



PIONEERING DIAGNOSTICS

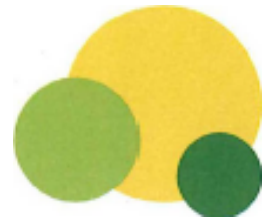
United Nations Global Compact - Communication On Progress

Extract from the 2021 Universal Registration Document



United Nations
Global Compact

LETTER OF RENEWAL OF SUPPORT FOR THE GLOBAL COMPACT



Since it was created in 1963, bioMérieux has been committed to the fight against infectious diseases. Our *in vitro* diagnostic solutions provide essential information to physicians so that they can make informed decisions and improve patient care. Our microbiological control solutions are also used to protect consumers' health, primarily in the agri-food and health industries.

Our mission to serve health gives us a responsibility towards society and future generations, everywhere in the world. bioMérieux's activity responds to major societal and public health challenges such as the development of antibiotic resistance. Corporate Social Responsibility (CSR) is fully integrated into our corporate vision and strategy. Our social, societal and environmental ambitions are rolled out at all levels of our activity so that each employee, in his daily life, can contribute to the achievement of the Company's CSR objectives and engage in a mission that makes sense.

At bioMérieux, we are convinced that by taking into account our entire ecosystem, and the interest of people everywhere, we will succeed in building a healthier world and a more inclusive society.

In this spirit, as we have done every year since 2003, we renew our support for the Global Compact and contribute to the United Nations Sustainable Development Goals

Alexandre Mérieux
Président Directeur Général

A handwritten signature in black ink, consisting of a large, stylized 'A' and 'M' followed by a long horizontal stroke extending to the right.



OUR COMPANY PURPOSE

WE HELP MAKE THE WORLD A HEALTHIER PLACE

This dedication to public health is the thread that connects everything we do.

It connects us to our history. Since 1963, we have been fulfilling the vision of the Mérieux family to **improve health**, while maintaining the values of **respect, accountability, transparency, and sharing**. Building on our strong legacy, we understand that our expertise in infectious diseases and our international presence give us a **special duty to act as a responsible corporate citizen**, serving the **greater good** and the **community**.

This commitment also connects us with our environment: infectious diseases are one of the major threats to human kind. Their emergence and spread are dramatically accelerated by climate change and globalization. The risk of finding ourselves unarmed to face ultra-resistant bacteria is now a reality. Diagnostics is a game changer in this fight. By pioneering diagnostic solutions, we help clinicians **improve patient care** and we help industries **prevent contamination** of the food and pharmaceuticals they produce.

At bioMérieux, we are convinced that only by taking into account our **entire ecosystem** and the **public interest**, will we be able to succeed in building a **healthier world** and a more **inclusive society**.

- We pioneer, develop and produce high quality *in vitro* diagnostics to improve **public health** worldwide.
- We sustain a robust business model that allows us to invest in **innovation and create value**.
- We implement environmentally responsible actions **to preserve the planet as a healthy place to live**.
- We support **the development, well-being and inclusion of our employees**, who all help to save lives.
- We foster **transparent and ethical dialogue** with the healthcare ecosystem to advance diagnostics.
- We build long-term partnerships to increase our **positive impact on local communities** and provide our **support to the most vulnerable populations**.

● **We are bioMérieux.
We act for a positive impact.
We act for a healthier world.**



3.

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3.1 COMMITMENT AND MANAGEMENT

3.1.1 A corporate citizen serving public health

bioMérieux is a specialist in the field of *in vitro* diagnostics and a corporate citizen, through its historic and pioneering commitment to the fight against infectious diseases. bioMérieux considers serving global public health to be an important responsibility, one that the Company takes very seriously throughout its various fields of expertise. The Company's history reflects a long-standing commitment to Corporate Social and Environmental Responsibility. Indeed, the humanist values held by the Mérieux family, the founder and majority shareholder through its holding company Institut Mérieux, form the bedrock of a responsible corporate culture translated into bioMérieux's strategy at all levels and in all countries.

3.1.2 Framework of the CSR policy

bioMérieux has committed to upholding a number of laws and international conventions, including the Universal Declaration of Human Rights of 1948 and the United Nations' Guiding Principles on Business and Human Rights of 1911.

Moreover, bioMérieux has committed to adhere to the fundamental agreements of the International Labor Organization (ban on child and forced labor, freedom of association), the promotion of diversity, women's rights, the right of peoples to freely dispose of their natural resources, and the right to health.

Contribution to the United Nations' Sustainable Development Goals

Since 2003, bioMérieux has renewed its commitment to the United Nations Global Pact 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, bioMérieux contributes in particular 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).

3.1.3 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 expanded the remit of its Human Resources and CSR Committee to CSR (see Section 4.2.6.7).

Since 2018, the Company has had an Operational Steering Committee dedicated to CSR that brings together all the Company's functions, in a co-construction approach and in order to ensure its deployment at all levels and on all continents. It is coordinated by the CSR Department.

3.1.4 Oversight and roadmap

The implementation of the CSR policy is based on a collective and participatory approach, coordinated by the CSR Department.

All functions are involved in the process and set out their roadmap by setting objectives and quantified indicators. At the same time, country teams define their priorities for action to increase the Company's positive local impact in the countries where it operates.

3.1.5 Dialog with our stakeholders

In 2020, bioMérieux decided to make changes to its CSR policy. To support its long-term development, it has launched a broad consultation with its stakeholders in seven countries. The results were used to produce a materiality matrix and helped set new CSR ambitions for the Company (see Section 3.3.2).

bioMérieux also organizes consultations with its stakeholder groups on specific topics. It thus initiated several consultations with employees and customers in 2021.

Consultation of customers

Since customer satisfaction is one of bioMérieux's priorities, we measure it regularly. In 2021, 5,700 customers in 43 countries were polled on all their interactions with the Company.

The net promoter score (NPS⁽¹⁾) was 47, up 4 points from 2018, despite the challenging pandemic situation for nearly two years.

For the sake of continuous improvement, the Company continues to define areas of progress and operational action plans aimed at correcting or consolidating the issues that matter to our customers.

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

Dialog with patient associations

bioMérieux believes that interacting with patients and external scientific stakeholders is essential to create value for both the Group and the Company as a whole. The objective is to take better account of their expectations in developing our diagnostic solutions, to inform and raise awareness of their key role in antimicrobial management, and to act collectively against infectious diseases.

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 bioMérieux's innovation strategy and product development process;
- sharing patient involvement and testimonials in bioMérieux's internal and external communications.

bioMérieux has defined a set of ethics rules that apply to all its employees who deal with patients. In 2021, it created a charter recognizing the value of patients. It can be consulted on the Company's website.

Consultation of employees

- Surveys related to well-being at work (see 3.7.4.4).
- Webinars to present bioMérieux's new CSR vision, published on its Intranet, in a special Section to inform about ongoing projects and progress. This space can be accessed by all employees.
- A survey to contribute to defining the Company's purpose.

Consultation of a panel of stakeholders

In 2021, bioMérieux defined its purpose. As part of this process, the Company launched a consultation with a representative group of its stakeholders to gather their opinions on the proposed text. bioMérieux's purpose therefore reflects not only the vision of its management, but also the expectations of its stakeholders. It is published on page 3 of this Universal Registration Document.

3.1.6 External initiatives

The Group participates in initiatives to inform companies about its CSR processes with the purpose of continuous improvement and the sharing of best practices.

Since 2020, the Company has been a member of the Mix'R network, whose ambition is to be an "agitator for responsible companies". This network gives members various actions to stimulate collective intelligence and co-development: experience sharing, lectures, inter-company themed programs, promotion of successful CSR initiatives.

The Company is also part of the sustainable development and ecodesign working group led by the MedTech Europe professional network, and it launched a specific CSR commission at the beginning of 2021, which it will chair as part of the Association of Pharmaceutical Manufacturers of the Rhône-Alpes Region (AFIPRAL).

3.1.7 Performance recognized by non-financial rating agencies

Non-financial rating agencies have been evaluating the CSR performance of bioMérieux and have included it in their socially responsible capital expenditure indices.

INDICES AND CERTIFICATIONS		PRIZES
 <p>FTSE4Good July 2021 Renewal of the certificate of inclusion on the index</p>	 <p>Global Challenges Index November 2020 Inclusion in the Global Challenges Index</p>	 <p>HUMPACT December 2021 1st position Grand Prix de l'emploi France⁽²⁾ Category: Employment of people with disabilities</p>
 <p>Gaia Research November 2021 Score 85/100</p>	 <p>Gender Equality Index March 2021 Score 93/100</p>	 <p>Victoires des leaders du capital humain⁽³⁾ December 2021 Silver industry award</p>
 <p>CDP Disclosure Insight Action December 2020 Score C</p>	 <p>Dow Jones Sustainability Index November 2021 Listing in the DJSI World and Europe Score 68/100</p>	 <p>Science Based Targets initiative (SBTi) December 2021 Validation of the road map to 1.5°C</p>
 <p>Vigeo Eiris October 2021 No.1 in our sector Top 6% all sectors combined</p>	 <p>Féminisation des instances dirigeantes du SBF120⁽¹⁾ October 2021 Ranked 37/120</p>	<p>RECOGNITION</p>
 <p>EcoVadis May 2021 Score 75/100 – Platinum Top 1% of assessed companies</p>	<p>NEW</p>	

(1) Feminization of SBF 120 management bodies
(2) Employment awards, France
(3) Human capital leadership awards

3.1.8 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).

Business model	Section 3.2
Description of the main non-financial risks	Section 3.3 and Section 2
Presentation of the policies applied with regard to those risks	Section 3.4 to 3.8
Policy outcomes including key performance indicators	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. It uses the services of EY & Associés as an independent third party (see Section 3.10).

3.2 BUSINESS MODEL

The business model is based on economic development and a social commitment in support of public health and future generations. It is prepared and updated by a working group consisting of various experts in the Group's functions.

As a pioneer in diagnostics to meet public health challenges caused by infectious diseases, the Group uses its resources to create value. bioMérieux's business model is formalized in a value

creation model detailed on pages 16 and 17 of this Universal Registration Document and described in Appendix 1 (Concordance Table of the non-financial performance statement).

3.3 ANALYSIS OF RISKS AND OPPORTUNITIES

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.

3.3.1 Summary table of risks and opportunities

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 risk and opportunity map is presented to the 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 opportunities to the pillars defined in its CSR strategy.

ISSUES	DESCRIPTION	POLICIES IMPLEMENTED	INDICATORS	2021 RESULTS	OBJECTIVES	PARAGRAPH AND PAGES
HEALTH						
Public health mission	Carry out the Company's public health mission	Help protect the health of patients and consumers from infectious diseases, including the fight against antimicrobial resistance	In the fight against antimicrobial resistance: <ul style="list-style-type: none"> Percentage of R&D capital expenditure 	<ul style="list-style-type: none"> 76% of R&D expenses dedicated to the fight of microbial resistance 	2025 objectives: <ul style="list-style-type: none"> 30% increase in the number of patient outcomes contributing to rational use of antibiotics At least 80% of antibiotics useful in human medicine included in our antimicrobial susceptibility testing (AST) solutions 	Section 3.4.1 Page 92
Product quality and safety^{(a)(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"> Number of ISO 9001 and ISO 13485 certified sites 	<ul style="list-style-type: none"> ISO 9001 certifications: 56 sites and subsidiaries in 2021 versus 55 in 2020 ISO 13485 certifications: 15 sites and subsidiaries in 2021 as in 2020 		Section 3.4.2 Page 96
PLANET						
Life-cycle of products	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"> Improvements made to existing products 	<ul style="list-style-type: none"> 2021 result: 50% completion of the global ecodesign action plan 	2025 objective: <ul style="list-style-type: none"> Full completion of the global ecodesign action plan 	Section 3.5.2 Page 98
Contribution to climate change mitigation^(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"> Greenhouse gas emissions (Scopes 1 and 2) Percentage of Scope 3 emissions included in a commitment and/or reduction plan 	<ul style="list-style-type: none"> 2021 result: -7% (57,964 tCO₂e) compared with 2019 (reference year 62,589 tCO₂e) 	2030 objective: <ul style="list-style-type: none"> 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) 	Section 3.5.3.1 Page 98
Environmental footprint of activities	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"> Total quantity of waste/sales Percentage of recycled waste Total water consumption Total energy consumption/sales 	<ul style="list-style-type: none"> Waste: -46% (9,865 metric tons) compared to -45% (9,439 metric tons) in 2020 Waste: 50.2% of waste recycled Water: -40% (602,747 m³) compared with -29% (664,000 m³) in 2020. Energy: -38% (217,444 MWh) compared to -33% (219,656 MWh) in 2020 	2025 objectives: <ul style="list-style-type: none"> 50% reduction in waste generation intensity compared with 2015 (ratio of waste generation to sales) 45% reduction in water consumption compared with 2015 (ratio of water consumption to sales) 50% reduction in energy intensity compared with 2015 (ratio of energy intensity to sales) 	Section 3.5.3.2 Section 3.5.3.3 Section 3.5.3.4 Pages 101, 102, 103

(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.

ISSUES	DESCRIPTION	POLICIES IMPLEMENTED	INDICATORS	2021 RESULTS	OBJECTIVES	PARAGRAPH AND PAGES
HEALTHCARE ECOSYSTEM						
Regulatory compliance ^{(a)(b)}	Safeguard the legal and regulatory compliance of activities	Organize structured monitoring and appropriate governance Capitalize on the quality systems in place and the networks of internal experts	<ul style="list-style-type: none"> Audit and inspection findings 	The inspections were all successfully completed and contribute to the Company's continuous improvement plans		Section 3.6.1 Page 105
Data protection ^{(a)(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"> Number of data incidents or breaches 	No data breaches were reported to the competent authorities		Section 3.6.2 Page 106
Business ethics ^{(a)(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"> Online training completion rate: <ul style="list-style-type: none"> preventing corruption conflicts of interest Code of Conduct 	The training completion rate was: <ul style="list-style-type: none"> 90% for anti-corruption measures (versus 92% in 2020) 93% for conflicts of interest (versus 78% in 2018) 86% for the Code of Conduct (versus 84% in 2020) 		Section 3.6.3 Page 107
EMPLOYEES						
Employee health and safety ^(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"> Frequency rate of lost-time occupational accidents Frequency rate of total reportable occupational accidents 	2021 Results: <ul style="list-style-type: none"> Frequency rate of lost-time occupational accidents: +12% compared with 2020 (frequency rate of 1.3) Frequency rate of total reportable occupational accidents: +6% compared with 2020 (frequency rate of 2.7) 	2025 objectives: <ul style="list-style-type: none"> 50% reduction in the frequency rate of lost-time occupational accidents compared with 2020, i.e. a rate of 0.6 or lower 50% reduction in the frequency rate of total reportable occupational accidents compared with 2020, i.e. a rate of 1.2 or lower 	Section 3.7.1 Page 113
Managing skills and headcount ^{(a)(b)}	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"> Number of training hours per employee Training completion rate 	<ul style="list-style-type: none"> Total training hours: 233,476 hours, which corresponds to an average of 19 hours per employee (compared with 11 hours in 2020) Training completion rate: 93% 		Section 3.7.3 Page 117

(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.

