponds to an average of 21 hours per employee (compared with 19 hours in 2021). This average is 13 hours in the Americas, 36 hours in Asia Pacific and 28 hours in Europe, the Middle East and Africa.

The employee training rate in 2022 was 93%<sup>(a)</sup>.

(a) Total number of employees over total number of employees trained.

## 3.7.6 Attracting and retaining talent

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.

## Actions implemented

### Compensation

bioMérieux's policy provides for compensation in the form of a fixed and bonus salary and, emphasizes fringe benefits such as retirement, death and disability insurance and health insurance.

<b>Compensation structure</b>	<p>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.</p> <p>In order to align staff with bioMérieux values and strategic priorities, Group employees receive variable compensation. Moreover, employees in France and the United States, as well as Global leaders and Talent Poolers, receive variable compensation weighted by indicators linked to the Company's economic performance, which are reported to the market.</p> <p>For example, bioMérieux SA employees receive both a 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).</p> <p>In 2021, the Company, assisted by a consulting firm, conducted a study to assess its competitiveness and practices in terms of variable compensation, in order to better recruit and retain talent. This study showed that there was a need to:</p> <ul style="list-style-type: none"> <li>• simplify and communicate information about variable compensation packages;</li> <li>• rethink the target bonus (with the application of a multiplier reflecting the Group's performance) (see Section 4.3.1.2.2);</li> <li>• if necessary, revise the variable compensation of certain levels in certain countries and;</li> <li>• further encourage differentiation in performance evaluation.</li> </ul> <p>Various financial simulations were conducted in 2022 to enable the implementation of the selected options in 2023. For example, in France, a plan for increasing bonuses for executives was planned over three years with a first stage on bonuses for 2022 paid in 2023.</p>
<b>Profit-sharing, incentives and employee savings (France)</b>	<p>bioMérieux SA has a non-discretionary profit-sharing plan calculated on the basis of the legal formula.</p> <p>The profit-sharing plan, from which the bioMérieux SA employees have benefited since 2013, was renewed for the 2022–2024 fiscal years. This plan includes an increase in the main incentive as well as an increase in the maximum limit of the distributable envelope.</p> <p>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 Company retirement savings plan (Plan d'Épargne Retraite Collectif, PERCOL) or an individual retirement savings plan (Plan d'Épargne Retraite, PERO), and an employee shareholding plan. The Company encourages the saving of the collective variable compensation with this latter plan through a matching contribution. The Company retirement plan (PERCOL) benefits from a matching contribution by the Company, which can amount to up to 1.5% of the employee's gross annual compensation.</p> <p>The amount recognized in the financial statements for the 2022 fiscal year for the 2023 discretionary profit-sharing scheme was around €34 million compared to around €25 million in 2022.</p>
<b>Employee share ownership</b>	<p>As a result of the introduction of the employee savings plans and several employee share ownership plans for Group employees over the last few years, nearly one in two current employees are bioMérieux shareholders (see Section 7.4.2).</p>
<b>Supplementary pensions</b>	<p>The Company pays special attention to preparing for its employees' retirement: PERCOL Enterprise (formerly Article 83) 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.</p>
<b>Free share grant</b>	<p>In order to retain key talents in the Company, bioMérieux has implemented a free share allocation policy for several years (see Section 7.7). In 2021, the Company reviewed its policy of granting free shares, in accordance with the recommendations of the study conducted on its compensation policy.</p>
<b>End-of-career arrangements focus on France</b>	<p>bioMérieux pays a great deal of attention to the end of its employees' careers. In France, 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 (<i>Compte Épargne Temps</i>, 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 Disabled Worker (<i>Reconnaissance de la Qualité de Travailleur Handicapé</i>, RQTH) or a specific end-of-career arrangement negotiated for a fixed term for the years 2020 to 2024.</p>
<b>Days off</b>	<p>Most of the subsidiaries worldwide have a policy of awarding more days off than the legal minimum, and reward their employees with additional days off related to seniority within the Company.</p>

At the end of December 2022, total personnel costs (salaries and wages, payroll taxes, and discretionary and non-discretionary profit-sharing plans) amounted to €1,355 million compared with €1,140 million at December 31, 2021 (see Section 6.1.2, Note 20).

## EXCEPTIONAL MEASURES FOR PRESERVING PURCHASING POWER

### France

In the 2022 economic context, bioMérieux was highly motivated to study all the measures to best preserve the purchasing power of its employees. Therefore, throughout 2022, bioMérieux took measures to deal with particularly high inflation:

- paying an Exceptional Purchasing Power Bonus (*Prime Exceptionnelle de Pouvoir d'Achat*, PEPA) for employees whose compensation is less than €40,000 per year in March 2022;
- 3.3% budget increase in April 2022;
- 1 to 2% increase in fixed compensation for employees receiving no more than €50,000 per year;
- 40% increase in the transport allowance rolled out to all employees;
- creation of a €2 allowance per day for remote work;
- increase in the standard minimum wage on three occasions: in January, September and October.

At the end of the year, bioMérieux also decided to implement the optional provisions of the law on emergency measures for the protection of purchasing power of August 16, 2022, i.e.:

- conversion of working week reduction time acquired since January 1, 2022 into salary;
- payment of a value sharing bonus of €500 or €1,000 depending on the date of joining the Company.

Finally, the management decided to move salary discussions, usually planned for late January 2023, to mid-December 2022.

### Other countries of the EMEA region

Increases have been applied in the majority of countries with a particular focus on the lowest wages.

### United States

- A 6% increase based on achieving objectives, in April 2022.
- A budget of more than \$9 million to align with market compensation levels.
- Payment of a bonus incorporating several criteria paying special attention to the lowest wages.

### People's Republic of China, Taiwan and Hong Kong

During the COVID-19 shutdown period, bioMérieux set up different types of team member support such as food and beverage delivery, online vouchers and various products to protect the health and improve the well-being of subsidiary employees.

