






BIOMÉRIEUX

WE HELP MAKE THE WORLD A HEALTHIER PLACE



- Our company PURPOSE
- Our CSR 5 PILLARS
- Our commitment to serving HEALTH 
- Our respect for the PLANET 
- Our TEAM MEMBERS 
- Our BUSINESS CONDUCT 
- Our COMMUNITIES 

SUMMARY



WE HELP MAKE THE WORLD A HEALTHIER PLACE

OUR COMPANY PURPOSE

OUR COMPANY PURPOSE

A photograph of a man and a young child standing together, looking out over a vast, open landscape under a bright sky. The man is on the right, wearing a light-colored shirt, and the child is on the left, wearing a yellow shirt. They are both looking towards the horizon. The image is overlaid with a semi-transparent green filter.

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**.

OUR COMPANY PURPOSE

A photograph of a man and a young child standing in a field, looking towards the horizon. The man is on the right, wearing a light-colored shirt, and has his arm around the child's shoulder. The child is on the left, wearing a yellow shirt. The background is a soft-focus landscape with tall grasses under a bright sky. The image is overlaid with a semi-transparent blue gradient that transitions from light blue at the top to a darker blue at the bottom.

- This commitment also connects us with our environment - infectious diseases are one of the major threats to humankind.
- Their emergence and spread are dramatically accelerated by climate change and globalization. The risk of finding ourselves unarmed to face ultra-resistant bacteria is now a reality. Diagnostics is a game changer in this fight. By pioneering diagnostic solutions, we help clinicians **improve patient care** and we help industries **prevent contamination** of the food and pharmaceuticals they produce.
- At bioMérieux we are convinced that, only by taking into account our **entire ecosystem** and the **public interest**, will we be able to succeed in building a **healthier world** and a more **inclusive society**.

OUR COMPANY PURPOSE

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

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

CSR SUPPORTS OUR LONG-TERM VISION

FOLLOWING IN
PASTEUR'S
FOOTSTEPS
SINCE 1887

**FOUR GENERATIONS
OF ONE FAMILY
COMMITTED TO
GLOBAL PUBLIC
HEALTH**

Since its creation, bioMérieux has always built its development on a **long-term vision**, with a **strong societal commitment**, and the conviction that companies have a real responsibility and role to play to have a **positive impact on the world**.