ISSUES	DESCRIPTION	POLICIES IMPLEMENTED	INDICATORS	2021 RESULTS	OBJECTIVES	PARAGRAPH AND PAGES
Attracting and retaining talent^{(a)(b)}	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"> • Arrivals and departures • Number of employees who were promoted during the year • Absenteeism rate 	Arrivals with permanent contracts: 1,689 Arrivals with fixed-term contracts: 282 Voluntary departures: 1,347 Dismissals: 380 Promotions: 869 employees Absenteeism rate: <ul style="list-style-type: none"> • Americas 3.1% • ASPAC 0.8% • EMEA 5.2% 		Section 3.7.4 Page 118
Diversity and inclusion^(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"> • Gender breakdown of manager and team manager headcounts (Women/Men) • Rate of internal promotion (Women/Men) • Breakdown of employees with disabilities 	<ul style="list-style-type: none"> • Executive headcount: M 55% F 45% • Manager headcount: M 57% F 43% • In France, 47% of managers are women. • They account for 54% of internal promotions. • Employees with disabilities: <ul style="list-style-type: none"> – Europe: 0.99% – Americas: 4.02% – Asia Pacific: 0.00% 	2025 objective: <ul style="list-style-type: none"> • Total executive directors: at least 40% women^(c) and 35% international profiles^(d) 2030 objective: <ul style="list-style-type: none"> • At least 40% international profiles^(d) 	Section 3.7.5 Page 121
EXTENDED COMPANY						
Sustainable and responsible purchasing^{(a)(b)}	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"> • Number of suppliers evaluated by an external rating agency on CSR criteria, and % of expenditure covered 	367 mainly strategic suppliers were rated by EcoVadis, representing over 50.1% of spending on purchases		Section 3.8.1 Page 124
Distributor management^(b)	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"> • Assessment of distributors' performance and skills 	In 2021, 86% of distributors were assessed on their performance and skills	2025 objective: <ul style="list-style-type: none"> • Provide CSR training to distributors representing 55% of revenues from the indirect model 	Section 3.8.2 Page 125

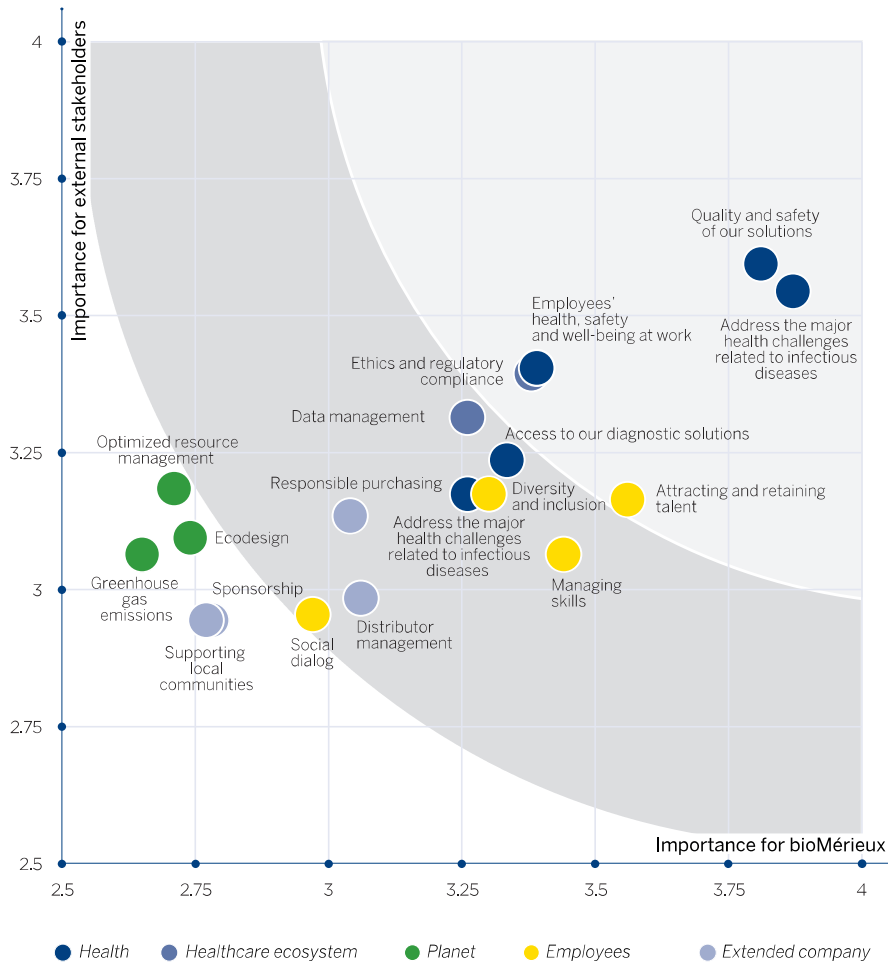
(a) The Company does not disclose any objectives for these issues.
(b) These topics cover the main risks as assessed in the Company's risk-mapping.
(c) Reporting directly to the Executive Committee with a global Corporate mission.
(d) Defined as non-French (or other minority in the countries where applicable).

3.3.2 Materiality analysis

In 2020, bioMérieux conducted a materiality analysis with a sample group of 3,690 internal and external stakeholders (employees, managers, suppliers, distributors, hospitals, healthcare professionals, public institutions) in seven countries (Brazil, China, Ivory Coast, France, India, South Africa and the United States).

The Company gathered 3,690 responses, based on an online questionnaire and 119 qualitative interviews.

BIOMÉRIEUX MATERIALITY MATRIX



To create this materiality matrix, the Company used the following methodology.

Two types of populations were surveyed:

- strategists: bioMérieux employees with knowledge of the Company's commercial and strategic prospects;
- stakeholders: employees and external players with a perception of the Company based on their experience.

The survey addressed 18 CSR issues identified by key people at the Company, on two dimensions:

- importance: the stakeholders assessed their expectations for each issue/the strategists assessed the potential impact on bioMérieux (on a scale of 1 to 4);
- performance: all parties assessed their perception of bioMérieux's performance on these issues.

This materiality study enabled bioMérieux to update its CSR policy. It is based on five pillars represented in the diagram below.



3.4 OUR IMPACT ON HEALTH

3.4.1 Diagnostics create value for healthcare systems

bioMérieux's mission is to help improve patient care and protect consumer health in the face of infectious diseases. In pursuing this goal, bioMérieux addresses several major public health challenges, such as antimicrobial resistance, sepsis and combating emerging pathogens.

3.4.1.1 Combating antimicrobial resistance

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 is called selection pressure. This phenomenon is accelerated by the misuse of antibiotics in both humans and animals (antimicrobial stewardship, AMS).

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⁽¹⁾:

- 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"⁽²⁾;
- common medical interventions (chemotherapy, transplants, various surgeries, etc.) become very risky.

Antibiotics are frequently used inappropriately for viral infections (colds, influenza, sore throats or other respiratory infections). The misuse and overuse of antibiotics, in both humans and animals, has led to the development of bacterial strains, that are resistant to these therapies.

The key role of *in vitro* diagnostics

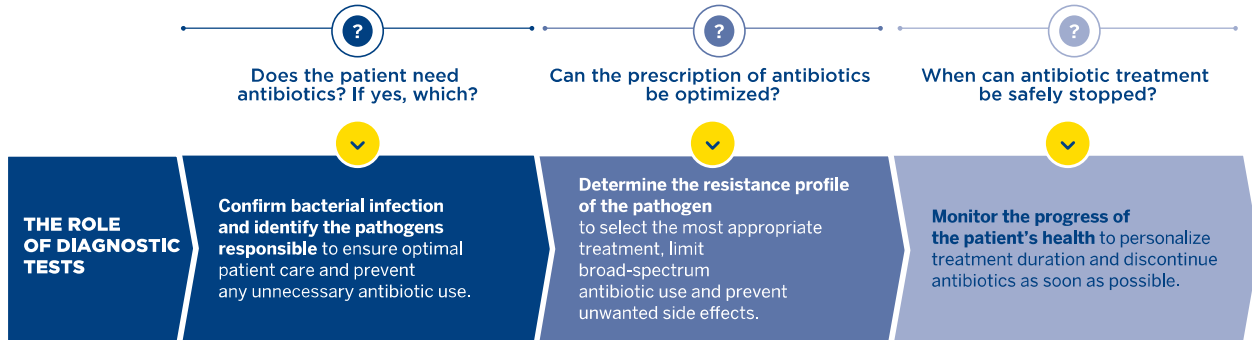
- At the individual level, diagnostic tests provide information about the pathogen responsible for an infection and about the most appropriate antibiotics to treat that infectious agent. They back up the medical decision by determining whether an antibiotic is necessary, customizing the antibiotic therapy and allowing for optimized monitoring of treatment.
- Diagnosis is the only tool capable of providing monitoring data. This is fundamental for monitoring the status and progression of antimicrobial resistance and implementing corrective actions. In addition, consolidated data on resistance make possible the construction and updating of recommendations for the proper use of antibiotics.
- Screening of patients who carry antimicrobial-resistant pathogens allows appropriate isolation measures to be taken to limit their spread.
- Diagnosis can be used to differentiate between viral and bacterial infections. By quickly determining that a person is infected with a virus and does not need antibiotics, it becomes possible to reduce overall antibiotic use safely and significantly.
- 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.

(1) 2016 O'Neill Report.

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

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). It includes tests to identify pathogens and detect their antimicrobial resistance and sensitivity profile (see Section 1.2.3.2).



bioMérieux's contribution takes the form of several initiatives described below.

Training of healthcare professionals and public awareness of the importance of proper antibiotic use

Since 2016, bioMérieux has run a website dedicated to microbial resistance: www.amr.biomerieux.com.

bioMérieux supports accredited continuing education sessions for healthcare professionals such as webinars and workshops (see Section 3.8.4.3).

The Company is also developing a range of open access educational manuals on topics related to antimicrobial resistance and antibiotic stewardship. These practical handbooks are available in English on our Corporate website: <https://www.biomerieux.com/en/antimicrobial-resistance-antimicrobial-stewardship-educational-materials>

Participation in international forums

In 2016, the Group, represented by Mark Miller, Chief Medical Officer at bioMérieux, stressed the importance of diagnostic tests in the fight against antibiotic resistance at a satellite session of the United Nations General Assembly.

In 2017, bioMérieux was signatory to the statement on antimicrobial resistance at the Economic Forum in Davos (Switzerland).

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

Launched in 2014 and regularly renewed, it is 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 of this project. In 2019, over 80 countries participated, involving over 800 hospitals and more than 300,000 patients.

By repeating this survey over time, each participating hospital can assess its performance and compare its practices with those of other sites to identify areas for improvement. 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). In 2021, 176 sites took part in the Global-PPS, particularly in South-East Asia and Africa. The number of participants rose compared with 2020, despite the COVID-19 pandemic. The results of this work were reported in more than 21 publications and participation in various conferences during the year.

The multi-partner "China Against drug Resistance" (CARE) program in China was initiated in 2013 by Fondation Mérieux and is supported by bioMérieux, which leads its implementation. This program, which based on Global-PPS, provides hospitals with a standardized tool, including indicators, to improve antibiotic management programs and the control of healthcare-associated infections to limit the spread of antimicrobial resistance. The CARE program is planning to develop collaborative projects based on interventions such as surgical prophylaxis, re-evaluation of any antibiotic prescription after 48 hours based on the patient's condition and the results of bacteriological analyses. In 2016, the first prevalence survey was conducted in four clinical departments of Zhejiang University's first partner hospital in Zhejiang province. In 2019, the CARE program was expanded to nine hospitals in eight provinces in China.

Contribution to Advisory Committees

bioMérieux's director of medical affairs in the United States, has been appointed to a four-year term on the US President's Advisory Council on Combating Antibiotic-Resistant Bacteria.

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, Chief Medical Officer, sits on the Board of Directors of the AMR Industry Alliance as a representative of the diagnostics industry. bioMérieux participated in the survey that formed the basis of the 2020 Progress Report on the commitment of the life science industry to combating antimicrobial resistance.

In April 2019, the University of Antwerp, bioMérieux, and the Wellcome Trust announced the launch of **VALUE-Dx**, the first project sponsored by IMI (Innovative Medicines Initiative) proposed by six companies in the *in vitro* diagnostics sector. These companies joined forces with 20 other partners to support the fight against antimicrobial resistance and improve patient care. The purpose of VALUE-Dx, a European public-private partnership, is to move medical practice towards more appropriate and personalized prescriptions of antibiotics based on the results of diagnostic tests. The consortium has designed clinical studies to assess the medical and economic value of using diagnostic tests to treat community-acquired acute respiratory infections through outpatient care or hospital emergency rooms in different European countries. These studies will use the **BIOFIRE® Respiratory Panel 2.1** molecular test in particular.

Building on collaboration with the pharmaceutical company Pfizer, bioMérieux is supporting the **iCREST** (infection-Carbapenem Resistance Evaluation Surveillance Trial) multi-center surveillance study. The objective of this project is to determine the prevalence of infections caused by bacteria resistant to the carbapenem class of antibiotics, and also to evaluate the efficacy of a new combination of antibiotics, bringing together ceftazidime and avibactam, in order to treat these severe and resistant infections. This study uses products developed by bioMérieux: the Chromogenic culture media **CHROMID® CARBA SMART** and two **ETEST®** antimicrobial susceptibility tests, ceftazidime/avibactam (RUO) and **ETEST® meropenem**.

As part of the projects funded by the European Commission under the auspices of the Innovative Medicines Initiative (IMI), bioMérieux is a partner in the COMbatting BACTERial resistance in Europe (**COMBACTE-CDI**) project, which focuses on combating very contagious *Clostridioides difficile* (CDI) infections, often caused by inappropriate use or overuse of antibiotics. It was launched in November 2017, and completed in mid-2021. It has contributed to a better understanding of the epidemiology of CDIs and their clinical impact in order to improve their management. In particular, bioMérieux has developed and supplied new bio-informatic tools such as **EPISEQ® CS**, which compares the genomes of hundreds of strains to identify transmission between patients and understand the circulation of pathogens regionally or Europe-wide. The bioMérieux **BIOFIRE® Gastro-Intestinal (GI)** panel made it possible to detect other common intestinal pathogens (bacteria, viruses, parasites) that may be responsible for symptoms identical to those of a CDI infection and thus to exclude the hypothesis of such an infection, for appropriate treatment.

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.

In January 2020, bioMérieux renewed its commitment with the Center for Infectious Disease Research and Policy (**CIDRAP**) – University of Minnesota, United States. A series of webinars illustrating the medical value of diagnostics in antimicrobial stewardship was held around the world. A series of podcasts highlighting selected scientific and medical evidence was also produced. bioMérieux participated in the redesign of the CIDRAP website and weekly newsletter to promote content related to antimicrobial resistance.

In 2021, bioMérieux supported the activities of the ONE HEALTH 2021 national platform in Côte d'Ivoire, in collaboration with the National AMR Committee, the Ministry of Health and the WHO. It participated in multidisciplinary teams to raise awareness of the proper use of antibiotics in the fields of human and veterinary health and the environment, for different target groups (health professionals, students and farmers).

This initiative falls within the scope of the memorandum of understanding of collaboration signed with Côte d'Ivoire in 2019, for a period of three years. The goal is to fight antimicrobial resistance by education, training and communication initiatives to advance knowledge of the topic through monitoring and research, and optimizing the use of antimicrobials in human healthcare. These three strategic objectives are part of Ivory Coast's national plan, developed following the adoption of the global action plan on antimicrobial resistance by 192 countries during the 68th World Health Assembly in May 2015.

At the same time, bioMérieux opened a training center in Abidjan dedicated to healthcare professionals. Since then, more than 100 laboratory technicians have received special training in blood culture, identification and antimicrobial susceptibility testing to combat microbial resistance. In 2021, bioMérieux also supported the activities of the ONE HEALTH national platform in collaboration with the National AMR Committee, the Ministry of Health, the Ministry of Animal Resources and Fisheries, FAO, USAID, WHO and Breakthrough Action, with multidisciplinary teams in the fields of human and veterinary health and the environment to raise awareness on the proper use of antibiotics among health professionals, students and farmers.

bioMérieux was selected as a partner in a call for tenders organized by the **Fleming Fund**, a £265 million British investment program to combat antimicrobial resistance in resource-limited countries around the world. bioMérieux is locally active in 18 out of the 24 countries taking part in the program in Africa and Asia Pacific. In each of them, the Company undertakes to equip a clinical laboratory and a veterinary reference laboratory with the **VITEK® MS** and **VITEK® 2** systems for pathogen identification and antimicrobial susceptibility testing and with the **MYLA®** software

for data processing. Laboratory analyses contribute to the establishment of antimicrobial resistance surveillance systems and provide information on the evolution of pathogen resistance. This information should make it possible to improve patient treatment and contribute to the development of effective national policies against microbial resistance. In addition, the data collected by the national laboratories provide a better understanding of the extent of the phenomenon, as well as the geographic areas where it presents the greatest risk.

For example, in 2021, bioMérieux equipped laboratories in Laos, Malawi, Nepal, Tanzania, Senegal, Swaziland, Zambia and Zimbabwe. It is currently fitting out facilities in Bangladesh, Bhutan, India, Indonesia, Nigeria, Sierra Leone and Vietnam.

Commitment alongside other industrial players.

In 2020, bioMérieux signed a memorandum of understanding with Pfizer in Singapore. The two partners jointly support training programs with a focus on antimicrobial resistance. They collaborate with medical associations and hospitals to facilitate the sharing of knowledge and recent developments in the field.



76% of R&D capital expenditure is dedicated to the fight against microbial resistance (see Section 1.5.1.3).