### Australia

The lowest-paid employees received an increase in October 2022.

## Internal mobility, youth employment and promotion

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). Some mobility also incorporates 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.

The policy implemented by bioMérieux consists of cross-referencing the organization's skills needs resulting from the strategic roadmaps with employee skills profiles, experience and desire for development. This takes place through active internal promotion for vacant positions, through appropriate managerial and HR support to advise the employee on their project, and finally by implementing the necessary training and development activities for the success of the project.

## INTERNAL MOBILITY INDICATOR VIA PERMANENT CONTRACTS

	2021	2022
Americas (001)	32%	25%
Asia Pacific (002)	6%	7%
Europe, Middle East, Africa (003)	39%	30%
<b>GLOBAL AVERAGE</b>	<b>33%</b>	<b>25%</b>

### Attraction and retention of junior profiles

bioMérieux is pursuing its commitment to recruiting young professionals. 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. This initiative is aligned with the Company's human resources policy to attract the talent and scientific profiles bioMérieux will need to address ongoing changes in its occupations.

For example, the Company maintains several partnerships in France with schools, mainly based in the Auvergne Rhône-Alpes region.

EM Lyon, the *Fondation Université Grenoble Alpes* and INSA Lyon are historical partners of bioMérieux. The quality of their training and their international orientation are essential elements to forge a lasting collaboration. The Company is committed through various programs, such as allocating student scholarships and promotional sponsorship in order to showcase the professions of the *in vitro* diagnostics industry and thus offer internship or work-study opportunities.

The *École d'Ingénieur en Biotechnologies* (ESTBB) of the Université Catholique de Lyon is also a long-term partner and bioMérieux hires more than 10 work-study students each year from this school.

School 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.

### International internship program

bioMérieux has also been involved in training people aged under 28 and, each year, offers willing candidates the opportunity to volunteer overseas for six to 24 months on an international internship program, *Volontariat International en Entreprise* (VIE).

12 VIE internships were completed in 2021/2022.

## Achievements in 2022

The indicators relative to attracting and retaining talent are detailed below:



### Number of employees who were promoted during the year

Geographic areas	2022		2021		2020	
	Number of promotions	% of headcount	Number of promotions	% of headcount	Number of promotions	% of headcount
France	441	11.3%	441	11.8%	388	10.6%
Europe & Middle East	117	8.0%	65	4.8%	61	4.6%
Africa	5	3.4%	5	4.6%	3	2.8%
Americas	562	8.8%	328	5.7%	310	5.4%
Asia Pacific	43	4.5%	30	3.4%	53	6.3%
<b>TOTAL</b>	<b>1,168</b>	<b>9.1%</b>	<b>869</b>	<b>7.3%</b>	<b>815</b>	<b>7.0%</b>

Percentage by number of seconded and expatriate employees, excluding fixed-term contracts and temporary employees.



### Movements (arrivals and departures)

<b>New hires = 2,493</b>	<b>Departures = 1,757</b>	<b>Departures = 1,757</b>
Permanent contracts = 2,120	Voluntary = 1,390	Permanent contracts = 1,554
Fixed-term contracts = 373	Non-voluntary = 367	Fixed-term contracts = 203

The following are considered voluntary reasons for departure: resignations, employees at the end of their fixed-term contract/assignment, employees at the end of a trial period, mutual consent

<b>Overall turnover rate 2022</b>	<b>Overall turnover rate 2021</b>
13.8%	14.1%





## Absenteeism rate

Absenteeism: Value/ theoretical working days	2022			2021		
	No. of days absent	Theoretical No. of days	%	No. of days absent	Theoretical No. of days	%
Americas <sup>(a)</sup>	22,516	1,417,022	1.6%	38,630	1,248,946	3.1%
• United States	19,679	1,269,391	1.6%	37,621	1,101,948	3.4%
Asia-Pacific <sup>(b)</sup>	1,311	240,471	0.5%	1,728	218,565	0.8%
• China	688	89,250	0.8%	495	85,500	0.6%
Europe & Middle East <sup>(c)</sup>	71,014	1,112,828	6.4%	55,231	1,054,565	5.2%
• France	59,963	846,575	7.1%	48,353	802,855	6.0%

(a) Argentina, Brazil, Canada, Chile, Colombia, Mexico, United States.

(b) Australia, China, India, Japan, Singapore, South Korea.

(c) Belgium, France, Germany, Italy, Poland, Russia, Spain, Turkey, United Kingdom. Africa does not enter into this calculation.

Overall absenteeism 2022	Overall absenteeism 2021
3.5%	4.0%

### 3.7.7 Commitment

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 open to diversity and inclusion in which employees feel free to be themselves, to express themselves and to be proactive to improve their experience within the Company.

#### Actions implemented

As the first step of the VoE program, a global engagement survey (GES) was conducted with the help of an external partner. The participation rate was 75% (more than 9,100 employees in 2022). The survey generated 64,000 comments and contributions, which reflects the team member interest in this initiative. 181 subjects were identified, providing a common vision of what is important to bioMérieux's employees throughout the world. It will be repeated regularly, thus making it possible to monitor employee engagement. bioMérieux has published the results of the survey internally and has used them in a continuous improvement process. These actions will be built into a collaboration with managers and employees after openly discussing the team results. The survey

comprised 30 questions covering six topics related to employee experience at bioMérieux (a positive work environment, trust in the Company, opportunities for development, supportive supervision, health and well-being at work, the meaning of one's work).

As soon as the results were collected and analyzed, action plans were initiated at two levels:

- locally, as close as possible to employees, with their managers,
- globally with a view to ensuring a common culture.

#### Achievements in 2022

The Global Engagement Score in 2022 is 7.7/10, which places bioMérieux in the middle of the health-pharmacy-biotech and life sciences sector. bioMérieux's goal in 2024 is to be situated in the top 25% of the sector.