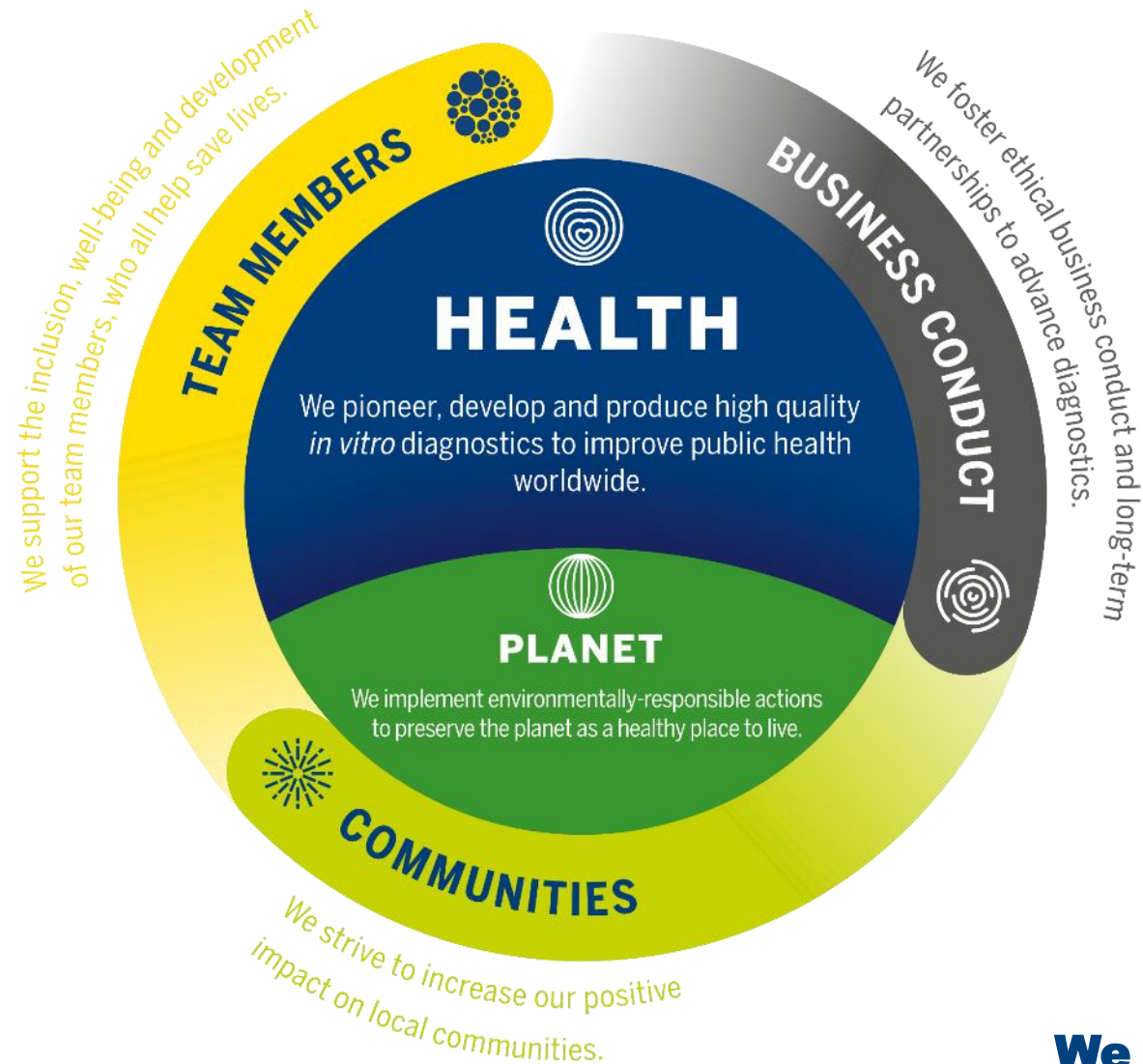
MARCEL MÉRIEUX
STUDENT OF LOUIS PASTEUR
FOUNDER OF INSTITUT MÉRIEUX IN 1897

CHARLES MÉRIEUX
TOOK UP THE REINS
OF INSTITUT MÉRIEUX IN 1937

ALAIN MÉRIEUX
FOUNDER OF BIOMÉRIEUX
IN 1963

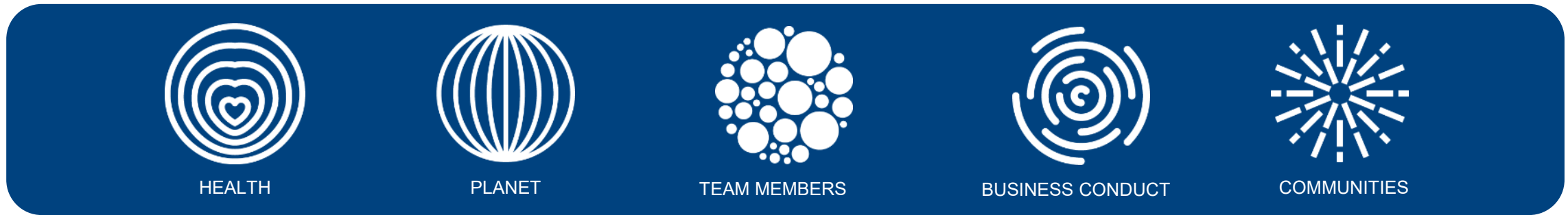
ALEXANDRE MÉRIEUX
CHAIRMAN OF THE BOARD OF DIRECTORS OF BIOMÉRIEUX

5 PILLARS TO STRUCTURE OUR CSR STRATEGY



We are bioMérieux
We act for a positive impact

THE SDGs* TO WHICH WE CONTRIBUTE MOST



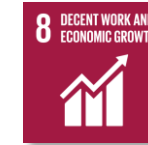
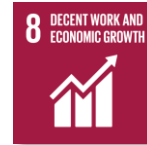
HEALTH