3.4.1.2 The fight against sepsis: early first-line diagnosis

Sepsis is a severe infection characterized by the body's immune response leading to potentially fatal organ failure. Making a diagnosis as quickly as possible is crucial for patients:

- it is one of the leading causes of death;
- about 48 million people around the world are affected each year by sepsis;
- the survival rate is 60% when patients receive appropriate treatment within two hours after the onset of care, and it falls to 30% if treatment is given within four hours.

bioMérieux has long been involved in the fight against this syndrome. To meet this public health challenge, bioMérieux deploys a unique approach that positions it as a true partner of healthcare professionals. It has a comprehensive offer called "Sepsis Solution" to support patient care at all stages of the disease and to maximize workflows and ensure that patient samples reach the laboratory and are analyzed as quickly as possible (see Section 1.2.3.1).

The Company offers different and complementary solutions, including immunoassay, bacteriology and molecular biology testing based both on the host response with VIDAS® procalcitonin testing (PCT), and the detection, identification and characterization of the pathogens, in particular with the BACT/ALERT®, VITEK®, and BIOFIRE® product lines.

In 2020, bioMérieux made commitments to three collaborative research projects to fight sepsis:

- IMPACCT is a three-year multi-partner project coordinated by bioMérieux in close collaboration with Imperial College London and the Hospices Civils de Lyon. Subsidized by the European Union, its primary objective is to validate the clinical performance of a panel of immune biomarkers in a study of 300 sepsis patients⁽¹⁾.
- ImmunoSep is entirely financed by the European Union over a four-year period. This project, coordinated by the Radboud University Nijmegen Medical Center (Netherlands), is the first large-scale clinical study to demonstrate the efficacy of immunotherapies in the management of sepsis. It plans to establish a European clinical network that will enable the validation of future treatments and diagnostic tools.
- DIAMONDS (see Section 3.4.1.1).

Research collaborations

Started on January 1, 2020, the Diagnosis and Management of Febrile Illness using RNA Personalized Molecular Signature Diagnosis (DIAMONDS) project is entirely financed by the European Union for an amount of up to €22.5 million over five years. For emergency room visits by patients running a temperature, its main goal is to develop rapid tests based on personalized genomic signatures specific to the different causes of fever such as inflammation and infection.

3.4.1.3 Managing the risk of epidemics due to emerging pathogens: providing an appropriate response

Solutions tested in the context of epidemics

Since 2014, bioMérieux has set up a group of internal experts dedicated to the threats posed by infections due to emerging pathogens (Zika, Ebola, MERS-CoV, Lassa fever, Marburg virus, Chikungunya, etc.). This group is working on the possibility of developing relevant diagnostic tests. The aim is firstly to monitor the emergence of new epidemics, and secondly to develop and validate diagnostic tests for these emerging pathogens.

As such, in the face of the health crisis caused by the Ebola epidemic in West Africa in 2014, BioFire Defense, a bioMérieux subsidiary, obtained from the FDA an Emergency Use Authorization its clinical test to detect the Ebola virus. BIOFIRE® BioThreat-E test.

In 2015, the Company introduced the ARGENE® MERS-HCoV-gene® test, a new RUO kit (reserved only for research) for laboratories working on developing a tool to diagnose the emerging coronavirus that causes Middle East Respiratory Syndrome. This molecular solution makes it possible to detect and screen for this pathogen, which has a mortality rate of around 35% in humans.

In April 2017, the Company obtained CE marking for the BIOFIRE® respiratory panel 2 plus (RP2 plus). It can test 22 pathogens (18 viruses and 4 bacteria) responsible for respiratory tract infections (including MERS-CoV) simultaneously. This improved version, extended to the BIOFIRE® respiratory panel, offers faster result times (45 minutes compared to around one hour previously) and greater sensitivity.

(1) <https://www.who.int/news-room/fact-sheets/detail/sepsis>, Rudd et al. Lancet 2020.

Diagnostic tests at the heart of the fight against the COVID-19 pandemic

The COVID-19 global health crisis has highlighted the key role that diagnosis plays in the healthcare chain. Laboratory tests that confirm infection are essential for:

- confirming the diagnosis by identifying the COVID-19 pathogen: SARS-CoV-2;
- estimating of the severity of the infection *via* measurement of various blood parameters (cardiac, kidney, coagulation or inflammation markers);
- detection of frequent bacterial co-infections or superinfections in intensive care patients;
- accurate and rapid identification of the causative pathogens of these secondary infections and their antimicrobial susceptibility profile (AST) that helps physicians to improve care;
- management of the epidemic by health authorities through the detection of the virus using PCR techniques or the study of serology (antibody response).

At the beginning of 2020, faced with the urgency of the COVID-19 epidemic, bioMérieux worked to develop tests in record time for the detection of the SARS-CoV-2 virus (see Section 1.2.3.1) that meet the highest performance and quality requirements.

This strategy was based on the development of:

- molecular biology tests that rely on the Company's expertise in automated nucleic acid extraction and the development of real-time PCR (polymerase chain reaction) tests. PCR technology is the reference technique for virus detection and identification;
- serological tests, thanks to its expertise in the field of immunoassays. These tests have a key role in the monitoring of the immune response of populations and are therefore of interest for the epidemiological monitoring of the pandemic.

In order to facilitate access to COVID-19 diagnostics, bioMérieux is participating in two initiatives:

- the project launched by the Bill and Melinda Gates Foundation to ensure equitable access to diagnosis, treatment and vaccines against the virus along with 15 healthcare companies;
- the partnership with the Africa Medical Supplies Platform (AMSP) to facilitate access to diagnostic solutions dedicated to the fight against the pandemic in Africa. The goal of this partnership is to alleviate shortages in certain African Union member states by ensuring efficient, continuous and quick access to bioMérieux's solutions at highly competitive prices.

3.4.2 Product quality and safety

Every day, bioMérieux strives to guarantee the quality and safety of its products, thus protecting the health of patients and consumers (see Section 1.4). 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.

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

The Company may be liable in the event of a diagnostic error resulting from a quality defect in one of its tests or a performance defect in one of its machines. As stated in Section 2.2.1.4, the Company has introduced a Global Quality Department, whose mission is to implement a management system aimed at guaranteeing compliance with current quality standards and regulatory requirements. A Quality Assurance Department at each site and subsidiary is involved in all phases of product development and at each stage of production and distribution. Its remit includes monitoring products after they are brought to market and tracking customer complaints and product recalls.

The Global Quality Department defines a quality policy, a quality manual and a management system by which it ensures compliance with applicable quality standards.

Should a quality problem be suspected for batches that are still under bioMérieux's responsibility, a specific procedure is used to block the distribution of the batches concerned to customers. An investigation is then launched to determine whether any action in the field is required. If the quality problem is not confirmed, shipments are resumed and, if not, measures are taken to avoid any consequences in the field.

Furthermore, there is a process for managing and monitoring customer complaints in order to detect any problems with products that have been distributed as early as possible. To this end, complaint trend analyses are carried out regularly to ensure that early signals are detected.

Should a quality problem be confirmed, a process of vigilance and action is launched on the ground to ensure that the customers concerned and the relevant local authorities are quickly informed. Should a quality problem affect the customer, an alert procedure is triggered by means of a formal notification.

Regular internal audits are conducted at production sites and subsidiaries, aimed at improving implementation of internal processes and compliance with standards such as MDSAP (see Section 1.4.2).

The Group's production sites are also regularly inspected by health authorities to provide independent oversight and support a process of continuous improvement. A summary of the inspections conducted in 2021 is presented in Section 3.6.1.

Finally, the Company has begun a process of certifying its main production sites, with the aim of meeting the most stringent industry standards:



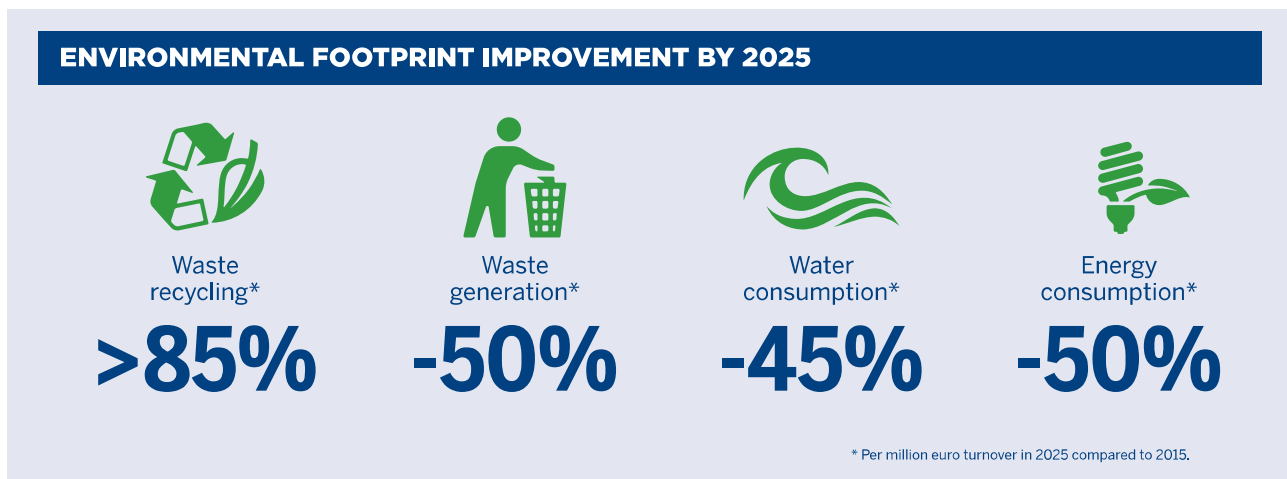
ISO 9001 certifications: 56 sites and subsidiaries in 2021 versus 55 in 2020.
ISO 13485 certifications: 15 sites and subsidiaries in 2021 as in 2020.

3.5 PRESERVING THE PLANET, OUR GREATEST RESOURCE

3.5.1 Governance and policy

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

Building on its strong performance on environmental indicators in previous years, and as part of its new CSR strategy, bioMérieux has made new commitments to reduce its environmental footprint by 2025 and 2030.



Organization and operations

bioMérieux assesses its impact on the environment (soil, water, air, noise, energy, waste, etc.). The Company's initiatives are part of a circular economy approach based on non-wasteful and responsible use of natural resources and primary raw materials.

bioMérieux has introduced an environmental, health and safety 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.

In 2021, the Durham, Lombard and St. Louis production sites in the United States obtained initial ISO 14001 certification. They have joined the European sites of Craponne, Combours, Marcy-l'Étoile, La Balme, Saint-Vulbas, Grenoble and Verniolle (France), Tres Cantos (Spain) and Florence (Italy), bringing the total number of certified production sites to 80%.

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 several members of the Executive Committee (Chairman and CEO and representatives of the total quality functions *manufacturing & supply chain*, R&D, human resources & CSR, finance, purchasing, information systems, 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 (SHSE 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 3.5.3.2).

3.5.2 Ecodesign of products

Ecodesign involves incorporating environmental criteria from the product (or service) design stage. The aim is to reduce its impact and increase its performance throughout its life-cycle. This approach balances environmental, technical and economic requirements. A dedicated steering committee composed of industry and clinical marketing, R&D, manufacturing & supply chain and HSE functions meets three times a year.

The product life-cycle refers to 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. Performance evaluation must be based on a multi-criteria approach and cover the categories of damages that are the most representative of the product or service under evaluation (climate change, resource depletion, impact on ecosystems and health).

The first Life Cycle Analysis (LCA) was conducted by VIDAS® and its reagents in 2019 using a methodology in accordance with international standards ISO 14040 and 14044. The analysis highlighted that:

- the distribution of VIDAS® reagents to customers, and the customers' use of the instrument, are the two stages in the lifecycle that make the biggest contribution to the environmental footprint of the VIDAS® product;

- the product's life-cycle has an environmental impact, mainly related to global warming and eutrophication.

As such, the Company has confirmed that the modes of transport it chooses for its products is important for improving their global footprint (see Section 3.5.3.1).

Following this first LCA, the Company implemented a process to reduce the ecological footprint of its new products over the long term:

- the deployment of LCAs to its principal solutions, including VITEK® in 2020;
- the creation of a governance structure including representatives of several functions and members of the Executive Committee;
- the definition of a comprehensive action plan for 2025;
- the definition of an outreach program, a communication plan and training for the functions concerned (R&D, production, purchasing, HSE, marketing, customer service, tenders, quality, etc.);
- the formalization of common rules, instructions and tools.



Objective 2025: Full completion of the Global Ecodesign action plan.

2021 Result: 50% of completion.

N.B.: the overall eco-design action plan is expected to be dynamic, with new actions added over time in line with the principle of continuous improvement.

3.5.3 Impact of climate change on performance and environmental compliance

3.5.3.1 Greenhouse gas emissions

From 2015 to 2020, bioMérieux managed to maintain a constant level of CO₂ emissions in scopes 1 and 2 despite very strong growth in its activity.

In 2021, the Company committed to the following two targets, 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>

To accomplish this initiative, bioMérieux relies on:

- a positive assessment of its greenhouse gas emissions (scopes 1, 2 and 3);
- a new governance structure to be set up in 2021, 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 based on the Fresque du Climat® climate awareness tool.

bioMérieux is also involved in the Carbon Disclosure Project (CDP) (see Section 3.1.7) and uses the results to structure its approach to climate change.

Lastly, bioMérieux has put initiatives in place to reduce its carbon footprint.

Renewable energies: the various achievements of recent years are set out in Section 3.5.3.4.

International transport and logistics contracts: the Company is progressively integrating requirements on greenhouse gas emissions generated by the services provided by its contractors, as well as recommendations to reduce their environmental impact. For example, the reporting of transport-related CO₂ emissions on behalf of bioMérieux is systematically requested.

Multi-modal transport: the Company undertakes to cut back on 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 was 62% in 2021, compared with 59% in 2020 and 48% in 2019.

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 development of the VILINK™ IT solution, providing bioMérieux customers with remote incident resolution, maintenance and upgrade services, continued in 2021. 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 CO₂ 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.

Employee commitment: the Company has chosen to raise awareness of climate change among its employees, in particular with the Fresque du Climat® tool. At the end of 2021, nearly 1,000 employees had registered for a Fresque du Climat® workshop.



2030 Objective: 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).

2021 Result: -7% (57,964 tCO₂e) compared with 2019 (reference year) (62,589 tCO₂e).

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

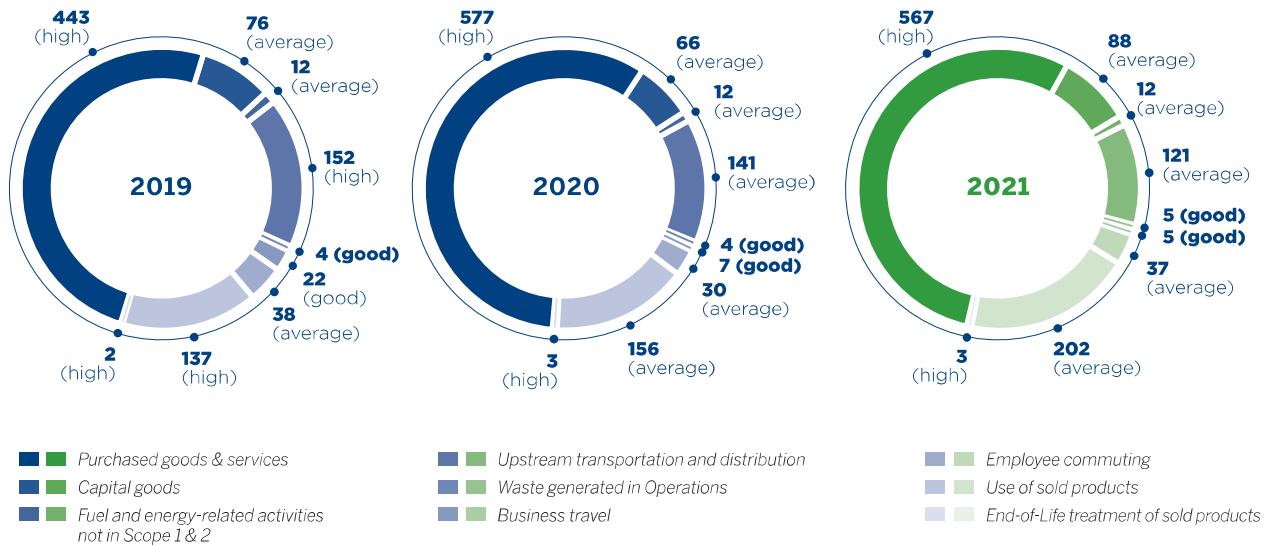


GHG emissions as calculated for each of the three scopes on the consolidation scope, expanded to include the Company's entire value chain, are the following:

Scope	Significant emissions categories	2021 emissions in thousands of tCO ₂ e (± uncertainty)	2020 emissions in thousands of tCO ₂ e (± uncertainty)	2019 emissions in thousands of tCO ₂ e (± uncertainty)
Scope 1	Direct emissions (Scope 1)	29 (good)	29 (good)	32 (good)
Scope 2	Energy purchases (Scope 2)	29 (good)	30 (good)	31 (good)
Scope 3		1,040 (high)	995 (high)	888 (high)

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

Details of emissions calculated for Scope 3 (in thousands of tCO₂e and uncertainty) is represented in the chart below:



Scopes 1 and 2 emissions

The global COVID-19 crisis had limited impact on emissions from industrial operations.