Other surveys are regularly conducted among employees to gather their feelings and expectations about their professional life at bioMérieux and to allow them to propose areas for improvement.

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 develop the Belong, Dare, Impact mindset into an approach of appreciation that has been piloted in the United States and Asia Pacific, and can be extended to other regions of the Group in the years ahead.

### 3.8 Our impact on the extended company

bioMérieux maintains a long-term relationship in partnership with its suppliers and distributors, as essential players in its ecosystem. Suppliers contribute to achieving the Company's CSR goals. Distributors represent bioMérieux in the various countries where they operate. It is therefore essential that they

share the same values and societal commitments as bioMérieux. Furthermore, the Company is very attentive to its impact on communities and works alongside them in order to develop its positive local impact.

 <p><b>EXTENDED COMPANY</b> We build long-term partnerships to increase our positive impact on the ground</p>	<p><b>Major commitments:</b></p> <ul style="list-style-type: none"> <li>• Provide CSR <b>training</b> by 2025 to <b>distributors</b> representing 55% of indirect sales</li> <li>• <b>≥1% of net profit</b> attributable to the parent company dedicated to philanthropy</li> </ul>	<p><b>2022 Results:</b></p> <ul style="list-style-type: none"> <li>• Creation of a <b>specific training</b> module and training of distributors covering 11% of sales achieved by this channel</li> <li>• <b>1.08% of net profit</b> attributable to the parent company dedicated to philanthropy</li> </ul>
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#### 3.8.1 Sustainable and responsible purchasing

The Company is committed to a long-term approach to managing relationships with its partners. To that end, bioMérieux involves its suppliers in its continuous improvement process and its sustainable growth strategy based on environmental protection, social progress and fundamental human rights.

In order to optimize its purchasing policy for raw materials and product components, the Group has set up a global system that encourages:

- early involvement of the purchasing department in the product development phase;
- internationally managed actions and volumes;
- increased responsiveness.

##### Actions implemented

Suppliers were part of the Company's materiality study, carried out in 2020 (see Section 3.1). This study was supplemented by risk mapping (see Section 2.1). These analyses contributed to defining the CSR approach for the purchasing function by 2025. This roadmap is integrated into the general policy for the purchasing function.

bioMérieux's commitments and requirements have been described in the "Business practices applicable to third parties" and the "Responsible Procurement Charter between bioMérieux and its suppliers" since 2018. This charter highlights the crucial aspects of the Company's approach to responsible purchasing. It is published on the Company's website ([www.biomerieux.com](http://www.biomerieux.com)). These documents are part of the contracts established between bioMérieux and its suppliers.

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.

Every year, bioMérieux provides training to develop the skills of purchasing department employees in the area of responsible purchasing, in particular on:

- the Code of Conduct and the Corruption Prevention Manual (annual training course);
- the responsible procurement guide;
- CSR maturity assessment tools for the Company's suppliers.

In 2022, all the employees of the function (109 people) completed the Fresque du Climat training.

In particular:

- 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 strives not to use raw materials or components containing minerals that are known to fuel conflict (conflict minerals);
- CSR criteria represent 10% of the final supplier grade;
- studies are conducted to evaluate the distance between the Company's production sites and its suppliers' sites. The Company thus wishes to foster the local integration of its suppliers in the regions/countries where it operates in order to support the development of local communities and reduce its carbon footprint.

In 2022, bioMérieux set a 2026 goal of engaging providers representing 67% of its purchasing volume to adhere to Science Based Target Initiative (SBTi). The supplier engagement process began at the end of 2022.

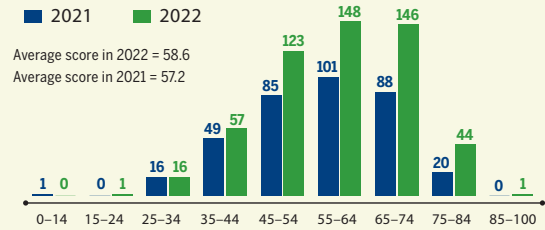
## 2022 Achievements

bioMérieux follows a process to assess the CSR record of its suppliers with the help of a rating agency (EcoVadis). The situation in 2022 was as follows:



- 536 suppliers, most of them strategic, were rated by EcoVadis and represent more than 55.8% of 2022 purchasing expenditure (compared with 367 suppliers representing more than 50.1% of purchasing expenditure in 2021).
- 462 providers met or exceeded the minimum expected score of 45 out of 100 (up from 307 in 2021).
- Action plans were requested from all suppliers who had not achieved this minimum rating.
- The average score of bioMérieux suppliers was 58.6 (+1.4 pts compared with 2021), while the average for EcoVadis in 2022 was 44.8 (+0.9 pts from 2021).

In 2022, an additional assessment questionnaire has been tested and implemented, making it possible to expand the coverage of 48 suppliers, representing 3.2% of additional purchasing expenditure.



### 3.8.2 Collaboration with distributors

In 2021, a cross-functional global team, dedicated to transforming the management of the Company's distributor network, has been put in place. The year 2022 marks the debut of a 2025 roadmap that aims to achieve excellence. This team relies on regional and national correspondents.

#### Actions implemented

bioMérieux has decided to create the bioSTAR trophy, which recognizes distributors who support and align with bioMérieux's ambitions and values, within which CSR criteria count for nearly 20%. This program has been communicated in meetings and events led by local teams. The event bringing together the best distributors took place in June 2022 at Marcy l'Étoile and, on the strength of this success, the next edition has already been launched for 2023.

In line with its desire to support its distributors in the development of new skills, in 2022 bioMérieux continued its assessment approach on the basis of a maturity grid for 12 key criteria. The distributors involved in this approach cover 90% of the sales made by this channel.