PLANET

TEAM MEMBERS

BUSINESS CONDUCT

COMMUNITIES



OUR CSR PERFORMANCE

OUR CSR PERFORMANCE - 2025



Science Based Targets initiative (SBTi)

Since 2021 and renewed in 2025:
Validation of our 1.5°C roadmap



Dow Jones Sustainability Index

Score 65/100 - Ranked #4 in our sector
Included in the 2026 DJSI Sustainability Yearbook for the 6th consecutive year;
Top 10% S&P Global CSA score



CDP Disclosure Insight Action

Score B for Climate
Score B- for Water Security



Ecovadis

Score 82/100 - Gold



FTSE4Good index

Included in FTSE4Good Index



Ethifinance

Score 77/100



ISS ESG

B- (Prime)



MSCI

Score A



Gender Equality Index

Score 94/100

SIGNIFICANT PROGRESS IN CSR






- In 2021, we announced major commitments for each of our CSR pillars, with ambitious goals set for 2025 or 2030.
- We have laid a solid foundation for each of these commitments.



You can find these objectives, our achievements and actions we've taken in the following slides.



OUR CSR OBJECTIVES & RESULTS AT THE END OF 2025

| HEALTH | PLANET | TEAM MEMBERS | BUSINESS CONDUCT | COMMUNITIES |
|---|--|---|--|--|
|  <p>+30% patient results¹ supporting AMS by 2025</p> |  <p>-50% GHG absolute emissions in 2030 vs 2019 - scopes 1&2</p> |  <p>Lost Day Incident Rate ÷2 to 0.6 in 2025 vs 1.2 in 2020</p> |  <p>Collaboration projects with patient associations in 2025 vs 2021 x2</p> |  <p>≥1% of net income attributable to the parent company dedicated to Philanthropy (Endowment Fund not incl.)</p> |
| +21% | -28.7% | 1.68 | x 3.6 | 1.34% |
| <p>≥80% of referenced antibiotics addressed by our AST solutions²</p> | <p>-45% water consumpt³ -50% energy consumpt³ -50% waste generation³</p> | <p>>40% women >35% international by 2025 in Corporate leadership team⁴</p> | <p>Materiality assessment updated every 3 years</p> | <p>Distributors covering 55% of sales⁵, trained on CSR by 2025</p> |
| <p>EUCAST: 92.4% CLSI: 96.3%</p> | <p>Water - 53% Energy - 49.2% Waste - 50.5%</p> | <p>37% women 34.6% international profiles profiles*</p> | <p>Double materiality assessment performed in 2024 & updated in 2025</p> | <p>61%</p> |

 Objectives

 Results at end of 2025

¹ vs 2019 estimation: 183 million results

⁴ Executive Committee & their N-1 with a Global role

² At least 80% based on EUCAST list and 90% based on CLSI Tier I to Tier IV list

⁵ Sales realized through the distributors network

³ per million € of turnover, in 2025 vs 2015



We pioneer, develop & produce high quality *in vitro* diagnostics to improve public health worldwide.

OUR COMMITMENT TO SERVING HEALTH

WE ACT FOR HEALTH

We pioneer, develop and produce high quality *in vitro* diagnostics to improve public health worldwide.

- Addressing **antimicrobial resistance**, one of the major health challenges.
- Facilitating **access to our solutions**.
- Maintaining at a **high level the quality and safety of our solutions** to improve patient care and protect consumer health.

OUR MAIN COMMITMENTS

OBJECTIVES

+30%

patient results delivered by 2025 and contributing to Antimicrobial Stewardship (AMS) vs 2019

2025 RESULTS

+21%

results delivered

Antimicrobial Resistance (AMR) & Stewardship (AMS)

≥80%

of antibiotics referenced in human medicine included into our Antibiotic Susceptibility Testing (AST) solutions

92.4%

of antibiotics supported by our solutions based on the Eucast list and **96.3%** based on the CLSI Tier I to Tier IV list