- Production sites are operating at normal levels, while energy consumption in some offices of distribution subsidiaries has decreased as a result of locally applicable teleworking requirements (e.g. in the USA).
- The fleet of vehicles was used mainly by employees traveling to customer sites to maintain instruments, who continued to work normally.

N.B.: the methodology for calculating Scope 2 has been reviewed for the years 2019 to 2021 (taking into account the GHG Protocol's Market Based approach).

Scope 3 emissions

Scope 3 emissions reported in the table above include estimates made for the first time 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 for this category were assessed for the period between 2019 and 2021 for the first time. They account for the majority of the Company's Scope 3 emissions, a feature shared by companies in bioMérieux's 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.

The share relating to the distribution of finished products has decreased significantly since 2018 thanks to the shift from air freight to increased sea freight. This reduction has continued over the last two years but has been made difficult as a result of the effect of the COVID-19 crisis on the international freight market. The use of sea freight has thus increased from 34% to 45% by the end of 2021, in terms of weight transported.

Capital goods

Emissions in this category are assessed for the first time for the years 2019 to 2021.

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

Emissions in this category are assessed for the first time for the years 2019 to 2021.

Employee commuting

In 2021, with the continuing COVID-19 crisis, the following assumptions were made for the assessment of CO₂ emissions from commuting:

- for France, the Company counted non-production employees as working remotely two days a week;
- for the Americas and Australia, the Company counted non-production employees as working remotely full-time for the whole year;
- for the other countries, which account for 23% of the headcount, no remote working days were counted (upper bound approach).

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.

Use of sold products

The methodology for assessing the emissions of Company instruments at customer sites was improved in 2020. This document incorporates this new methodology into all the data from 2019 to 2021.

Consequently, the change in emissions since 2019 and those reported in previous years may be attributed to the use of a new methodology and the growth of the installed base.

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.

3.5.3.2 Waste management

The Company is committed to optimizing waste management, sorting waste at source and developing 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 in an appropriate manner. All of the Company's sites have waste storage facilities.



2025 Objective: 50% reduction in waste generation intensity compared with 2015 (ratio of waste generation to sales).
2021 Result: -46% (9,865 metric tons) compared with -45% (9,439 metric tons) in 2020.

The 2025 target defined in 2020 will be reviewed during 2022.

As part of its continuous improvement, bioMérieux has introduced initiatives to improve its waste management.

Waste reduction: the Company strives to optimize 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 Combours sites in France, and the subsidiaries in the United Kingdom and Germany are all "zero-landfill" sites. Furthermore, organic waste at the Corporate restaurants in Marcy l'Étoile, Durham, Craonne and La Balme is sorted and sent to a composting facility.

Waste sorting: Sorting and recycling guides are available to employees. The Company raises awareness among employees of best practices in waste management at events such as the National Sustainable Development Week in France.

Food waste: the Company contracts a food services provider to manage its Corporate restaurants – in particular for its sites in La Balme, Craonne 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. In 2021, an initiative to donate leftover food to associations that help people in very precarious situations was deployed at the Marcy l'Étoile sites.

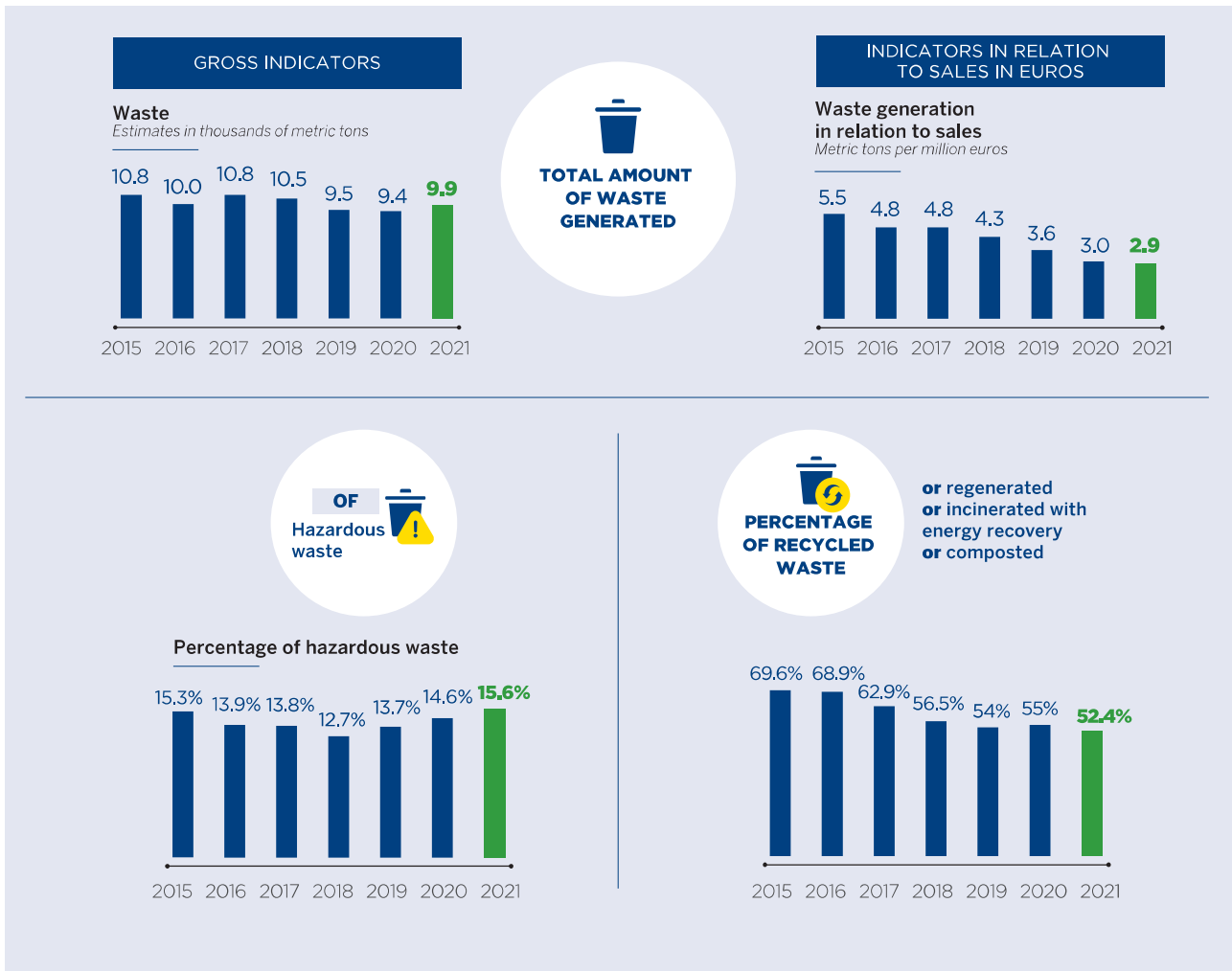
WORLD CLEAN-UP DAY®

In response to local health regulations related to the COVID-19 epidemic, bioMérieux renewed a major campaign to clean up the data contained in certain servers (email boxes, individual files on the Cloud, data exchanged via collaborative work applications), like in 2020. More than 1,300 employees in 41 countries took part in this second edition of the initiative and contributed to deleting 9.5 Terabytes of data (5.2 in 2020).



Total volume of waste generated, including hazardous waste

(see Section 3.9 for the organizational scope covered).



3.5.3.3 Water management

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



2025 Target: 45% reduction in water consumption compared to 2015 (ratio of water consumption to sales).

2021 Result: -40% (602,747 m³) compared to -29% (664,000 m³) in 2020.

For the water needs of its manufacturing sites, bioMérieux uses the local water supply. bioMérieux 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 for cooling purposes. Water extracted from the groundwater is discharged after heat exchange, and has no direct contact with process 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 specific guidelines issued by local authorities in the event of drought (for example, limiting water use for lawn care).

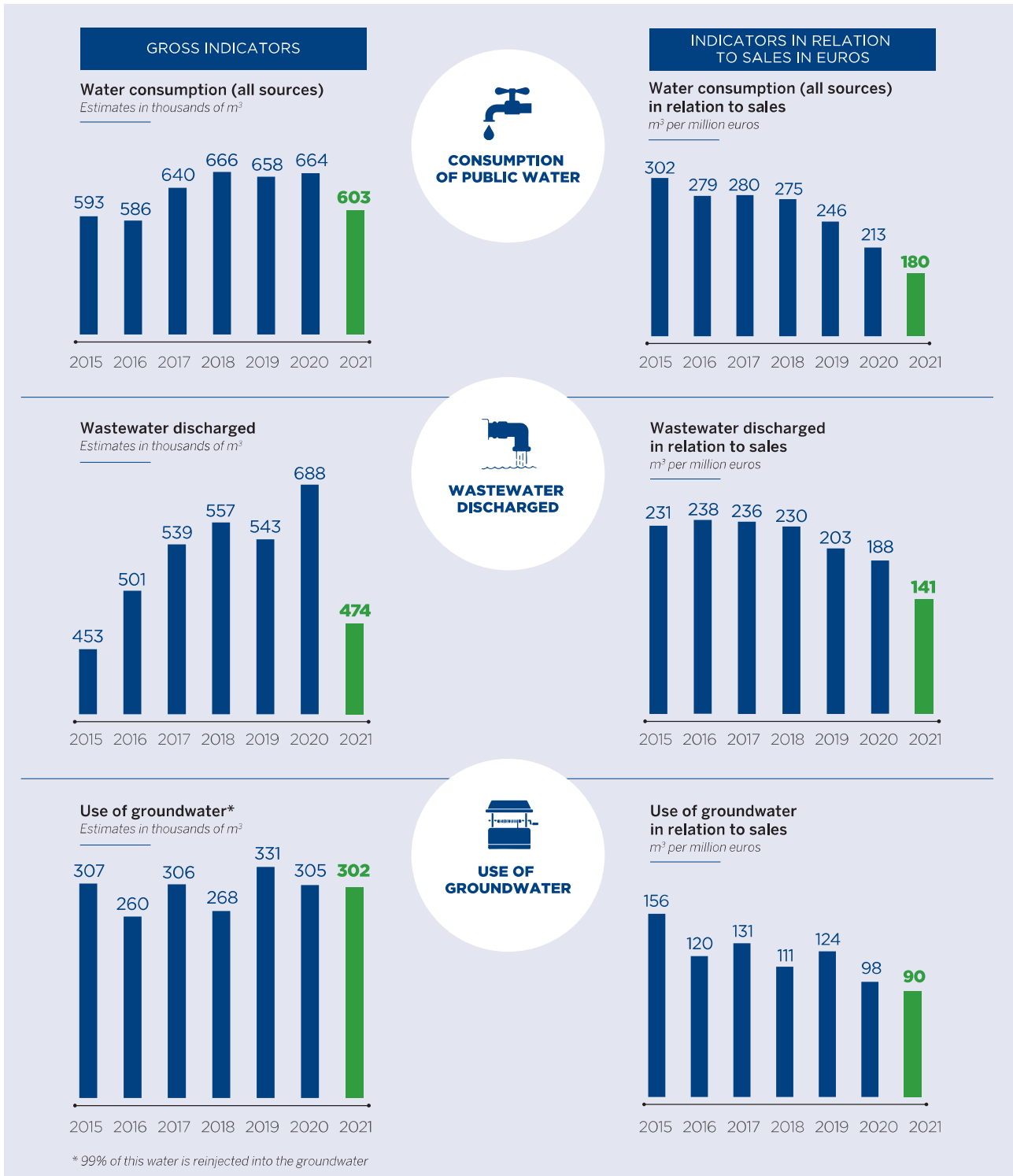
bioMérieux's initiatives to reduce water consumption at its industrial sites involve the optimization of its manufacturing processes (reviewing water requirements and replacing old equipment with more efficient equipment or less wasteful technologies).

Water consumption is monitored on a regular basis, and actions are taken to reduce it.



Consumption of public water, wastewater discharged and use of groundwater

(see Section 3.9 for the organizational scope covered)



3.5.3.4 Energy management

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



2025 Target: 50% reduction in energy intensity compared to 2015 (ratio of energy intensity to sales).
2021 Result: -38% (217,444 MWh) compared to -33% (219,656 MWh) in 2020.

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, and that rate is 100% for the Florence (Italy) and Madrid (Spain) sites;
- the Company’s Swiss, Austrian, Brazilian and Canadian subsidiaries use 100% hydropower, and the Colombian subsidiary uses 90% hydropower;
- our sites in La Balme, Saint-Vulbas (IDC), Grenoble, Durham, North Ryde (Sydney) and Salt Lake City are equipped with solar photovoltaic panels;
- 2021 was devoted to planning new projects for the coming years with the commitment to reduce Scope 1 and 2

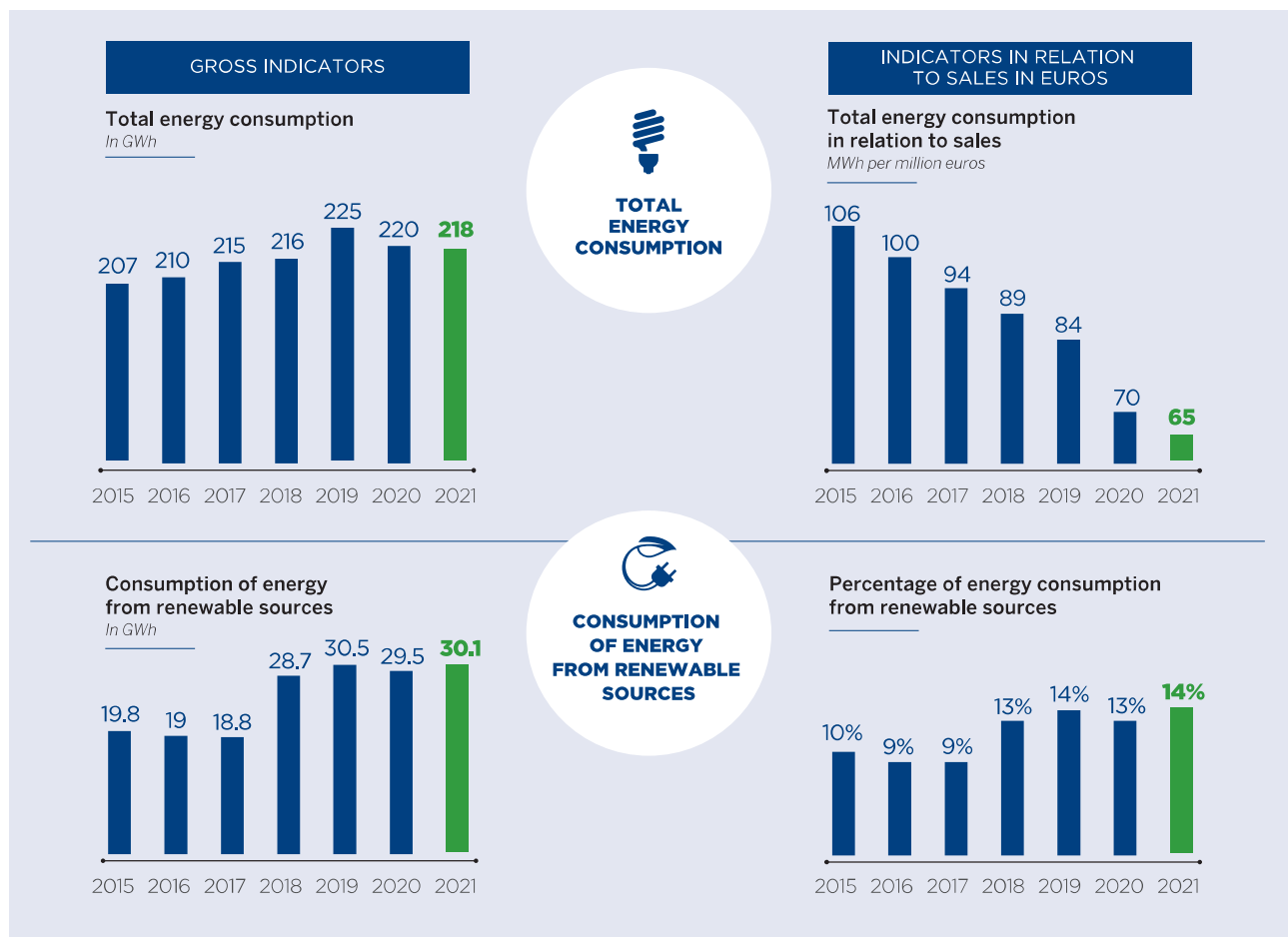
emissions according to a +1.5°C trajectory. These projects focus on significantly increasing the share of renewable electricity in overall consumption (through the installation of on-site generation facilities, such as photovoltaic panels, or through the implementation of renewable electricity supply contracts) and reducing the use of fossil fuels through the implementation of low-carbon technologies.