This matrix makes it possible to objectively determine distributor training needs. Numerous modules have been developed for them, to which new topics have been added such as medical education, management of public and governmental affairs and CSR. The matrix is also part of the bioSTAR program.

A program enabling distributors to assess their CSR performance on an external rating platform selected by bioMérieux has been initiated. Nine distributors representing 7% of sales achieved by this channel are now certified. bioMérieux will thus have a view of their performance and actions for improvement will be taken by the distributors.

## 2022 Achievements



In 2022, distributors representing 11% of sales made through this channel received CSR training. The goal for 2025 is for 55% of sales to be achieved by distributors having undertaken this training.

### 3.8.3 bioMérieux's tax policy

bioMérieux's tax policy is responsible. By paying taxes, 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. bioMérieux's tax approach is aimed at ensuring compliance with local legislation and regulations, in letter and spirit, as well as with relevant international standards.

In accordance with bioMérieux's Code of Conduct, the Group's tax policy is defined according to the following principles:

#### A tax regime consistent with our business activity

- bioMérieux's tax regime is a result of its business and operational choices. bioMérieux has no entities in tax havens and does not allocate any functions/risks to entities without economic substance.
  - The Group has no subsidiaries in any of the following jurisdictions: Andorra, Anguilla, Antigua and Barbuda, Aruba, the Bahamas, Bahrain, Barbados, Belize, Bermuda, Cyprus, Curaçao, Fiji, Gibraltar, Guam, the Cayman Islands, the Cook Islands, the Isle of Man, Mauritius, the United States Virgin Islands, the British Virgin Islands, Jersey, Luxembourg, Malta, Oman, Palau, Panama, Puerto Rico, Samoa, American Samoa, the Seychelles, the Turks and Caicos Islands, Trinidad and Tobago, and Vanuatu.
  - For operational reasons, the Group has subsidiaries or a presence in the following fiscal jurisdictions offering attractive tax arrangements: the United Arab Emirates, Hong Kong, Ireland, the Netherlands, the United Kingdom, Singapore, Switzerland, and Taiwan. The taxable profit in these countries is in line with OECD recommendations on fair compensation. bioMérieux does not transfer value to tax-preferred jurisdictions unless the value is strictly related to an economic substance.
  - No subsidiary therefore resides in a country for tax reasons.
  - The legal structure of the main companies owned by bioMérieux SA has been available for a number of years in Section 1.2.4.1 "Legal structure".
  - The Group's policy is to group the R&D and production activities for a product line on the same site whenever possible. The R&D and production activities are detailed in Section 1.2.4.1.

#### Full compliance

- bioMérieux ensures that all taxes and contributions are reported and paid in compliance with local regulations, and in accordance with recognized international standards such as the OECD guidelines. Furthermore, subsidiaries in the bioMérieux Group are required to follow the Code of Conduct, which promotes the financial integrity of staff and anti-money laundering measures in particular.

#### International balance

- bioMérieux has a transfer pricing policy, updated regularly, which complies with the arm's-length principle and, more generally, with OECD recommendations. This policy applies to all cross-border transactions within the Group.
- In setting its transfer prices, the Company conducted robust functional analysis of its activities, so as to compensate each company within the Group according to the functions performed, risks assumed, assets deployed and resources used. Through this analysis, it has identified a number of "key entrepreneurs" 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 any residual compensation, i.e. the profit or loss once all entities involved in the economic process, particularly commercial companies, have been fairly compensated.

#### Full cooperation with tax authorities

bioMérieux promotes open and proactive communication with tax authorities in all countries. bioMérieux helps to draft the annual Country-by-Country Reporting (CbCR), which is submitted to the French tax administration by the ultimate parent, Compagnie Mérieux Alliance, Institut Mérieux's parent company. France currently shares its CbCR data with 71 countries (including the 27 countries of the European Union, Australia, Brazil, Canada, China, South Korea, the United States, India, Japan and Russia).

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 Financial Departments of each Group subsidiary so as to ensure they meet the standards of compliance required according to the Group's policy and standards.

Income tax:

- The Group's income tax expense is explained in the section on consolidated statements (see Section 6.1.2, Note 25).
- Tax payments amounted to €224 million, including €19 million relating to tax claims and litigation. The Group's cash outflow rate (income tax paid/income before tax) was 35.2% in 2022 (versus 23.9% in 2021) excluding the effect of tax claims and litigation. The cash outflow excluding tax claims and litigation (€204 million) broke down as follows in the various regions where the Group operates:
  - North America: €140 million (versus €127 million in 2021);
  - Europe/Middle East: €44 million (versus €36 million in 2021);
  - Asia Pacific: €16 million (versus €13 million in 2021);
  - Latin America: €3 million (versus €9 million in 2021);
  - Africa: €1 million, the same as in 2021.

For the main countries in which the Group operates, the amounts are as follows:

- United States: €140 million (versus €126 million in 2021);
- France: €28 million (versus €27 million in 2021);
- China: <€1 million (versus €3 million in 2021).

Research tax credits for the “key entrepreneurs”, located primarily in France and the United States, reflect a significant financial and human commitment, making it possible to maintain and develop highly qualified jobs at the local level, ensuring long-term development that reflects the bioMérieux values.

### 3.8.4 Philanthropy

bioMérieux’s commitment to public health and its expertise in biology are rooted in the unique history of the Mérieux family: the humanist and responsible mindset is at the heart of bioMérieux.

bioMérieux is committed by means of sponsorship activities and support for various causes: global health, especially through the activities of the Fondation Mérieux and the Fondation Christophe et Rodolphe Mérieux to fight infectious diseases; and also to the fight against inequality and activities for access to culture, with a view to meeting the needs in the areas where it operates.