WHAT WE DO CONCRETELY

We address antimicrobial resistance

- Having the broadest offer on the market, further extended with the acquisition of **Specific Diagnostics**: our VITEK® REVEAL™ fast automated Antibiotic Susceptibility Testing system received 510(k) clearance from the FDA in 2024 and was CE-marked.
- Dedicating **74% of our R&D capital expenditure** to develop innovative antimicrobial resistance solutions.
- Setting up **16 Antimicrobial Stewardship Centers of Excellence** across the world, in partnership with hospitals.
- Launching **Aurobac Therapeutics** joint venture with Boehringer Ingelheim & Evotec to develop the next generation of antibiotics along with actionable diagnostic solutions.
- For 11 years, we have supported **Global-PPS**, a global study to promote the appropriate use of antibiotics in hospitals, which has been written about in over 60 scientific publications including in the Lancet Global Health and is now recognized by international organizations.



WHAT WE DO CONCRETELY

We facilitate access to diagnostics

- Serving **160 countries** with our diagnostic solutions.
- Partnering with NGOs **to equip laboratories in low- and middle-income countries with our diagnostic solutions** to fight antimicrobial resistance.
- Transfer of Brazilian operations to the Bio-Manguinhos/Fiocruz **Center for R&D and Innovation in Diagnostics** to strengthen Brazil's capacity to produce tests essential to the Brazilian public health system and to respond to future health challenges independently.
- Acquisition of Neoprospecta to **enhance genomic data capabilities in Brazil and Latin America**. These solutions will enable agri-food and pharmaceutical companies to improve quality control and protect consumer health.

We maintain the highest quality for our products

- All products are made on sites with an **ISO-certified** quality management system:
 - ISO 9001 certifications: 54 sites and subsidiaries in 2025,
 - ISO 13485 certifications: 21 sites and subsidiaries in 2025.





We implement environmentally-responsible actions to preserve the planet as a healthy place to live.

OUR RESPECT FOR THE PLANET

WE ACT FOR THE PLANET



We implement environmentally-responsible actions to preserve the planet as a healthy place to live.

- Reducing **greenhouse gas emissions** to help combat global warming.
- Promoting **eco-design** and improving the **lifecycle** of our products.
- Optimizing **waste** generation and recycling, raw materials use, **energy** and **water** consumption.

WE ACT FOR THE PLANET



Carbon & environment footprint

OUR MAIN COMMITMENTS

2030 OBJECTIVE

Reduce **greenhouse gas (GHG) emissions** (Scopes 1&2) in absolute value **by 50%** vs 2019, to contribute to the fight against climate change

2026 OBJECTIVE

Engaging our **suppliers, who cover 67% of CO₂ emissions***, in a process to reduce their greenhouse gas emissions

2025 RESULTS

GHG:

-28.7% (46,402 t CO₂e) compared with 2019, reference year (65,138 t CO₂e)

Suppliers representing **59.5% of CO₂ emissions** are committed to a reduction approach (compared to 48.6% in 2024).

* Emissions related to purchases of goods and services, fuel and energy (upstream transport and distribution, business travel, employee commuting).

WE ACT FOR THE PLANET



Carbon & environment footprint

OUR MAIN COMMITMENTS

2025 OBJECTIVES

Reduce **water** consumption by **45%***

Reduce **energy** by **50%***

Optimize **waste** production by **50%*** and recycling by **85%***

2025 RESULTS

Water
-53%* (581,015 m³)

Energy
-49.2%* (218,211 MWh)

Waste
-50.5%* (10,957 metric tons)

** vs 2015, per million € of revenue*

OUR DECARBONATION STRATEGY

We reduce our greenhouse gas emissions

- **Priority #1:** Reducing energy consumption at our sites through energy efficiency plans and optimizing our energy performance;
- **Priority #2:** Generating our own renewable energy from on-site installations (particularly electricity from solar panels);
- **Priority #3:** Purchasing renewable electricity through Power Purchase Agreements (PPAs), directly from the producer;
- **Priority #4:** Purchasing renewable electricity through Energy Attribute Certificates (EACs).