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.



Total energy consumption and percentage of energy consumption from renewable sources
(see Section 3.9 for the organizational scope covered)



3.5.4 Spread of new epidemics as a result of global warming

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* 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.

3.6 INTERACTING ETHICALLY WITH THE HEALTHCARE ECOSYSTEM

3.6.1 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 ISO standards (in particular 9001 and 13485), Medical Device Single Audit Program (MDSAP), Unique Device Identifier (UDI), In Vitro Diagnostics Regulation (IVDR) and Post-Market Vigilance;
- local and international regulations, particularly those associated with import and export management.

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).

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

- definition and quarterly monitoring of key performance indicators (KPI) 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.

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.

MAIN INSPECTIONS BY REGULATORY AUTHORITIES IN 2021

The inspections were all successfully completed and contribute to the Company's continuous improvement plans.

	SITE	ORGANIZATION
EUROPE	Marcy, Craponne, La Balme, Grenoble, Verniolle (France), and Florence (Italy)	GMED ^(a) : based on a Medical Device Single Audit Program (MDSAP), ISO 9001 and ISO 13485 certifications
	Combourg (France)	GMED ^(a) : based on ISO 9001 certification
	Combourg (France)	COFRAC ^(b) : based on ISO 17025 certification
	Tres Cantos (Spain)	ENAC ^(c) : ISO 17025
	Tres Cantos (Spain)	GMED ^(a) : based on MDSAP, ISO 9001 and ISO 13485 certifications
NORTH AMERICA	St. Louis, Missouri, and Durham, North Carolina (United States)	GMED ^(a) : based on MDSAP, ISO 9001 and ISO 13485 certifications
	Lombard (United States)	GMED ^(a) : based on ISO 9001 certification
	BioFire Diagnostics – Salt Lake City, Utah (United States)	BSI ^(a) : based on MDSAP, ISO 9001 and ISO 13485 certifications
LATIN AMERICA	Rio (Brazil)	GMED ^(a) : 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.

3.6.2 Data protection

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

bioMérieux has created a network of business representatives in its subsidiaries and global functions. This network comprises approximately 85 people not dedicated solely to data protection, who act as a link with the Data Protection Officer. It is in charge of documenting all personal data processing within their scope to ensure compliance with data protection regulations including the General Data Protection Regulation (GDPR) in Europe.

The confidentiality of patient personal data is ensured by particularly strict regulations in the United States (Health Insurance Portability and Accountability Act – HIPAA) and Europe (GDPR). In addition, systems and services marketed by the Company process patient data on a daily basis. In designing and supporting these systems, the Company must ensure data confidentiality, integrity and availability and uphold the basic rights of the affected patients (see Section 2.2.2.4).

As a response to these issues, bioMérieux has developed a personal data protection program based on:

- the general data protection policy approved by General Management;
- the appointment of a data protection officer (DPO) reporting to the executive director, Legal, Intellectual Property and Compliance; and registered with the French Data Protection Authority (Commission Nationale Informatique et Liberté – CNIL);
- the appointment of a Privacy Officer in the United States to ensure compliance with the regulations of several states (California, Virginia, Colorado); a network of 76 DPO-business line liaisons at subsidiaries, sites, and global functions, who, trained in the regulations, are responsible for overseeing compliance;
- an online GDPR training to educate employees about their rights.

The methodology applied to ensure GDPR compliance has now been expanded to other companies of the Group and outside of Europe in order to apply a level of protection at least identical to that imposed by European regulations. In particular, a DPO network has been deployed in the following countries: Australia, Argentina, Brazil, Canada, Chile, China, Colombia, India, Indonesia, Japan, Malaysia, Mexico, Philippines, Russia, Singapore, South Africa, South Korea, Turkey, Thailand, United Arab Emirates and United States.

In 2021, the Company updated its policy:

- by extending the scope of its actions to the new regulations applicable in many countries;
- by translating it into 16 languages to reach all employees;
- by communicating about the rights of individuals.

Legal information on processing is accessible to third parties on the Company's Corporate website and to employees on its Intranet.

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 implemented a tool to strengthen its compliance with current personal data protection regulations. It enables in particular to:

- more accurately document the processing of personal data;
- 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 for access rights from data subjects.



This tool currently covers 67 bioMérieux subsidiaries.

In 2021, two training modules for employees with access to patient data were conducted regarding:

- the American federal regulations (HIPAA); assigned to 1,381 employees, more than 86% of them completed the course;
- the protection of patient data at the global level; assigned to 486 employees, more than 88% of them completed the course.

No data breaches were reported to the competent authorities in 2021.

3.6.3 Business ethics

3.6.3.1 Ethics and compliance

Governance and Ethics and Compliance program

Through the Ethics and Compliance program (the "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.

The Program is intended to allow all bioMérieux employees to contribute to the Company's growth, in compliance with business ethics, Group culture and all applicable regulations. It is designed to prevent unethical conduct. The Program also takes account of lobbying rules (see this section – Public and Governmental Affairs).

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

In 2021, 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;
- the new EU General Data Protection Regulation (GDPR).

This Program is under the responsibility of the corporate vice-president, Legal, Intellectual Property, and Compliance, through the Ethics and Compliance Department. The Global Compliance Officer draws on regional and local managers for the three main subsidiaries, as well a team responsible for export control.

bioMérieux's ethical principles extend to everywhere it operates. Consequently, each site or subsidiary has its own Ethics and Local Compliance team (LCT). This team acts as the central

team's correspondent at the local level and is responsible for disseminating and applying the Program. They also ensure 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 comprised of several members of the Executive Committee under the coordination of the Chief Operating Officer meets every quarter to oversee the implementation 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 online training that is updated annually. The training aims to raise employee awareness of applicable internal regulations and procedures so that team members can conduct themselves in an upright, ethical manner in their business and work relationships.

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 2021, nearly 24,000 online courses were offered to employees across all subsidiaries, including courses on the Code of Conduct, anti-corruption measures, influence peddling and conflicts of interest, with the latter provided every three years. Courses were also provided to the employees concerned on the rules to follow when working with distributors or handling patient data.



In 2021, the training completion rate was as follows:

- 86% for the Code of Conduct (versus 84% in 2020);
- 90% for anti-corruption measures (versus 92% in 2020);
- 93% for conflicts of interest (versus 78% in 2018).

Code of Conduct

The current version of the Code of Conduct⁽¹⁾ covers the risks included in the latest regulations. These regulations cover measures to combat corruption, influence peddling and money laundering, relations with healthcare professionals and the protection of personal data. It is available in 17 languages (English, French, Simplified Chinese, Traditional Chinese, Spanish, German, Portuguese, Italian, Russian, Korean, Japanese, Greek, Serbian, Turkish, Thai, Polish and Arabic). 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.

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.

Moreover, the Code of Conduct and a document containing "Business Principles for Third Parties" are brought to the attention of external partners, whom the Group asks to uphold the principles of business ethics. For this purpose, the Group appends these documents, or a web reference to them, to its main contracts with suppliers and distributors, in order to ensure that its commercial partners are contractually bound by them.

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 a policy of protecting patient interests whilst preserving its reputation and the interests of shareholders. bioMérieux's actions are governed by a set of principles, directives, standards and procedures that correspond to current ethical norms. 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⁽²⁾. This manual, which is available on the Company's corporate website and on its Intranet, sets out the Company's expectations in its relations with its partners.

In 2019, the Company also created and circulated a new procedure and new interactive tool for approving third parties in order to identify and, where necessary, reject before hiring, any partners at risk of corruption.

The Company has also developed a document describing the Business Practices applicable to third parties, as well as a prior approval procedure for third parties, to make partners aware of the Company's rules of ethical business conduct and to identify among them (by means of forms to be filled out and with the help of automatic partner screening software) those with whom the planned or current collaboration could be harmful to bioMérieux, in light of their profile or history 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.

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 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 by 4,419 employees worldwide. The Ethics & Compliance department and a consulting firm worked on defining employee compliance awareness 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/sites/corporate/files/020572_-_attachment_3_-_code_de_bonne_conduite_-_fr.pdf

(2) https://www.biomerieux.com/sites/corporate/files/040268_-_att_2_-_manuel_de_prevention_de_la_corruption_-_fr_2.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 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.

Reports made are processed anonymously by dedicated teams who take the necessary steps to respond to each message. The Ethics and Compliance Committee is responsible for reporting and monitoring the cases handled.

The Company has a zero-tolerance policy concerning threats to employees who have reported something in good faith, 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.

Public and governmental affairs

In 2018, bioMérieux established the Public and Governmental Affairs Department whose purpose is to raise awareness and achieve recognition of the medical and economic value brought by *in vitro* diagnostics, particularly in terms of antimicrobial resistance, to ensure antibiotics are prescribed appropriately, against epidemics and emerging pathogens. This function is also responsible for protecting, defending and promoting the Company's interests with public and institutional authorities.

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, integrity and in accordance with its 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, in a complex environment (economic difficulties in healthcare systems, major changes in medical practice and the organization of care, government reforms), through legislation and regulations that reflect the specific characteristics of each sector.

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:

- compliance with local regulations and internal procedures (including the Code of Conduct and the Anti-Corruption Manual);
- integrity and transparency of representation in relations with public decision-makers;
- reporting of public and governmental affairs activities to local authorities where applicable;
- transmission of accurate and substantiated information;
- absence of conflict of interest and tolerance of corruption;
- ban on political contributions;
- respect for confidentiality.

This charter is binding on any person, internal or external, expressly mandated for this purpose, who must certify having knowledge of it through a training module. It was drafted by the Public and Governmental Affairs, Ethics and Compliance and Legal Departments. This charter is published on the bioMérieux website (www.biomerieux.com). It is revised and updated regularly.

bioMérieux also launched a training program in 2021 for mandated persons in order to share a common knowledge base, to help them understand their local ecosystem and to enable them to establish quality relationships, in compliance with the Public and Government Affairs Charter.

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. Amid a global public health emergency, the purpose of this working group is to make practical, evidence-based proposals to French health authorities in order to (i) unite the industry around fighting “antimicrobial resistance”, (ii) allow existing health products to remain on the market, (iii) support the launch of new products under regulatory and pricing conditions that are satisfactory and sustainable for all players, and (iv) 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, structured around two complementary areas:

- identification of all the players and anticipation of the development of the French biology market;
- securing the supply chain for the French market and building up production resources in France.

Europe: MEDTECH Europe

bioMérieux is participating in various working groups dedicated to “Regulatory Affairs” in order to ensure a smooth transition to the new In Vitro Diagnostic Medical Devices Regulation (EU) 2017/746 (IVDR), which will come into force on May 26, 2022.

In taking action, the Company is supported by these trade associations:

- the Advanced Medical Technology Association (AdvaMed): This American association promotes policies that foster the highest ethical standards, rapid product approval, appropriate reimbursement, and access to international markets;
- the *Syndicat de l’Industrie du Diagnostic In Vitro* (SIDIV): this trade association represents manufacturers in the sector in France. It helps them to defend their interests by acting as a key point of contact for public authorities. bioMérieux’s director of Public and Governmental Affairs, Isabelle Tongio, was re-elected Chair of SIDIV in 2021 for a one-year term;
- Medtech Europe is a European trade association for the medical industry. Pierre Boulud, bioMérieux’s Chief Operating Officer and Executive Vice President for bioMérieux’s clinical operations is a member of the board, while Isabelle Tongio, director of Public and Governmental Affairs at bioMérieux, is a member of its Public Affairs Committee;

- AMR Industry Alliance is a global initiative that brings together industry players from the life sciences sector to respond to the United Nations’ call in 2016 to tackle microbial resistance to antibiotics. bioMérieux is actively involved in this organization alongside other companies in the pharmaceutical and *in vitro* diagnostics sectors.

The Company is also a member of G5 Santé, the France China Committee and the Association Française des Entreprises Privées (AFEP). It is a founding member of French Care.

In 2021, the Company paid €952,000 in trade association fees.

Moreover, the Group’s distribution subsidiaries are encouraged to join their local trade association. The costs incurred are not material.

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).

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.

3.7 PROMOTING THE DEVELOPMENT AND WELL-BEING OF OUR EMPLOYEES

bioMérieux's employees are its most important asset. Thus, human resources management is an issue to which bioMérieux attaches great importance.

Around 73% of employees are located in France and the United States. That is why the actions described below refer mainly to these two countries. They are the pilots before roll-out to the other countries of the Group. These actions act as reference points for the labor relations policy that bioMérieux strives to apply to all of its employees, taking into account local regulations and cultures. For example, the same recruitment procedures, pay policies, training policies and annual appraisals apply to all employees.

By supporting the organization, management and employees, the Human Resources (HR) teams want to create a unique experience that embodies the Company's "Belong - Dare - Impact" mindset, develop a sense of belonging and commitment, harness the necessary skills, and thus leverage the impact of each employee to serve bioMérieux's mission.

To achieve this goal, the HR organization is committed to providing a local service through local HR partners (on a site, in a country or in a cluster), whose roles are crucial and who are the main contacts for employees and managers on all HR issues.

The new human resources organization was implemented throughout 2021 in order to adapt to:

- bioMérieux's new organization: Global Human Resources Business Partners are the primary HR contacts for the members of the Executive Committee in their respective scopes;

- the need for consistency and the impetus of a harmonized approach to the main strategic HR issues, with the creation of global and regional Centers of Expertise (CoEs):
 - Talent Acquisition CoE to identify, attract and select the most suitable candidates for bioMérieux,
 - Employee Engagement CoE to ensure an engaging employee experience (onboarding, support, recognition, compensation and benefits),
 - Learning & Development CoE to support employee development (skills, behaviors, career development),
 - Performance CoE to support the activities of the HR and Communication teams (project management, performance indicators, processes, etc.);
- the transition project: a joint team has been created, bringing the HR teams of bioMérieux, bioMérieux Inc. and BioFire, together under a single management team.

Our Behaviors

To strengthen its culture and promote well-being in the workplace, bioMérieux relies on Our Behaviors, a reference guide published in six languages that translates the Company's vision into action. Our Behaviors is a set of behavioral skills designed to strengthen alignment between actions and managerial culture worldwide.



Individual assessments changed in 2021 to take into account the skills expressed in Our Behaviors. They are used to identify employees' strengths and areas where there is room for development. This development takes the form of by an individual plan that covers aspects of knowledge, know-how and interpersonal skills.

Awards



bioMérieux obtained 15 Top Employer certifications, awarded by the *Top® Employers Institute*. 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 83.77% in January 2022, compared with 78.05% the previous year, the Company's performance is well above the average for certified companies in all business sectors.

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

Top Employer Africa: South Africa, Kenya, Egypt and Côte d'Ivoire in 2021.

Top Employer China since 2019.

Top Employer United States since 2020.

Top Employer Brazil in 2021.

In January 2022, bioMérieux was ranked number 1 among French companies preferred by employees, with a score of 4.7 out of 5.

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 third year running, bioMérieux appeared in the Universum France list of the most attractive French companies for future engineering and management school graduates. The 2021 ranking is the result of a survey of over 36,000 students from 169 schools and universities and 137 different areas of expertise. In particular, bioMérieux is ranked in the Top 100 for students in engineering and IT schools.



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 has also made excellent progress, ranking 41st 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.

Obtaining the Great Place to Work certification demonstrates that bioMérieux is a company with a high level of trust and commitment from its employees.

Management of the COVID-19 crisis

Since 2020, bioMérieux has been supporting its employees to help them get through this period.

All components of compensation, including variable compensation, were maintained for everyone, including employees who were forced to isolate themselves and who were unable to work remotely. As a result, all employees, regardless of their situation, have not experienced any change in their usual income as a result of the crisis.

In March 2020, it rapidly set up a partnership with the HealthAdvicare and Eutelmed platforms where psychologists provide psychological assistance. This partnership continued throughout 2021. These services allow all Group employees and their families and friends to receive free consultations with a psychologist.