The distribution of these funds is described in the table below:

Sponsorship, donation and mentoring activities (in thousands of euros)	2022	2021	2020
bioMérieux SA’s sponsorship activities	6,083	5,715	43,207
of which bioMérieux Endowment Fund			20,000
of which Fondation Mérieux on an exceptional basis			12,000
of which other sponsorship on an exceptional basis			3,870
to the Fondation Christophe et Rodolphe Mérieux	2,000	2,000	2,000
to the Fondation Mérieux	649	701	883
Sponsorships and other donations	175	248	337
<b>bioMérieux SA total</b>	<b>6,258</b>	<b>5,963</b>	<b>43,544</b>
<b>Other subsidiaries total</b>	<b>214</b>		
<b>GROUP TOTAL</b>	<b>6,472</b>		
As a % of net profit attributable to the parent company 2021	1.08		

The type of philanthropic activities conducted in 2022 by bioMérieux SA is detailed in the table below:

Theme	Achieved in 2022 (in thousands of euros)	
Health	3,210	51%
Help for people with lower incomes	1,067	17%
Equal opportunities	360	6%
Culture and athletics	542	9%
Teaching/School relations	314	5%
Protecting fauna and flora	180	3%
Network	169	3%
Humanitarian emergencies	170	3%
Other	247	4%
<b>GRAND TOTAL</b>	<b>6,258</b>	<b>100%</b>

#### Sponsorship and other engagements with local communities

bioMérieux is involved in local life around its sites and subsidiaries. This regional solidarity is achieved through long-term (78% of 2022 financial support) engagement with local communities and participating in social and cultural initiatives, in partnership with local associations and NGOs. Moreover, bioMérieux is committed to involving its teams and creating bridges and beneficial synergies for associations through employee engagement and sharing expertise.

#### 3.8.4.1 Sponsorship

In 2022, bioMérieux supported multiple solidarity projects worldwide.

##### Sponsorship, mentoring and donations led by bioMérieux SA

Pursuant to Law No. 2003-709 of August 1, 2003, the Company’s Board of Directors decided to contribute a portion of revenue to sponsorship activities every year and undertook to dedicate at least 1% of income attributable to the parent company to sponsorship activities.

## EQUAL OPPORTUNITIES



bioMérieux implements a policy promoting the employment of troubled youth and equal opportunity 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 support for specific projects.

In 2022, bioMérieux also increased its commitment to people with disabilities. Six projects were supported in this area: supporting rehabilitation for people with genetic diseases, actions to raise awareness of deafness and support for equine therapy workshops for young people, supported by the OVE foundation.

## HELP FOR THE MOST VULNERABLE



Together with a hundred other companies in the Lyon region, bioMérieux is supporting the *Entreprise des Possibles* group, 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.

Moreover, bioMérieux wished to sustain an innovative project supported by the *Entreprise des Possibles*: "The Elder's Refuge" a senior residence for unhoused people. This will be one of the first structures of its kind in France.



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.

## CULTURAL SPONSORSHIP

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 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 held in Lyon (France) every year by the Institut Lumière

## EMERGENCY AID



bioMérieux also grants funds in major international emergencies.

bioMérieux is taking action for the Ukrainian people through three major activities:

- financial support for the actions of the French Red Cross which has, throughout France, deployed solutions for welcoming refugees, as well as for the Polska Akcja Humanitarna association, which has promoted the welcoming of refugees in Poland, the main host country for Ukrainian refugees;
- organization of an international collection among its employees that made it possible to send 3.5 metric tons of equipment to Poland;
- and finally, bioMérieux has facilitated hiring Ukrainian refugees in Poland, to enable them to acquire skills and have access to financial independence.



bioMérieux provided its support to Action Against Hunger projects for people affected by the floods in Pakistan with the distribution of first aid kits, food parcels and latrine kits, with a view to limiting health risks in refugee camps.

### 3.8.4.2 Support for Foundations

bioMérieux contributes to the Group's Corporate Social Responsibility by sharing the value created with two foundations in particular: Fondation Christophe et Rodolphe Mérieux and Fondation Mérieux. These independent government-recognized public interest foundations fight against infectious diseases that affect developing countries, in particular by increasing their diagnostic capacities. In addition to strengthening local capabilities in biology, they also act to protect the most vulnerable individuals, especially mothers and their children.



FONDATION

CHRISTOPHE ET RODOLPHE  
MÉRIEUX

Established by Chantal and Alain Mérieux in 2001, the Fondation Christophe et Rodolphe Mérieux is an independent family-run foundation under the aegis of the Institut de France. Since 2005 it has been the reference shareholder of Institut Mérieux, holding one third of its shares. In resource-limited countries, it aims to contribute to biological research applied to public health, and more particularly to fighting infectious diseases, and improving the living conditions of the populations with lower income, especially mothers and children. bioMérieux distributes dividends to the Institut Mérieux. Some of these dividends are paid indirectly to the Fondation Christophe et Rodolphe Mérieux, which is the only ultimate shareholder to benefit from them. This funds the Foundation's activities.

In an effort to support high-level research in emerging countries, it launched the Dr. Christophe Mérieux Prize of €500,000. Awarded each year, the aim of this prize is to sponsor researchers studying specific diseases in developing countries.

In order to dedicate most of its resources to financing its projects, the Fondation Christophe et Rodolphe Mérieux relies on the staff of the Fondation Mérieux, entrusting to them some operational activities on the ground, in particular for projects in support of mothers and children.



FONDATION

MÉRIEUX

Since its founding in 1967 by Dr. Charles Mérieux, the Fondation Mérieux, an independent foundation recognized as being of public interest since 1976, has been fighting against infectious diseases in resource-limited countries.

Its objective is to strengthen laboratory diagnostic capabilities, which are often lacking in many countries suffering from repeated epidemics. Its actions favor diagnosis as an essential part of patient care, and also as an essential tool for monitoring and controlling diseases.