WHAT WE DO CONCRETELY

We reduce our greenhouse gas emissions

- **Sufficiency, energy efficiency and decarbonization plans** are being implemented at our sites.
- **Plans to convert our vehicle fleets to electric** are being rolled out for our subsidiaries.
- **Solar panels** are operated on our sites in Combourg, Grenoble, La Balme, Saint-Vulbas (FR), Sydney (Australia), Rio de Janeiro (BR), Durham and Salt Lake City (US).
- Choosing **sea freight** as much as possible (**59% of our reagents/instruments/spare parts shipments in 2025**) rather than air for shipping our products worldwide.
- A program to **reduce the CO₂ footprint of our products** (see slides 34-35).



WHAT WE DO CONCRETELY

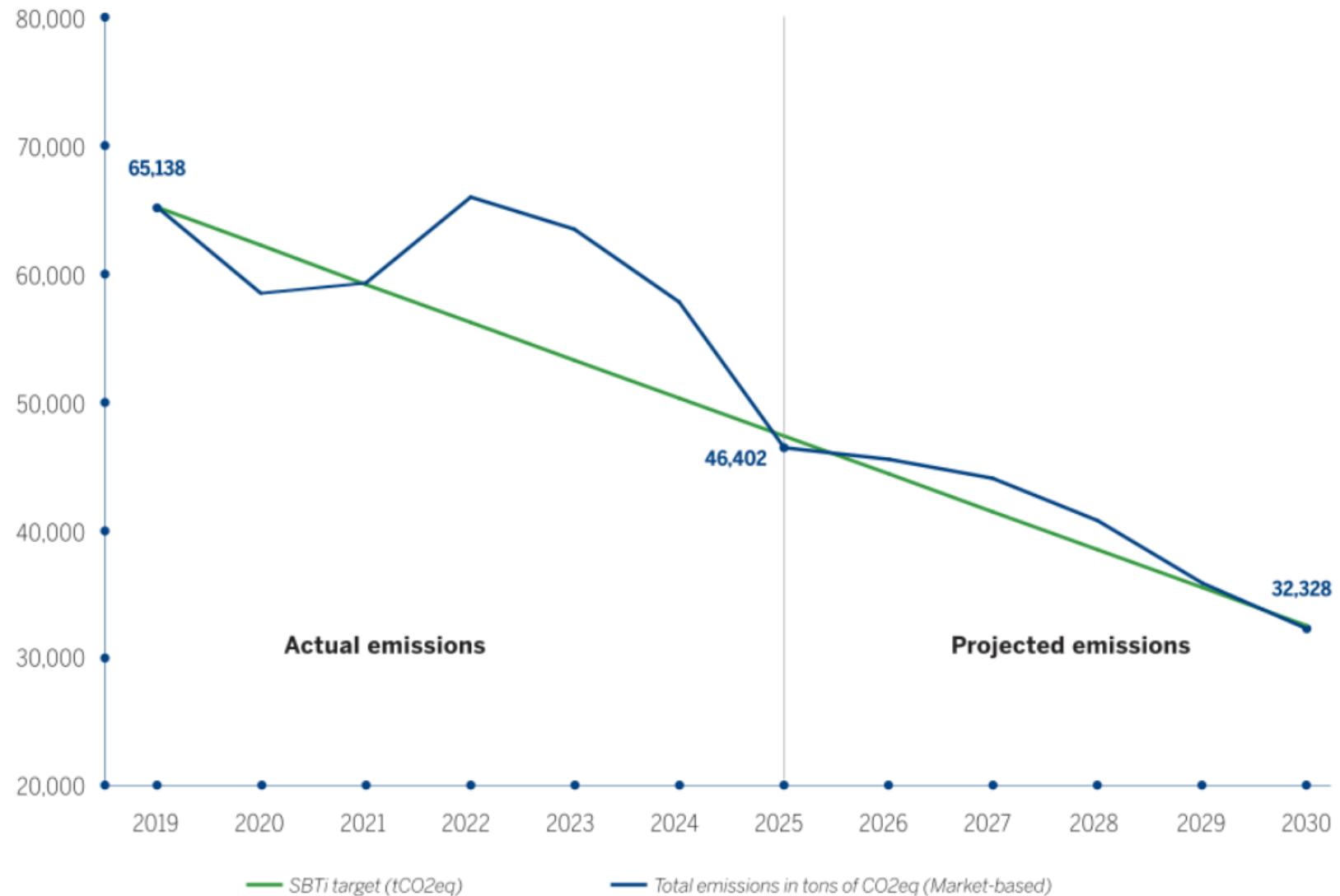
We raise awareness of climate change among our stakeholders