Lastly, the Group continues to mobilize through its COVID crisis units, which communicate on a regular basis to all employees.

MANAGEMENT OF THE COVID-19 CRISIS: FRANCE

bioMérieux has maintained the compensation of all its employees, including those whose work was suspended, without any time lag. The Company did not ask for State aid, opting not to receive the partial activity allowances.

In addition, ancillary allowances were maintained for employees working from home. The Company has given its employees the opportunity to be tested/vaccinated on company time.

3.7.1 Employee health and safety

3.7.1.1 Health and Safety policy and organization

The Company's Health and Safety approach is presented below. It is integrated into the overall Health, Safety and Environment policy, as described in Section 3.5.1 (Governance and policy).



**A HEALTH SAFETY ENVIRONMENT
 POLICY FOR EVERYONE,
 EVERYWHERE**

As a world leader in the field of *in vitro* diagnostics, bioMérieux is committed to serving public health around the world. To achieve this objective, the company must endeavor to protect the health and safety of its employees, customers, suppliers and scientific partners, as well as protecting the environment.

We undertake to:

- Provide every employee, throughout the world, with a safe and healthy workplace;
 - Prevent occupational injuries and illnesses by eliminating hazards and reduce occupational, health and safety risks, particularly musculoskeletal disorders.
- Minimize the use of hazardous substances in processes and products;
 - Preserve resources, particularly energy and water;
 - Protect the environment by preventing pollution risks, reducing the carbon footprint of our activities and reducing the production of waste.
- Fulfill legal and other requirements:
 - Incorporate health, safety and environmental protection in our processes at every stage in the product life cycle;
 - Continuously improve our health, safety and environmental management system, and our performance in these areas.
- Consult and involve workers participation and, when they exist, their representatives.

This policy applies to all bioMérieux employees.
 It is available to all affected stakeholders, whether in-house or external to the company.

Alexandre Mérieux
 CHAIRMAN AND CEO
 July 2020

PIONEERING DIAGNOSTICS

bioMérieux has implemented an occupational health and safety management methodology that enables it to obtain international certifications. Since March 2021, the ISO 45001 standard has replaced the OHSAS 18001 standard.

In 2021, 80% of its main industrial sites were ISO 45001 certified. The Durham, Lombard and St. Louis industrial sites in the United States obtained the initial ISO 45001 certification, while the Craponne and Combourg (France) sites converted their certification from OHSAS 18001 to ISO 45001.

3.7.1.2 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. Occupational accidents are reported and analyzed each month by the Executive Committee and the information is disseminated throughout the Company.

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.



2025 Objective: 50% reduction in the frequency rate of lost-time occupational accidents compared with 2020, i.e. a rate of 0.6 or lower.

2021 Result: +12% compared with 2020 (frequency of 1.3).

2025 Objective: 50% reduction in the frequency rate of total reportable occupational accidents compared with 2020, i.e. a rate of 1.2 or lower.

2021 Result: +6% compared with 2020 (frequency rate of 2.7).

The 2021 occupational accidents score is in line with the previous year's score, confirming a real improvement over 2019 and prior years. This performance, as in 2020, is representative and not a result of the COVID-19 crisis. This is because operational activities on site and at customers' premises are

maintained and carried out in a more restrictive context than usual. Furthermore, the indicator relating to occupational diseases is mainly impacted by the very strong growth in activity at the Salt Lake City site, while studies are underway to adapt workstations.

Main safety indicators^(a)

	2021	2020	2019
Frequency rate of lost-time occupational accidents	1.3	1.2	2.1
Frequency rate of total reportable occupational accidents	2.7	2.6	4.0
Severity rate of occupational accidents	0.03	0.02	0.04
Number of occupational diseases	14	12	2

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

bioMérieux's performance is the result of the HSE department's deployment of many processes and tools worldwide. 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., via 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);

- bioMérieux is rolling out a program of specific courses:
 - 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 (electricians, 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.

3.7.1.3 Well-being at work and promotion of healthy living

The Company 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 3.7.2).

In addition to the prevention of occupational risks, the Company also takes its employees' health into account:

- all Group employees benefit from health insurance coverage (public, private, or both);
- sites promote sports by providing sports facilities or subsidies for access to a sports hall;
- the Company covers the cost of a seasonal influenza vaccination for its employees on most sites; In 2021, the Company also proposed the COVID-19 vaccination;
- in France, employees and their families have access to a service desk providing medical services and teleconsultation. Among other things, this service provides 24/7 access to a doctor, and, a "second medical opinion" service has been deployed since March 2020 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;
- the Company has rolled out a healthcare and health education pilot program at its North American sites, in the form of health days. These initiatives are deployed mainly through a medical center dedicated to employees and their families in St. Louis. In this way, employees who so wish benefit from medical check-ups, early cancer screening and medical or nutritional advice given by professionals. The confidentiality of medical data is strictly observed, and the Company does not have access to personal data;
- the St. Louis and Durham sites have introduced initiatives to raise awareness among employees and their families of top public health priorities. The bioMérieux Live Well Center provides primary healthcare services to the site's 800 employees and their families. Furthermore, a digital weight-loss program, Real Appeal, is available to employees;
- in the United States, paternity and maternity leave have been extended to two and 12 weeks, respectively.

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. Throughout 2021, these committees met to continue to assess, monitor and address these specific risks. In 2022, the objective is to set up a permanent evaluation and monitoring process.

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.

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 Eutelmed platform 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).

3.7.2 A corporate culture based on social dialog

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

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 strategy, R&D policy, industrial strategy, organizational changes, social balance sheet and gender equality report, as part of implementing the company-level agreements. During the COVID-19-related crisis, social dialog has been especially steady. The Central CSE (CSEC) met 19 times in 2020 and 16 times in 2021.

There are five commissions at the central level which depend on the CSEC, all composed of elected employees and management representatives:

- the professional equality commission: notably responsible for monitoring the professional equality agreement. It meets at least twice a year;
- the health/provident committee responsible for monitoring the accounts of the mutual insurance and provident scheme. It votes on any increases in contributions and meets at least twice a year;
- the housing committee in charge of monitoring the housing solutions offered to employees with the social worker and Action Logement. It meets at least once a year;
- the training committee in charge of monitoring the training plan (development and implementation). It meets at least three times a year;
- the Central Health and Safety Committee (CSSCT) responsible for issues relating to employee health and working conditions. It meets twice a year.

There are also committees on the sites with the same joint composition:

- the disability committee responsible for monitoring the application of the disability agreement and for monitoring specific situations;
- the catering committee responsible for monitoring the application of the catering offer on sites where there is a company restaurant. It is a source of proposals for improving the service offered;
- the local CSSCT exists even on sites where there are less than 300 employees. It meets at least four times a year.

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

Both the ESECs and the CSEC have a committee responsible for the health, safety and working conditions of employees, even at sites where the presence of such a committee is not mandatory.

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 following agreements and addenda were entered into in France in 2021:

- a Company-level agreement on the Mandatory Annual Negotiations on salaries, working conditions and gender equality, which was unanimously signed;
- the renewal of the professional gender equality agreement;
- Organization of teleworking after the crisis. This two-year agreement will come into full effect at the end of the crisis;
- an addendum to the agreement on donated leave, to include employees who are caregivers in the beneficiaries;
- an agreement on the MySHARE employee share ownership plan described in Section 3.7.4.2.

Negotiations were opened at the end of 2021 for the renewal of the agreement on the policy of assistance to disabled employees, as well as the agreement on the quality of life at work.

At the beginning of 2021, bioMérieux signed a new equal opportunity agreement applicable from 2021 to 2023. This new agreement creates second-parent leave, enabling them to benefit from four weeks' leave within four months of the child's birth.

bioMérieux has always been keen to promote the quality of worklife of its employees and to ensure greater flexibility and a better work-life balance. For example, the use of flex time and teleworking is encouraged. Night and shift work is given special attention to ensure continuous improvement.

In the same vein, as a result of the health crisis, it initiated negotiations on the organization of work, and in particular telework in December 2020, resulting in a new agreement signed on November 1, 2021. It will enter into force at the end of the health crisis.

Certain agreements signed by bioMérieux have been recognized, thus illustrating the standard of social dialog in France and encouraging the Company to pursue its commitment. For example, in December 2019, bioMérieux received the silver medal for Social Dialog from the Trophées des Leaders du Capital Humain (TLCH).

In 2021, bioMérieux was awarded first prize by Humpact in the category of employment policy for disabled employees, and second prize for the most innovative agreement for the Quality of Life at Work agreement.

3.7.3 Managing skills and headcount

3.7.3.1 Performance and career management

Professional development is a strategic and social matter for bioMérieux. It is built on a relationship of trust and dialog between employees and managers.

All Group employees take part in a specific Performance Management Process (PMP). This is a system for assessing employee 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 Our Behaviors). The goal of the mid-year review is to define the employee development plan, in particular the training plan. The purpose of this new tool is to develop a feedback culture, to evaluate performance and the way in which it is achieved and to increase the frequency of exchanges to contribute even more to the development of employees.

For a number of years, the Executive Committee and Human Resources have coordinated the Global Talent Pool & Succession Plan process to identify, develop and retain talent. In 2021, over 96% of identified talents remained with the Company. Identifying these high-potential employees allows succession plans to be developed for key positions. In collaboration with Mériex Université (see Section 3.7.3.2), the Company has designed specific programs and courses to support their development and induction.

In France, bioMérieux has implemented Strategic Headcount Planning (SHP), the purpose of which is to identify quantitative and qualitative trends in skill requirements in order to guide the training and development strategy. The main areas of focus are:

- managing new job skills (sales, supply chain, medical), that meet the requirements of changing markets, technologies and digitalization;
- strengthening managerial practices, with the deployment of the "Our Behaviors" Leadership Competency Model.

3.7.3.2 Training

bioMérieux relies on two tools to respond to employee development needs. The purpose of Mériex Université is to train the employees of the Institut Mériex Group. In addition, bioMérieux has a Learning & Development department whose purpose is to be as attentive as possible to local needs.

Mériex 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 Mériex 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 Fit For the Future program was held for the eighth year in the last quarter of 2021. 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 support (Teambuilding).

Since 2020, the rollout of the e-learning courses has been stepped up. To support the deployment of Our Behaviors within bioMérieux, Mériex Université has designed remote training courses, as well as turnkey human resources workshops, for each of the nine key skills for managers and the six employee skills. In addition, thanks to a partnership with Coursera, Mériex Université provides some of its employees and any person in professional transition with certified online training courses. This digital offering has been added to the existing solutions for language learning and office skills development that have been in place since 2019.

Each bioMérieux employee can consult the full range of bioMérieux's courses on the Learning Portal platform, irrespective of the learning format (classroom-based, e-learning, blended learning, video, etc.). It is accelerating the digitalization of learning worldwide and responding to the new skill requirements of a wide audience such as adapting to new IT tools, new regulations or new working methods such as collaborative working.

Moreover, bioMérieux encourages its employees to engage in self-learning so that they can train beyond their own business line. In 2022, a more user-friendly Learning Portal interface will be launched.

In conjunction with Mériex Université, bioMérieux is developing specific career paths (academies) to help teams achieve their goals. It has developed the Customer Service and R&D academies in addition to the existing Supply Chain and Finance academies.



In 2021, total training hours amounted to 233,476. This corresponds to an average of 19 hours per employee (compared with 11 hours in 2020). This average is 10 hours in the Americas, 23 hours in Asia-Pacific and 27 hours in EMEA.

The employee training completion rate in 2021 was 93%.

3.7.4 Attracting and retaining talent

Retaining employees and attracting new talent is a priority for bioMérieux. In this spirit, 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 employee. Lastly, over the years, bioMérieux has established close links with universities and educational institutions worldwide, in order to identify and attract young talent (see Section 3.7.4.3).

3.7.4.1 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.

Compensation structure	<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 compensation, which includes the provisions required by law and a performance-related bonus, unilaterally decided by the employer. 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"> • simplify and communicate information about variable compensation packages; • rethink the target bonus (with the application of a multiplier reflecting the Group's performance) (see Section 4.3.1.2.2); • if necessary, revise the variable compensation of certain levels in certain countries and; • further encourage differentiation in performance evaluation. <p>The Company will carry out a number of financial proposals and simulations in 2022 to enable the implementation of the selected options in 2023.</p>
Profit-sharing, incentives and employee savings (France)	<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 2019–2021 fiscal years. This agreement includes an increase in the main profit-sharing plan.</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, PERCO) or future retirement savings plan (Plan d'Épargne Retraite, PER) 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 (PERCO) 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>Discretionary profit sharing, including the Corporate social contribution (forfait social), amounted to around €25 million in 2021 compared to around €23 million in 2020.</p>
Employee share ownership	<p>As a result of the Company's initial public offering, as well as 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> <p>The 2021 MySHARE employee share ownership plan was rolled out in May 2021 to all of the Company's subsidiaries, except when locally prohibited. It met with great success, demonstrating the commitment of employees. More than 49% of eligible employees subscribed with a 30% discount on the value of the share and a 100% matching contribution on the first €750 paid.</p> <p>The participation rate in France reached 79% and 33% in the rest of the world.</p>
Supplementary pensions	<p>The Company pays special attention to preparing for its employees' retirement: PER 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>

Free share grant	In order to retain key talents in the Company, including Global Leaders as well as those identified during the Talent Pool process, bioMérieux has had a free share grant policy (see Section 7.7) for a number of years. In 2021, the Company reviewed its policy of granting free shares, in accordance with the recommendations of the study conducted on its compensation policy.
Days off	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.
On-site catering	The Company offers staff canteens at most of its sites and subsidizes the price of meals in some countries. As such, over 75% of employees worldwide are able to have a balanced meal at work, thus preventing certain situations of food insecurity for its employees.

At the end of December 2021, total personnel costs (salaries and wages, payroll taxes, and discretionary and non-discretionary profit-sharing plans) amounted to €1,140 million compared with €1,148 million at December 31, 2020 (see Section 6.1.2, Note 20).

3.7.4.2 Promotion and internal mobility

Internal mobility is considered one of the key factors in the success of the employment policy. The issue of skills and changes in jobs over the next three to five years is addressed by the Company at a number of levels. There are technological factors with the accelerated impact of digital technology, as well as economic factors related to the changing customer base or competition.

With its global presence and diverse range of technology, the Company can offer its employees professional development and internal mobility opportunities. Furthermore, belonging to the Institut Mérieux Group offers options for mobility within the Institute and its subsidiaries.

bioMérieux's policy encourages internal promotion by offering the required support and training.

3.7.4.3 Attraction and retention for 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 has partnerships in France with EMLyon, the Grenoble Alpes University Foundation, INSA Lyon and ESTBB.



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).

3.7.4.4 Employee satisfaction surveys

In 2021, several surveys were conducted among employees to gather their feelings and expectations about their professional life at bioMérieux and to allow them to propose areas for improvement on the following subjects:

France:

- parenting, to understand the specific needs of family caregivers. This study made it possible, for example, to set up a new service to help children with their homework and to launch a call for tenders for places in daycare centers;
- human resources communication, which facilitated the implementation of an internal communication tool;
- new hires in order to analyze and improve the recruitment and integration process;
- gender equality;
- quality of life at work to fuel the negotiation of a new agreement on well-being at work.

United States:

- employee engagement, with a participation rate of 68% (compared with 64% in 2019). The result is an employee engagement rate of 80%. Various discussion groups involving employees were set up on the areas identified during this survey.

Asia Pacific:

- employee engagement, with a participation rate of 88% (compared with 85% in 2019). The result is an employee engagement rate of 91%. Various discussion groups involving employees were set up on the areas identified during this survey.

Globally, following a survey conducted in 2020 on the IT tools used by employees, the Company has improved remote working conditions and simplified the IT tools landscape. It has also set up local services at certain sites.

3.7.4.5 #LifeAtbioMerieux

bioMérieux organizes initiatives and events that bring employees together and offers them innovative services. This approach contributes to employee well-being by helping to open up organizations and promote partnerships between teams.

The table below sets out the highlights from the past few years.