Fondation Mérieux's activities 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;
- taking action for the mother and child through a holistic approach to health.

### The bioMérieux Endowment Fund

bioMérieux created the bioMérieux Endowment Fund in December 2020, with an endowment of €20 million. It promotes equal opportunity with the ambition of reducing inequalities through and in education in order to allow everyone to 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, in the regions where bioMérieux teams are present, structures that guide children from early childhood and then throughout their educational career to help restore equal opportunity. Because educational support provided to children from the earliest age enables the acquisition of fundamental knowledge as well as 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 develop.

For its operational implementation, the fund relies on bioMérieux employees who, on a voluntary basis, may propose, select and monitor local projects, coordinate several projects, take part in one-off volunteer initiatives or simply support and raise awareness of the fund's actions.

In 2022, the bioMérieux Endowment Fund launched its first call for projects to gather projects contributing to the education of children aged zero to eight years from families with limited resources. 88 projects of a duration of one to three years were submitted with the support of bioMérieux employees who sponsored them, and 20 projects from 17 countries were finally selected for a total sum of €2.8 million.

#### 3.8.4.3 Commitment to local scientific communities

bioMérieux supports and develops continuing medical education programs for healthcare professionals. These programs make it possible to enrich both scientific knowledge and medical skills for the benefit of patients.

In 2022, bioMérieux held more than 650 medical continuing education events worldwide, highlighting the role and value of diagnostics in the care pathway.

bioMérieux develops continuing medical education programs in collaboration with leading experts. It 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 Global Health Impact Group (GHIG) or the International Society of Infectious Diseases (ISID).

Finally, the Company initiates global, regional or local educational programs in collaboration with renowned scientific organizations.

Overall, in 2022, more than 90,000 healthcare professionals, especially clinicians, laboratory specialists and pharmacists, participated in bioMérieux's continuing medical education activities.

## 3.9 Scope and reporting of non-financial indicators

### 3.9.1 Calculation scope of quantified indicators

The scope corresponds to that of the bioMérieux group. Hybiome (442 employees at December 31, 2022) is included in the calculation of HSE data but not in the HR data presented in Chapter 3.

### 3.9.2 Data collection and consolidation

Health and Safety data are collected on a monthly basis, and environmental data on a quarterly basis, from HSE representatives in the Company's entities. Data are consolidated by the Group HSE team.

With regard to occupational Health and Safety, all consolidated data comply with regulations for recording occupational accidents and diseases for each country in question.

This report covers all Group entities.

Human resources data is collected at year end through the information system used by all Group entities, except for absenteeism data, which are consolidated on the basis of information managed locally.

Environmental data is collected by quarterly campaigns managed by a dedicated computing system for industrial sites and the six bioMérieux commercial entities with the largest numbers of employees (Durham Hamlin – United States,

São Paulo – Brazil, Kerlann – France, Madrid – Spain, Basingstoke – United Kingdom and Shanghai – China). The environmental intensities of the other subsidiaries (local offices) are extrapolated from the intensities reported for Madrid, related to the headcount present in these subsidiaries, thus covering 100% of the scope.

This approach is justified by the very low contribution of these subsidiaries to the company's overall environmental intensity and the need to refocus the staff of these subsidiaries on operational HSE activities when they are not dedicated to this activity. It is important to note that these commercial subsidiaries were the subject of the reporting campaign prior to 2018, and their contribution was established at that time as follows:

- 3.5% in waste production;
- 2.5% in energy consumption;
- 1.6% in water consumption.

### 3.9.3 Definition and method of calculating the indicators

#### Social information

The data below do not include Hybiome.

- Headcount on the payroll, new hires, and departures: permanent and fixed-term employee headcount (excluding interns, international volunteers (VIE), and temporary employees).
- Training: all training hours recorded and delivered in the training management system used by all Group entities, whether via e-learning or classroom-based.
- Promotions: for an employee still included in the Company headcount at December 31 of year N, identification of career changes with a related reason, compared with December 31 of year N-1.
- Absenteeism: number of days' absence (excluding maternity leave, paternity leave and leave related to length of service) divided by the theoretical number of working days (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.

#### Health and Safety

- 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 occupational accident, occupational 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 activity 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. The extension to work stoppage days is counted in the month and the year the accident occurred.
- Frequency rate of lost-time occupational accidents: number of lost-time occupational accidents per million hours worked.
- Frequency of total reportable occupational accidents: 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 diseases: an occupational disease is the result of exposure, of any duration, to a risk existing in the normal practice of the occupation.



**Environment**

Data for previous years may be modified following adjustments.

**Water-related indicators:**

- total water consumption (thousand m<sup>3</sup>) The quantities of water taken from the natural environment (e.g., groundwater) and re-introduced into this environment under conditions that do not damage this environment are not included in the total water consumption;
- the performance indicator monitored is the total water consumption of the Company's entities in cubic meters in relation to the Company's sales (in m<sup>3</sup> per € million);
- discharge of industrial effluents (thousand m<sup>3</sup>).

**Indicators relating to energy:**

- total energy consumption (GWh);
- consumption of energy from renewable sources (GWh);
- the performance indicator monitored is the total energy consumption (from all energy sources) of the Company's various entities in relation to the Company's sales (in MWh per € million).

**Waste-related indicators:**

- total quantity of waste produced (metric tons): one-off waste such as inert waste, construction/demolition waste, and

waste from contaminated soil is excluded from the indicator reported in Chapter 3. They are, however, reported by the Company's entities and monitored, but as they are liabilities, they do not necessarily reflect the Company's business to which the reduction efforts relate.

Goods/materials that have become redundant and that are reused outside the Company without reprocessing are no longer considered in this total;

- hazardous waste: total amount of hazardous waste produced (metric tons). Hazardous waste is waste with one or more properties that poses a threat to human health or the environment, and requires special processing. This category includes chemical waste, infectious waste, or waste electrical and electronic equipment;
- recovery rate of materials or energy: the indicator monitored is the ratio, expressed as a percentage, of the total weight of waste recycled, composted, reused or incinerated with energy recovery to the total weight of waste.