- We roll-out **Climate Fresk workshops** in every region where we operate:
 - 1,863 team members received training in 2025, i.e. a total of 4,494 persons trained in 40 countries since 2021.
- In 2024, for World Environment Day, we welcomed in Marcy l'Étoile the world-renowned glaciologist, Heidi Sevestre, for a **plenary session on climate change** available live and on replay for all our suppliers, distributors and team members.



CARBON FOOTPRINT – 2025 STRATEGIC PLAN

SCOPES 1 & 2 (TCO₂E - MARKET BASED)



GHG EMISSIONS – SCOPES 1, 2 & 3

IN THOUSANDS OF TCO₂E (± UNCERTAINTY)



| Scopes | Significant emissions categories | 2025 | 2024 | Reference Year 2019 |
|--|-----------------------------------|--------------|--------------|---------------------|
| Scope 1 | Direct emissions | 24 | 22 | 26 (good) |
| Scope 2 | Energy procurement (Market-based) | 22 | 32 | 39 (good) |
| Total (Scopes 1 and 2) | Market-based | 46 | 54 | 65 |
| Scope 3 | | 1,103 | 1,152 | 891 (high) |
| Total (Scopes 1, 2, 3) | Market-based | 1,150 | 1,207 | 956 |
| GHG* emissions intensity tCO ₂ e/€m of sales | | 282 | 303 | 0,36 |

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

* Calculated for total emissions using the Market-Based approach.

➔ Details on these emissions are available in the Sustainability Report of the [2025 Universal Registration Document](#).