Service desk	bioMérieux has opened a multi-service desk at its Craponne, Marcy l'Étoile, Campus de l'Étoile, Grenoble and La Balme sites, which together make up about 89% of its employees in France, enabling its employees to save time during their working day. Some 47% of them are enrolled. This desk is funded by the Company. Access to the service is free for each employee who pays their own orders on the basis of a preferential price list.
Local organic market	At certain sites (Marcy l'Étoile, Craponne, La Balme), bioMérieux offers its employees access to a farmers market promoting organic, environmentally friendly farming.
Family Days	bioMérieux sites regularly organize events for employees and their families. In 2019, French sites played host to over 5,700 people (employees and their families) at open days organized by each site providing an introduction to the different jobs at bioMérieux through themed workshops chaired by employees on a voluntary basis. It has not been possible to renew these activities since the beginning of the health crisis.
Health and prevention	<ul style="list-style-type: none"> Free flu vaccinations are offered to employees at the sites in France, the United States and Asia Pacific, as well as COVID-19 vaccinations on some sites. In France and in the United States, employees and their families have access to a service desk providing medical services and teleconsultation. Services include access to a physician 24 hours a day, seven days a week.
Local actions	The Company has undertaken a number of initiatives involving its employees worldwide.

3.7.4.6 Indicators relating to talent attraction and retention



Number of employees who were promoted during the year

Geographic areas	2021		2020		2019	
	Number of promotions	% of headcount	Number of promotions	% of headcount	Number of promotions	% of headcount
France	441	11.8%	388	10.6%	353	9.7%
Europe	65	4.8%	61	4.6%	71	5.5%
Africa	5	4.6%	3	2.8%	NA	NA
Americas	328	5.7%	310	5.4%	496	9.7%
Asia Pacific	30	3.4%	53	6.3%	47	6.0%
TOTAL	869	7.3%	815	7.0%	967	8.9%

The percentage is calculated on number of seconded and expatriate employees, excluding temporary employees and fixed-term contracts.



Movements (arrivals and departures)

New hires = 1,971	Departures = 1,727	Departures = 1,727
Permanent contracts = 1,689	Voluntary = 1,347	Permanent contracts = 1,557
Fixed-term contracts = 282	Non-voluntary = 380	Fixed-term contracts = 170



Absenteeism rate

Absenteeism: Value/theoretical working days	2021			2020		
	No. of days absent	Theoretical No. of days	%	No. of days absent	Theoretical No. of days	%
Americas ^(a)	38,630	1,248,946	3.1%	22,690	1,204,013	1.9%
United States	37,621	1,101,948	3.4%	21,393	1,101,930	1.9%
Asia-Pacific ^(b)	1,728	218,565	0.8%	1,639	236,340	0.7%
China	495	85,500	0.6%	695	84,579	0.8%
Europe ^(c)	55,231	1,054,565	5.2%	64,553	1,119,842	5.8%
France	48,353	802,855	6.0%	57,311	827,018	6.9%

(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.

3.7.5 Diversity and inclusion

bioMérieux operates in an international and multicultural environment, which is expressed through a high level of diversity and inclusion, particularly fostered by the Company since its inception.

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.

This issue is one of the priorities of the Company's CSR strategy. It is regularly discussed at meetings of the Board of Directors and the Executive Committee.

bioMérieux aims to raise awareness of diversity among its employees and managers, and considers that diversity is an economic performance driver. This diversity policy includes actions that take account of the specific local characteristics of the various countries in which the Company operates and implements human resources processes to measure changes in this area.

3.7.5.1 Promoting gender equality

bioMérieux's draws on "Gender Equality Agreements" that are renegotiated every three years. Through these measures have been introduced 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 on gender equality was signed in France in January 2021, described in Section 3.7.2. On this occasion, the title of the agreement was broadened to include diversity and inclusion in addition to gender equality. This new agreement builds on previous work set out in the earlier agreement signed in 2017 and focuses on the introduction of tools to monitor performance indicators reviewed by an *ad hoc* committee 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. Lastly, this agreement includes specific provisions for employees undergoing medically assisted procreation and creates a second-parent leave.

In particular, the Company organizes events on specific topics such as women's health, diversity training in the United States, and gender equality awareness 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.

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.

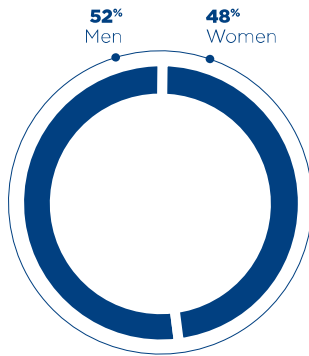
This index is based on the following 5 indicators:

- 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.

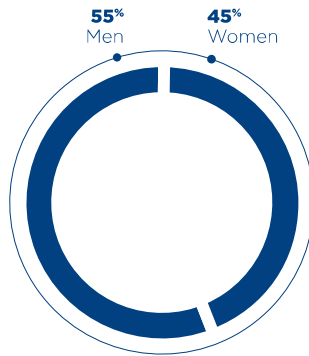
The index was published on the Company's website in March 2022. It was 93/100 in March 2021.



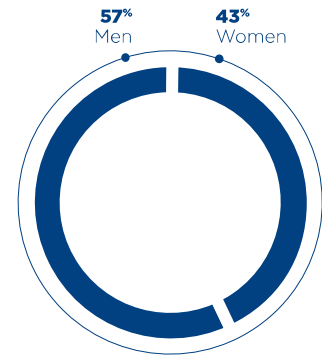
Gender breakdown of manager and team manager headcounts



GLOBAL HEADCOUNT



MANAGER HEADCOUNT



TEAM MANAGER HEADCOUNT

In France, 47% of team managers are women



Rate of internal promotion (women/men)

Geographic areas	2021			2020		
	Number of Women promoted	% of Women promoted	Total number of promotions	Number of Women promoted	% of Women promoted	Total number of promotions
France	273	62%	441	217	56%	388
Europe	38	58%	65	30	49%	61
Africa	4	80%	5	0	0%	3
Americas	144	44%	328	136	44%	310
Asia Pacific	13	43%	30	18	34%	53
TOTAL	472	54%	869	401	49%	815

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

3.7.5.2 Promoting the employment and integration of employees with disabilities

A Company-level agreement covering all French sites is signed every four years. The last agreement, signed in 2017, is still being renegotiated. This agreement contains a direct employment commitment, all types of contracts combined, and a budget to implement the agreement, divided between the various categories according to the actions arising from its implementation.

Through this voluntary contribution in particular, the Company funds, to the tune of €257,000, a policy to hire, integrate and train people with disabilities and wishes to raise awareness among, and offer training to the stakeholders involved in, accommodating these people. It also helps keep people in their jobs by making workplace adaptations (around 65% of the budget).

As part of its initiatives developed over many years to support persons with disabilities, "Handibio" days are organized in France. The aim is to raise awareness of disability among employees.

As part of the Disability agreement and Corporate Social Responsibility, bioMérieux renews the #HandiBioRecrutement program each year. The aim of this program is to promote the recruitment of people with disabilities through two actions: on the one hand, raising awareness among managers of #HandiBioRecrutement to prepare them for interviewing people with disabilities; on the other hand, an annual recruitment day with the support of local partners such as Cap' Emploi, Groupements d'Employeurs Travailleurs Handicapés (GETH) (Associations of Young Workers with Disabilities), and the region's schools. This day, which was held virtually in 2021, resulted in a pool of candidates as well as offers of jobs, work-study placements, and internships. Close contacts were made with various schools to recruit young people with disabilities.

On December 7, 2021, Humpact awarded bioMérieux the Grand Prix de l'Emploi en France in the "People with Disabilities" category in recognition of the actions taken in France to include people with disabilities.

Every quarter, French employees receive a disability newsletter, entitled "bioMérieux, tous Han'gagés." It focuses on an initiative, an employee, a department or an association linked to disabilities.

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 2020, the gross percentage of employees⁽¹⁾ with disabilities stood at 6.12% compared with 6.07% in 2019. This employment rate is constantly rising and has enabled the Group to exceed the legal minimum of 6% required in France.

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.

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.



Breakdown of employees with disabilities

Geographic areas	% employees with disabilities/2021 headcount	% employees with disabilities/2020 headcount
France	NA ^(a)	6.12%
Europe (excl. France)	0.99%	0.85%
Americas	4.02%	3.62%
Asia Pacific	0.00%	0.00%

(a) The employment rate for 2021, 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 decided on its website that employers will have to declare their obligation to employ disabled workers (DOETH) during their April 2022 salary declaration. The 2021 rate will be published in the 2022 Universal Registration Document.

(1) The gross percentage of employees is a regulatory indicator that receives supplements based on the percentage of employees with disabilities.

3.8 ENSURING A POSITIVE EFFECT ON COMMUNITIES

3.8.1 Sustainable and responsible purchasing

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.

At the end of 2020, the Company conducted a materiality analysis covering all aspects of CSR with various stakeholders (See Section 3.2.2), including suppliers, as well as a risk mapping. These analyses were used to define the roadmap for the CSR approach of the Purchasing function over the next five years. This CSR approach forms part of the general policy of the purchasing department, a key function within bioMérieux, particularly due to its industrial activity. The associated risks are described in Chapter 2 "Risk Factors" (see Section 2.2.2.2).

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.

bioMérieux's commitments and requirements with respect to its suppliers are described in the "Business Principles for Third Parties" and the "Responsible Procurement Charter between bioMérieux and its suppliers". 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

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

- the Code of Conduct and the Corruption Prevention Manual (annual training course);
- the responsible purchasing guide since 2021;
- CSR maturity assessment tools for the Company's suppliers.

In 2022, a course on La Fresque du Climat® will be added.

bioMérieux includes clauses related to ethics and compliance obligations, as well as those specific to healthcare professionals, in all contracts. The principles set out in the "Business practices applicable to third parties" guide are also reiterated.

In terms of responsible purchasing, since 2018, bioMérieux has stepped up evaluation of its suppliers by incorporating CSR criteria connected with their activities in the selection process and monitoring the CSR performance of strategic suppliers annually.

In particular:

- bioMérieux is reinforcing its procedures for monitoring its French suppliers with respect to its obligations under undeclared work regulations;
- bioMérieux uses raw materials of animal origin for some of its products. This use is compliant with the Business Principles for Third Parties guide;
- Insofar as possible, bioMérieux strives not to use raw materials or components containing minerals that are known to prolong conflict (mineral conflicts);
- The Supplier Performance Management (SPM) tool has been gradually rolled out since 2020. It now enables improved management of supplier performance. It includes CSR criteria and its weight in the final score of suppliers is at least 10%;
- There is an ongoing study to evaluate the distance between the Company's production sites and its suppliers' sites. In this way, the Company wishes to promote the local integration of its suppliers in the communities where it operates.

In 2022, to support its suppliers in developing their CSR maturity, bioMérieux aims to:

- set up a distance learning program for them;
- encourage them to adopt the SBTi approach as from 2022.

In 2018, bioMérieux launched a process to assess the CSR record of its suppliers with the help of a rating agency (EcoVadis). The situation in 2021 was as follows:



- 367 suppliers, most of them strategic, were rated by Ecovadis, representing more than 50.1% of purchasing expenditure (compared with 202 suppliers representing more than 34% of purchasing expenditure in 2020).
- 307 providers met or exceeded the minimum expected score of 45 out of 100 (up from 154 in 2020).
- It asked 42 suppliers who had not achieved this minimum rating to implement action plans.
- The average score of bioMérieux suppliers was 57.2 (+0.8 pts compared with 2020), while the average for EcoVadis in 2021 was 43.9 (+1 pt from 2020).

3.8.2 Distributor management

Since 2021, the Company's distributor network has been managed by a global team composed of different business lines. It has a team of representatives in the subsidiaries to develop the partnership with distributors and manage several projects.

The new roadmap set for 2022–2025 aims to transform this marketing network.

- **Maturity matrix and training:** this evaluation process is based on 12 key criteria allowing the development of the skills of the Company's distributors, particularly in the following areas: ethics and compliance, logistics, quality and human resources. Action plans were implemented with certain distributors after this evaluation. bioMérieux has developed training modules on medical education, CSR and public and government affairs management and will roll them out as from 2022.

- bioMérieux has informed its distributors of the important role they play in its CSR strategy. It offers them the opportunity to evaluate their CSR performance through the Ecovadis platform.
- A new Customer Value Management tool is being deployed with a first pilot in Thailand in 2021.
- The new contract digitization tool has been deployed in particular for distribution contracts, allowing the traceability of the validation process, electronic signature and digital archiving.
- The creation of the bioSTAR trophy recognizes distributors who are committed to supporting and aligning themselves with bioMérieux's ambitions and values.



In 2021, 86% of distributors underwent an evaluation that included CSR criteria of their performance and skills.

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 Samoas, the Seychelles, 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.

- The legal structure of the main companies owned by bioMérieux SA has been available for a number of years in Section 1.2.4.2 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. R&D activities are detailed by country in Section 1.5.1.2 and production activities in Section 1.6.1.

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 68 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).

3.8.4 Philanthropy

bioMérieux's commitment to public health, and its expertise in biology, is rooted in the unique history of the Mérieux family. The Company maintains a humanistic and responsible spirit.

bioMérieux is committed, through sponsorship activities, to supporting the actions of Fondation Mérieux and Fondation Christophe et Rodolphe Mérieux to fight infectious diseases and help the most vulnerable populations in limited-resource countries. The Company also supports solidarity projects that meet various needs in the regions in which it operates.

The table below shows the funds contributed to Corporate sponsorship activities and other donations:

Contributions, donations and sponsorships

(in thousands of euros)

	2021	2020	2019
Contributions	5,715	43,207	4,034
<i>of which bioMérieux Endowment Fund</i>		20,000	
<i>of which Fondation Mérieux on an exceptional basis</i>		12,000	
<i>of which other sponsorship on an exceptional basis</i>		3,870	
<i>to the Fondation Christophe et Rodolphe Mérieux</i>	2,000	2,000	2,000
<i>to the Fondation Mérieux</i>	701	883	409
Sponsorships and other donations	248	337	326
TOTAL	5,963	43,544	4,360
As % of sales	4.1	33.5	3.5

- The Group's cash outflow rate (income tax paid/income before tax) was 23.9%. The income tax paid in the various regions in which the Group operates broke down as follows:
 - North America: €127 million,
 - Europe/Middle East: €36 million,
 - Asia Pacific: €13 million,
 - Latin America: €9 million,
 - Africa: €1 million.

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

- United States: €126 million,
- France: €27 million,
- China: €3 million.

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.

3.8.4.1 Sponsorship

During the health crisis in 2021, bioMérieux supported many solidarity projects.

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 revenues to sponsorship activities every year and undertook to dedicate at least 1% of income attributable to the parent company to sponsorship activities.

Sponsorship and other engagements with local communities

bioMérieux is involved in local life around its sites and subsidiaries. This regional solidarity is achieved through engaging with local communities and participating in social and cultural initiatives, in partnership with local associations and NGOs.

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 2021, bioMérieux contributed to the building of a vacation center for young people receiving assistance from *Sport dans la Ville*.

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.

In 2021, bioMérieux employees contributed 453 days of paid leave. With bioMérieux's 100% matching contribution, this donation enabled a payment of €280,000. Among the flagship projects that will be supported thanks to these donations, the *Halte des Femmes* will offer a secure housing solution for young homeless mothers and their children, and the opening in Lyon of the first shelter and support site for the "highly marginalized" (people who have been homeless for more than 10 years). 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

bioMérieux supports cultural initiatives within the local communities where it is located. The Company supports the museums such as *Musée de Grenoble*, *Musée des Confluences* and the *Musée des Beaux Arts* in Lyon, thus securing the acquisition of paintings of considerable historical importance. Accordingly, in 2019, bioMérieux helped to fund the acquisition of a Henri Matisse painting, "Katia en robe jaune," for the *Musée des Beaux-Arts* in Lyon.

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*.

3.8.4.2 Sharing values with the 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 family foundations fight against infectious diseases that affect developing countries 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.



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. The purpose of the Fondation Christophe et Rodolphe Mérieux is to support public health-applied biological research in developing countries, and more specifically aid in the fight against infectious diseases, and contribute to scientific and educational projects.

bioMérieux distributes dividends to 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.



Since its founding in 1967 by Dr Charles Mérieux, the Fondation Mérieux, an independent family 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.

In 2021, for example, the accomplishments of the Foundations are the following:

Combating COVID-19

Historically closely involved with local players in combating the fight against infectious diseases, the Fondation Mérieux was mobilized from the first warning signs of the COVID-19 epidemic to provide appropriate assistance for the countries with limited resources with which it works. The Foundation has made the fight against COVID-19 a priority, by the mass distribution of diagnostic tests, by conducting a study in hospitals, launching or expanding projects and supporting local health authorities.