**Indicators relating to greenhouse gas emissions:**

- greenhouse gas emissions are assessed using GreenHouse Gas Protocol and Bilan Carbone® methodologies.

The following indicators are assessed:

SCOPE	TYPE	INPUT DATA	EMISSION FACTORS
<b>Scope 1</b>	Direct emissions from fixed combustion sources	Fossil fuel consumption collected via environmental reporting	ADEME
	Direct emissions from mobile sources equipped with a thermal combustion engine	CO <sub>2</sub> data collected from our suppliers	N/A
	Fugitive direct emissions	Emissions of refrigerant gases after accidental leakage. This data is collected via environmental reporting	IPCC 2016, others
<b>Scope 2</b>	Indirect emissions related to electricity consumption	Electricity consumption collected via environmental reporting	EIA AIB factors for residual mix in Europe Residual mix factors in the US (e-green.org)
	Indirect emissions related to the use of steam, heat or cooling	Heated water consumption collected via environmental reporting	Supplier data
<b>Scope 3</b>	Commuting	Calculation of average distances by site	ADEME
	Business travel	CO <sub>2</sub> data collected from our suppliers	N/A
	Car rentals	CO <sub>2</sub> data collected from our suppliers	N/A
	Global freight	CO <sub>2</sub> data collected from our suppliers	N/A
	Local freight	CO <sub>2</sub> or mass x distance result collected from our suppliers depending on the transport type (air, road, sea)	Transporter data or Air: GHG Protocol Road: ADEME Sea: GHG Protocol
	Product use	Annual energy consumption of installed equipment, by country	EIA
	End of product life		

Uncertainties are calculated as follows:

- uncertainty on input data: assessment based on experience and practice;
- uncertainty on the emission factor: take the value provided for the protocol used on the factor.

### 3.10 Report by the independent third party on the verification of the consolidated statement of non-financial performance

*This is a free translation into English of the report by the independent third party 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 Annual General Meeting,

In our capacity as an independent third party certified by COFRAC (COFRAC Inspection Accreditation No. 3-1681, scope of accreditation available on [www.cofrac.fr](http://www.cofrac.fr)) and member of the network of one of the Statutory Auditors of your Company (hereinafter the "Entity"), we have performed procedures to issue a reasoned opinion expressing limited assurance on the compliance of the consolidated statement of non-financial performance for the fiscal year ended December 31 (hereinafter the "Statement") with the provisions of Article R. 225-105 of the French Commercial Code and on the fairness of the historical information (whether observed or extrapolated) provided pursuant to the third paragraph of part I and part II of Article R. 225-105 of the French Commercial Code (hereinafter the "Information"), prepared in accordance with the procedures of the Entity (hereinafter the "Guidelines"), presented in the management report pursuant to the provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code.

#### Conclusion

Based on the procedures we performed, as described in the section "Nature and scope of our work", and on the information we gathered, no material irregularities came to light questioning the compliance of the consolidated statement of non-financial performance with the applicable regulatory provisions or questioning that the Information, taken as a whole, is presented fairly in accordance with the Guidelines.

#### Preparation of the declaration of non-financial performance

In the absence of a generally accepted and commonly used framework or established practices on which to base the assessment and measurement of the Information, different but acceptable measurement techniques can be used, which may affect comparability between entities and over time.

Consequently, the Information should be read and understood with reference to the Guidelines, the significant elements of which are presented in the Statement.

#### Limitations inherent to the preparation of the Information

The Information may be subject to uncertainty inherent to the state of scientific or economic knowledge and to the quality of the external data used. Some of the information is dependent on the methodological choices, assumptions and/or estimates made in preparing the information and presented in the Statement.

#### Responsibility of the Entity

It is the duty of the Board of Directors:

- to select or define appropriate criteria for the preparation of Information;
- to prepare a Statement that complies with the legal and regulatory provisions, including presenting a business model, describing the principal non-financial risks, presenting the policies applied in response to the risks and the results of these policies, including key performance indicators and, in addition, the information provided for in Article 8 of Regulation (EU) 2020/852 (Green Taxonomy);
- and to implement such internal control procedures as it determines are necessary to enable it to produce Information that is free from material misstatement, whether due to fraud or error.

The Statement has been prepared by applying the Entity's Guidelines as mentioned above.

#### Responsibility of the independent third party

On the basis of our work, it is our responsibility to provide a duly reasoned opinion expressing limited assurance on:

- the compliance of the Statement with the provisions set out in Article R. 225-105 of the French Commercial Code;
- the fairness of the historical (recorded or extrapolated) information provided pursuant to the third paragraph of part I and part II of Article R. 225-105 of the French Commercial Code, namely, the results of policies, including key performance indicators and actions, in relation to the principal risks.

Since it is our responsibility to form an independent conclusion on the Information as prepared by management, we are prohibited from being involved in the preparation of this Information, as this could compromise our independence.

It is not our responsibility to comment on:

- the Entity's compliance with other applicable legal and regulatory requirements, in particular, on the information provided for in Article 8 of Regulation (EU) 2020/852 (Green Taxonomy), the vigilance plan and the fight against corruption and tax evasion;
- the accuracy of the information provided for in Article 8 of Regulation (EU) 2020/852 (Green Taxonomy);
- the compliance of the products and services with applicable regulations.

### Regulatory provisions and applicable professional standards

We conducted our work described below in accordance with the provisions of Articles A. 225-1 et seq. of the French Commercial Code, with the professional standards of statutory auditors applicable in France (established by the Compagnie nationale des commissaires aux comptes) relating to this type of engagement in lieu of an audit program and the international standard ISAE 3000 (revised)<sup>(1)</sup>.