WHAT WE DO CONCRETELY

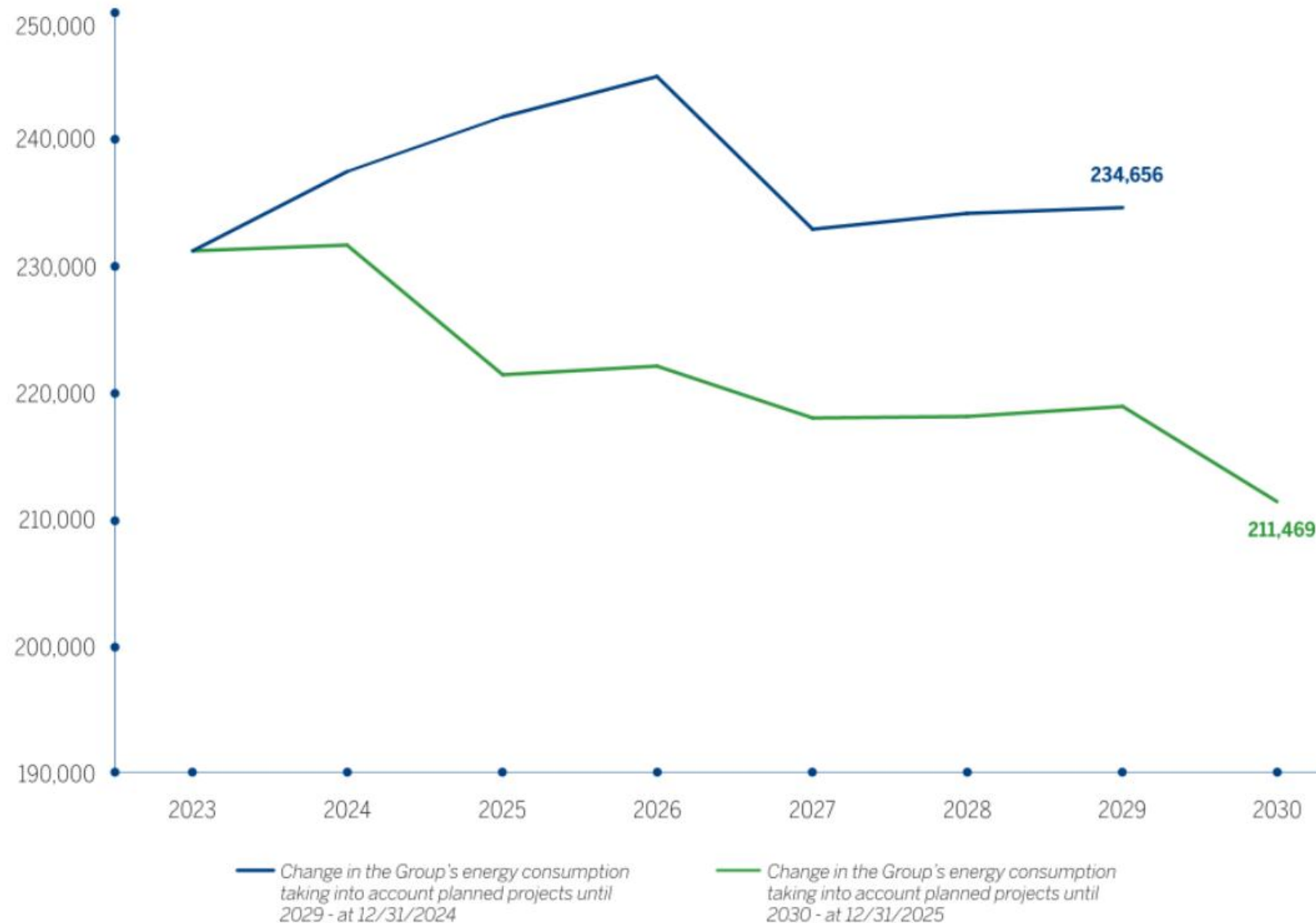
We preserve resources

- Shifting our supply in **energy to renewable sources**:
 - **33%** of our total energy consumption is renewable energy.
 - **100%** of electricity purchased for our French sites is GO (Guarantees of Origin) certified “green” energy. All the sites in Florence (Italy) and Madrid (Spain) were covered by GOs in 2025.
 - On our US sites: in 2025, the electricity consumption was partly covered by Energy Attribute Certificates:
 - In Lombard: 100%
 - In Salt Lake City: 12%
- **Reducing water consumption** on all our sites: composition of finished products, cooling tower circuits, cleaning processes in production and sanitary use, namely.



SITES ENERGY CONSUMPTION

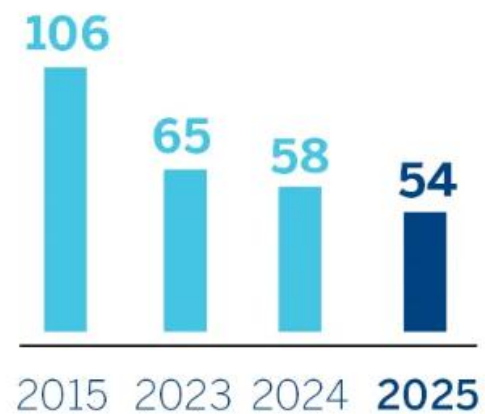
(PRODUCTION & SUBSIDIARIES – IN MWH)



2025 RESULTS - ENERGY



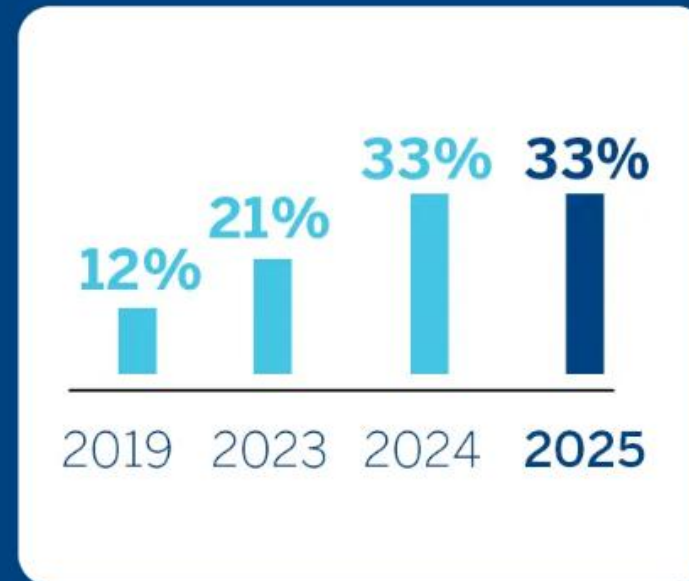
Total energy consumption in relation to sales (MWh per million euros)