In order to develop these actions and with the aim of strengthening its presence in the most affected countries, the Fondation Mérieux has benefited from an exceptional payment derived from bioMérieux dividends. This exceptional payment has helped to define and implement four project families, both in the emergency response and in the long-term reinforcement:

- construction and renovation of infrastructure;
- provision of additional equipment for Rodolphe Mérieux Laboratories and other partner laboratories on the ground;
- training development/sharing of knowledge;
- research activities around COVID-19.

Other major projects

- The Rodolphe Mérieux Laboratory in Goma (Democratic Republic of Congo) has demonstrated its scientific relevance and its excellent geographical positioning, particularly in the fight against COVID-19 and in monitoring the Ebola threat, which is still present.
- The Rodolphe Mérieux Laboratory of Tunis (Tunisia) was inaugurated in the Institut Pasteur of Tunis.
- Construction of the Rodolphe Mérieux Laboratory in Casablanca (Morocco) has begun.
- The diaTROPiX platform, of which Fondation Mérieux is a founding member, has been inaugurated. Its objective is to produce quality rapid tests for the diagnosis of COVID-19 and neglected tropical diseases at affordable prices for resource-limited countries in Africa.
- The first edition of the Afro-ACDx course, co-organized with the Institut Pasteur of Dakar, was held in Senegal in November: it is the very first advanced course on diagnostics for Francophone Africa.
- The container factory for the production of food supplements NUTRISUD, financed by Fondation Christophe et Rodolphe Mérieux to fight against malnutrition in the south of Madagascar in partnership with NUTRISET, has started its activity.
- The Youssef Issabré maternity hospital in Sirakoro (Mali) was inaugurated in November. This facility will allow women and their newborns to be cared for in the best possible conditions.

3.8.4.3 Commitment to local scientific communities

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.

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.

These two laboratories will be brought together at a single location in the coming years. 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.

This special collaboration between bioMérieux and the HCL had enabled them to react together very quickly to the COVID-19 health crisis. Clinical studies monitoring healthcare staff and intensive care patients infected by the SARS-CoV-2 virus were very quickly put in place to better understand the physiopathology of the infection and the immune response to this disease (see Section 1.5.1.3).

In addition, bioMérieux has strengthened its commitment to the fight against COVID-19 by joining the COVIFERON (COVID-19 and interferons: from discovery to therapy) University Hospital Research (UHR) project, which aims to understand the immune response of the interferon pathway during infection.

In China

In 2019, a new joint research laboratory was created with the Shanghai Children Medical Center. It 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 1.5.1.3).

Medical education

bioMérieux supports and develops high-quality medical education programs to maintain and improve the knowledge and skills of healthcare professionals for the benefit of patients.

In 2021, it organized more than 450 medical training courses worldwide to increase knowledge about the role and value of diagnostics in the care pathway.

The Company supports medical education activities, developed in collaboration with leading experts, and independent medical education programs through grants.

It has developed multiple collaborations with recognized medical societies and scientific organizations, such as APSCMI (Asia Pacific Society of Clinical Microbiology and Infection) for the development of distance learning in microbiology in clinical practice. In 2021, bioMérieux had nearly 100 educational collaboration projects worldwide.

bioMérieux's medical education activities have impacted nearly 50,000 healthcare professionals, including clinicians, laboratory specialists and pharmacists.

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 will rely on bioMérieux employees who, on a voluntary basis, will be able to 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.

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 (450 employees at December 31, 2021) 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, Sao 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 temporary employee headcount (excluding interns, international volunteers (VIE), and agency staff).
- 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 m³). 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 m³ per €million);
- discharge of industrial effluents (thousand m³).

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

The following indicators are assessed:

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.

SCOPE	TYPE	INPUT DATA	EMISSION FACTORS
Scope 1	Direct emissions from fixed combustion sources	Fossil fuel consumption collected via environmental reporting	GHG Protocol
	Direct emissions from mobile sources equipped with a thermal combustion engine	CO ₂ data collected from our suppliers	N/A
	Fugitive direct emissions	Cooling gas emissions after accidental leak. These data are collected via environmental reporting	IPCC 2016, others
Scope 2	Indirect emissions related to electricity consumption	Electricity consumption collected via environmental reporting	ADEME AIB 2020 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	ADEME
Scope 3	Commuting	Calculation of average distances by site	ADEME
	Business travel	CO ₂ data collected from our suppliers	N/A
	Car rentals	CO ₂ data collected from our suppliers	N/A
	Global freight	CO ₂ data collected from our suppliers	N/A
	Local freight	CO ₂ or mass x distance result collected from our suppliers depending on the transport type (air, road, sea)	Air: GHG Protocol Road: ADEME Sea: GHG Protocol
	Product use	Annual energy consumption of installed equipment, by country	ADEME
	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) 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, 2021 (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 or available upon request from the entity's head office.

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)⁽¹⁾.

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 the professional standards of statutory auditors applicable in France relating to this type of engagement.

Means and resources

Our work involved the skills of four people between October 2021 and February 2022 over a total period of activity of 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 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 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;
- 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 France (Grenoble) and bioMérieux USA (Lombard, Saint-Louis);
- 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 within the limits specified in the Statement;
- 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 10% and 20% of the consolidated data selected for these tests (18% of waste, 20% of energy and 10% 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, February 21, 2022

The independent third party
EY & Associés

Christophe Schmeitzky

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.	Talent Pool, Development Plan, and Succession Plan.
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.
OHSAS 18001 and ISO 45001 certifications.	HSE (Health, Safety and Environment) organization and management system.
Number of hours of training and training completion rate.	
Frequency rate of lost-time occupational accidents.	
Severity rate of occupational accidents.	
Number of occupational diseases.	

Environmental information.

<i>Quantitative information (including key performance indicators)</i>	<i>Qualitative information (actions or results)</i>
Number of ISO 14001 certified sites.	
Scopes 1 and 2 greenhouse gas emissions.	
Scope 3 greenhouse gas emissions (purchases of goods and services, downstream transportation and distribution of goods, commuting, business travel).	Results of the environmental policy with respect to managing energy, waste and water.
Total waste generated, hazardous waste and recycled waste.	Initial results of the product life cycle analysis program.
Consumption of public water and groundwater.	Climate change (significant emission categories due to activity, and reduction targets).
Discharges into water.	
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, rate of completion of personal data training for employees in contact with patient data.	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.
Completion of training on anti-corruption, third-party management and application of the Code of Conduct.	Results of the product quality and regulatory compliance policy.
Percentage of distributors who have undergone a performance and skills assessment.	Results of business ethics policies.
Percentage of R&D investments earmarked to fight microbial resistance.	Actions taken to prevent corruption and tax evasion.

3.11 VIGILANCE PLAN

For the second year in a row, bioMérieux has published its Vigilance Plan, in accordance with Law No. 2017-399 of March 27, 2017, relating to the duty of vigilance of parent companies and contractors (known as the Vigilance Law). This law introduced a requirement to produce a vigilance plan containing reasonable vigilance measures for identifying and preventing the risks to human rights and fundamental freedoms, the risks of physical or environmental harm, as well as the health risks arising from their activities or those of their subsidiaries, sub-contractors or suppliers, whether in France or overseas.

The scope of this plan covers bioMérieux SA and the subsidiaries under its control, as defined by article L. 233-16 of the French Commercial Code (Code de commerce), as well as first-tier suppliers managed by the Purchasing Department, with which the Group has a commercial relationship.

This vigilance plan allows bioMérieux to consolidate and strengthen its risk prevention and management processes in the areas covered by the Law. It also allows it to extend its due diligence with its subcontractors, in a continuous improvement approach.

The vigilance plan is a CSR component that has been an integral part of the Group's strategy for many years and is driven by the

various departments in the projects initiated. The plan thus benefits from the various initiatives implemented (in particular materiality analysis, non-financial risk analysis, implementation of environmental and social roadmaps).

This plan was drawn up with all Group departments, including CSR, Risks, Legal, Ethics & Compliance, HSE, Purchasing, and Quality.

Risk mapping – Methodology Note

Since 2020, the Company has strengthened its risk analysis process relating to the Vigilance Law. In order to benefit from a robust and objective methodology, it has partnered with Verisk Maplecroft. This company is an independent player and is recognized in terms of social, societal and environmental risks. bioMérieux has benefited from the expertise and databases of Verisk Maplecroft, which assesses countries and industries according to their risk as regards the environment and human rights.

Risk mapping has been defined to determine the exposure of bioMérieux and its third parties (suppliers, subcontractors, distributors) to the risks of serious breaches across the following 13 topics:

Human rights	Child labor and young workers
	Forced labor
	Living wage
	working time organization
	Workplace discrimination
	Freedom of assembly and of association
Occupational health and safety	Single risk compiling national indicators
Environment	Air quality
	Waste management
	Water quality
	Water stress
	Deforestation
	CO ₂ emissions related to energy consumption

The assessment of each risk takes into account three main components:

- the country of supply that influences the level of risk of the indicators analyzed;
- the industry in which the assessed third party operates (the risk indicators provided by Verisk Maplecroft are adapted by industry in order to determine an appropriate risk profile);
- the purchase volume affecting the likelihood of the risk occurring.

In order to assess overall risk, the above criteria were weighted by the following in decreasing order of importance: country of supply and industry (with equal weighting) then purchase volume.

The risk analysis covered all suppliers from which bioMérieux made purchases during 2019 (reference year in order to cover a full accounting fiscal year). More than 14,000 suppliers were analyzed in order to assess their exposure to the risk criteria detailed above.

In addition, the analysis has been extended to bioMérieux distributors worldwide.

Risk analysis results

Risk assessment is based on a gross risk assessment in terms of the criteria set out above (country of supply, industry, purchase volume).

This results in a mapping of the Group's purchases whereby suppliers can be classified according to their criticality.

The assessment helped to identify certain industries with a predominant risk profile in the supply chain, including:

- oil and gas;
- mining and metals extraction;
- construction and engineering services;
- hotels and accommodation;
- agricultural products.

An analysis by risk factor highlights the following as the priority issues to be addressed:

- CO₂ emissions related to energy consumption;
- water stress;
- occupational health and safety;
- living wage;
- working time organization.

Taking these factors, bioMérieux can draw up an action plan to reduce the Group's residual exposure to the risks presented by its supply chain.

This specific action plan is built up by the various functions concerned while drawing on the management systems of existing suppliers, particularly the supplier qualification process, periodic performance reviews, supplier audits, external audits (EcoVadis, ProVigis, etc.), and bioMérieux's external CSR/HSE evaluation questionnaires.

Governance

bioMérieux has a CSR Operational Steering Committee (see Section 3.1.4), the main role of which is to ensure proper implementation of the Vigilance Law. In this context, this committee:

- defines the methodology and ensures implementation of the risk mapping related to the activities of the Group and its suppliers;
- analyzes risk mapping results;
- ensures that there are action plans to mitigate risks and prevent serious breaches and assesses their effectiveness;
- ensures an alert mechanism is in place so that potential breaches can be reported.

The risk mapping will be reviewed periodically and updated to take into account changes in the scope of third parties covered by the analysis and implementation of action plans.

BREAKDOWN OF THE VIGILANCE PLAN

	HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS	ENVIRONMENT	HEALTH AND SAFETY OF PERSONS
RISK MAPPING			
Activities of bioMérieux SA and its subsidiaries	Non-financial risk mapping (see Section 3.3.1)		
Activities of subcontractors or suppliers	Mapping of non-financial risks (see Section 3.3.1) and analysis performed with Verisk Maplecroft described above		
RISK MAPPING – REGULAR EVALUATION PROCEDURES			
Activities of bioMérieux SA and its subsidiaries	EcoVadis (see Section 3.1.7)	EcoVadis (see Section 3.1.7) Reporting by industrial sites, subsidiaries and central functions (see Section 3.5.3)	EcoVadis (see Section 3.1.7) HSE management system (see Section 3.7.1.1) Process and tools for managing health and safety at work (see Section 3.7.1.2) Occupational hazards assessment process (see Section 3.7.1.2 and Section 3.7.1.3) Assessment of the rate of occupational accidents and of occupational diseases (see Section 3.7.1.2)
Activities of subcontractors or suppliers	EcoVadis (see Section 3.8.1) Automated third-party screening based on a risk matrix (see Section 3.6.3.1) Procedure for assessing certain suppliers and subcontractors, including prequalification audits and verification audits during the contractual relationship Supplier self-assessment questionnaire (including commitment to comply with bioMérieux's or supplier's Code of Conduct)		
TARGETED ACTIONS FOR MITIGATING RISKS OR PREVENTING SERIOUS BREACHES			
Activities of bioMérieux SA and its subsidiaries	bioMérieux Code of Conduct (see Section 3.6.3.1) Diversity (see Section 3.7.5) gender equality, integration of employees with disabilities	bioMérieux Code of Conduct (see Section 3.6.3.1) Overall HSE policy: Environmental objectives (see Section 3.5.1) Certification: ISO 14001 (see Section 3.5.1)	bioMérieux Code of Conduct (see Section 3.6.3.1) Overall HSE policy: Occupational health and safety objectives (see Section 3.7.1.1) Certification: ISO 45001 (see Section 3.7.1.1)
Activities of subcontractors or suppliers	Code of Conduct (see Section 3.6.3.1) Subcontractor approval form and business practices applicable to third parties (see Section 3.6.3.1) Responsible Procurement Charter (see Section 3.8.1) Specific article within contracts: reference to the Responsible Procurement Charter and business practices applicable to third parties		
WHISTLE-BLOWING PROCEDURE AND RECORDING REPORTS			
Activities of bioMérieux SA and its subsidiaries	Whistle-blowing process available to employees and third parties (see Section 3.6.3.1)		Whistle-blowing process available to employees and third parties (see Section 3.6.3.1) Reporting tool for hazardous situations and suggestions for improvement (see Section 3.7.1.2)
Activities of subcontractors or suppliers	Whistle-blowing process available to employees and third parties (see Section 3.6.3.1)		Reporting tool for hazardous situations and suggestions for improvements (see Section 3.7.1.2) for service providers working on-site
PROCESS FOR MONITORING MEASURES AND EVALUATING THEIR EFFECTIVENESS			
Activities of bioMérieux SA and its subsidiaries	CSR Operational Steering Committee (see Section 3.1) Monitoring and renegotiating Company-level agreements (see Sections 3.7.2 and 3.7.5)	CSR Operational Steering Committee (see Section 3.1) HSE Committee (see Section 3.3.3.1)	CSR Operational Steering Committee (see Section 3.1) HSE Committee (see Section 3.7.1.1)
Activities of subcontractors or suppliers	Review of EcoVadis scores by the Purchasing Department	Review of EcoVadis scores by the Purchasing Department	Review of EcoVadis scores by the Purchasing Department

3.12 EUROPEAN GREEN TAXONOMY

Pursuant to Regulation (EU) 2020/852 of June 18, 2020 (European Green Taxonomy), bioMérieux publishes the following indicators concerning the eligibility of its operations

The European taxonomy refers to a classification of economic activities that have a positive impact on the environment. Its purpose is to direct capital expenditure toward “green” activities, in order to allow the European Union to reach its objectives, in conformity with its commitments resulting from the Paris agreements of the COP21.

An activity is classified as sustainable if it corresponds to at least one of the following six objectives:

- climate change mitigation;
- climate change adaptation;
- sustainable use and protection of aquatic and marine resources;
- transition to a circular economy;
- pollution control;
- protection and restoration of biodiversity and ecosystems.

The activity must contribute substantially to one or more of its objectives, without causing significant harm to the other objectives.

For the activities of the 2021 fiscal year, the regulations define a scope reduced to the first two objectives.

The following are the indicators to be published:

- Eligible sales/total consolidated sales;
- Eligible capital expenditure/total consolidated capital expenditure;
- Eligible operating expenses/total consolidated operating expenses.

The list of eligible activities has been defined in the Delegated Regulation (EU) 2021/2139 of June 4, 2021. It should be noted that this regulation targets companies whose activities are directly related to an impact on climate change. These include forestry, renewable energy, low-carbon transportation, low-carbon cement and steel. Given its field of activity and the nature of its operations, the eligible elements identified for the Company are limited.

However, the Company is strongly committed to actions aimed at limiting global warming as described in Chapter 3.5.

Sales indicator: the Company has no eligible activities.

- Net income: 0%

Capital expenditure indicator: the Company’s capital expenditure consist primarily of instruments placed and industrial investments. Only a non-material portion enters the eligible category. These include the installation of solar panels on some of its sites, equipment for recharging electric vehicles, heat pumps and building insulation work.

- Net income: 0.8%

Operational expenditure indicator: only expenses related to the upkeep and maintenance of eligible capital expenditure can be included in the base. The Company therefore considers that the portion of these operating expenses is not material.

- Net income: 0%

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