### Independence and quality control

Our independence is defined by the provisions of Article L. 822-11 of the French Commercial Code and the French Code of Ethics governing the audit profession. We have also implemented a quality control system comprising documented policies and procedures to ensure compliance with applicable laws and regulations, ethical rules and professional standards.

### Means and resources

Our work involved five people between October 2022 and February 2023, with the period of activity totaling approximately five weeks. We conducted approximately 10 interviews with the people responsible for preparing the Statement, representing the Quality, Risk Management, Human Resources, Health and Safety, Environment, Compliance, and Purchasing Departments.

### Nature and scope of our work

We planned and performed our work taking into account the risks of material misstatement of the Information.

We believe the procedures we conducted in the exercise of our professional judgment enable us to provide a conclusion of limited assurance:

- we reviewed the activities of all the entities included in the scope of consolidation and the description of the main risks;
- we assessed the appropriateness of the Guidelines in terms of their relevance, completeness, reliability, neutrality and understandability, taking into account, where appropriate, industry best practices;
- we ensured that the Statement covers each category of information stipulated in part III of Article L. 225-102-1 of the French Commercial Code on social and environmental matters as well as respect for human rights and combating corruption and tax evasion;
- we verified that the Statement presents the information required by part II of Article R. 225-105 of the French Commercial Code, when relevant to the principal risks, and includes, where appropriate, an explanation of the reasons for the absence of the information required by the second paragraph of part III of Article L. 225-102-1 of said Code;
- we verified that the Statement presents the business model and a description of the principal risks associated with the business of all the entities included in the scope of consolidation, including, where relevant and proportionate, the risks created by its business relationships, products or services, as well as policies, actions and results, including key performance indicators relating to the principal risks;
- we consulted with the documentary sources and conducted interviews in order to:
  - assess the process of selection and approval of the main risks as well as the consistency of the results, including the key performance indicators used, with respect to the principal risks and policies presented; and
  - corroborate the qualitative information (actions and results) that we considered most important, presented in Appendix 1. For some risks (business ethics, distributor management, responsible purchasing, and regulatory compliance of products), our work was carried out at the level of the consolidating entity. For the other risks, work was carried out at the level of the consolidating entity and in a selection of entities listed hereinafter: bioMérieux SA (Saint-Vulbas, France), BioFire Diagnostics LLC (Salt Lake City, Utah, United States);
- we verified that the Statement covers the consolidated scope, namely, all of the entities included in the scope of consolidation in accordance with Article L. 233-16 of the French Commercial Code;
- we assessed the internal control and risk management procedures put in place by the Entity, and we assessed the collection process aiming for the exhaustiveness and accuracy of the Information;
- for the key performance indicators and other quantitative results that we considered most significant, as presented in Appendix 1, we employed:
  - analytical procedures to verify that the data collected was consolidated correctly and the consistency of any changes;
  - detailed tests based on samples or other means of selection, to ensure that definitions and procedures were applied correctly and to reconcile the data in the supporting documents. This work was carried out on a selection of contributing entities listed below, covering between 15% and 35% of the consolidated data selected for these tests (33% of waste, 18% of energy, 21% of headcount);
- we assessed the consistency of the Statement as a whole in relation to our knowledge of all of the entities included within the consolidation scope.

The procedures performed for a limited assurance engagement are less extensive than those required for a reasonable assurance engagement performed in accordance with professional standards; a higher level of assurance would have required more extensive audit work.

Paris-La Défense, March 17, 2023

The Independent Third Party

EY & Associés

Thomas Gault

Partner, Sustainable Development

(1) ISAE 3000 (revised) – Assurance engagements other than audits or reviews of historical financial information.

**Appendix 1: information considered to be the most important****Social information**

<i>Quantitative information (including key performance indicators)</i>	<i>Qualitative information (actions or results)</i>
Change in headcount, breakdown of headcount by geographic area.	New employment agreements.
Movements (arrivals and departures).	Profit-sharing, incentives and employee saving agreements.
Absenteeism.	<i>Talent Pool, Development Plan, and Succession Plan.</i>
Promotion/internal mobility.	Results of the training policy with Mérieux Université.
Overall breakdown by gender and among managers.	Results of the diversity and equality policies.
Number of training hours and number of training hours per employee.	HSE (Health, Safety and Environment) organization and management system.
Frequency rate of lost-time occupational accidents.	
Severity rate of occupational accidents.	

**Environmental information**

<i>Quantitative information (including key performance indicators)</i>	<i>Qualitative information (actions or results)</i>
Scopes 1 and 2 greenhouse gas emissions.	Results of the environmental policy with respect to managing energy, waste and water.
Scope 3 greenhouse gas emissions.	Initial results of the product life cycle analysis program.
Total waste generated and recycled waste.	Climate change (significant emission categories due to activity, and reduction targets).
Total water consumption.	
Total energy consumption and % of energy consumed from renewable sources.	

**Social information**

<i>Quantitative information (including key performance indicators)</i>	<i>Qualitative information (actions or results)</i>
ISO 9001 and ISO 13485 certification.	Preliminary results of the distributor management policy.
Number of personal data incidents or breaches.	Results of sustainable purchasing actions.
Number of suppliers evaluated by an external rating agency on CSR criteria, and % of expenditure covered.	Results of the personal data protection policy.
Rate of completion of personal data confidentiality training for employees in contact with patient data.	Results of the product quality and regulatory compliance policy.
Rate of completion of training on application of the Code of Conduct, confidentiality and anti-corruption (for distributors).	Results of business ethics policies.
Percentage of distributors who have undergone a performance and skills assessment.	Actions taken to prevent corruption and tax evasion.
Antibiotics coverage rate of the bioMérieux Group's AST solutions.	
Growth rate of the number of patient results supporting efforts to combat AMR.	