2025 RESULTS – RENEWABLE ENERGY



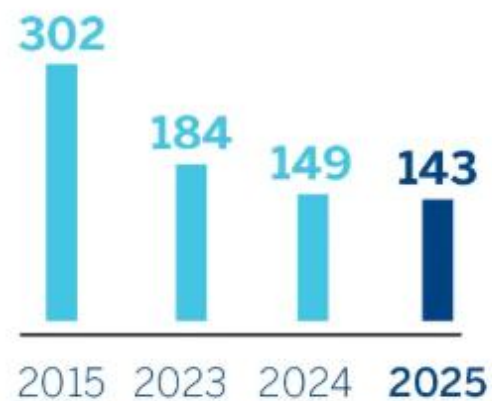
Percentage of energy consumption from renewable sources



2025 RESULTS - WATER



Water consumption (all sources) in relation to sales
(m³ per million euros)



WHAT WE DO CONCRETELY

We improve waste generation and management

- Reducing waste by the **optimization of the quantity of materials used for packaging** (wood, paper, cardboard, and plastic). Secondary packaging is mainly cardboard with a recyclability rate for Europe of 83.2% according to Eurostat⁽¹⁾ and 68% for the United States according to the EPA⁽²⁾.
- Increasing the proportion of **recycled, composted, regenerated or incinerated waste** from which energy can be recovered.
- Providing team members with guides for **sorting and recycling** waste. Raising awareness of best practices at events such as the National Sustainable Development Week in France or the Cleanup Day worldwide.
We also provide containers for sorting waste that team members can use for their personal waste.

(1) https://ec.europa.eu/eurostat/databrowser/view/cej_wm020/default/table?

(2) <https://www.epa.gov/facts-and-figures-about-materials-waste-and-recycling/paper-and-paperboard-material-specific-data>



2025 RESULTS - WASTE



BREAKDOWN OF THE TOTAL AMOUNT OF WASTE GENERATED IN 2025, INCLUDING WASTE FROM BUILDING CONSTRUCTION/DEMOLITION SITES¶

| ¶ | 2025¶ | 2024¶ |
|---|---------------------------------|----------------------------------|
| Total quantity of non-recovered waste (landfill, incineration without energy recovery)¶ | 3,238 metric tons (26%)¶ | 4,615 metric tons (23%)¶ |
| Total quantity of recovered waste (recycling, incineration with energy recovery, composting, etc.)¶ | 9,165 metric tons (74%)¶ | 15,431 metric tons (77%)¶ |
| • Of which quantity of recycled waste (recovery excluding incineration with energy recovery)¶ | 5,492 metric tons (44%)¶ | 12,157 metric tons (61%)¶ |
| Total quantity of non-recycled waste¶ | 6,910 metric tons (56%)¶ | 7,889 metric tons (39%)¶ |
| Total quantity of non-hazardous waste recovered¶ | 7,337 metric tons¶ | 13,803 metric tons¶ |
| • Of which quantity of recycled waste¶ | 4,840 metric tons¶ | 11,490 metric tons¶ |
| • Of which the quantity of waste using other recovery processes (incineration with mainly energy recovery, composting of food waste, etc.)¶ | 2,496 metric tons¶ | 2,313 metric tons¶ |
| Total quantity of non-hazardous waste not recovered¶ | 2,674 metric tons¶ | 3,906 metric tons¶ |
| • Of which quantity incinerated without energy recovery,¶ | 259 metric tons¶ | 600 metric tons¶ |
| • Of which quantity disposed of in landfills designated for this purpose¶ | 2,415 metric tons¶ | 3,306 metric tons¶ |
| TOTAL QUANTITY OF HAZARDOUS WASTE¶ | 2,392 METRIC TONS¶ | 2,338 METRIC TONS¶ |
| • Including radioactive waste¶ | 0¶ | 0¶ |
| • Including recycled or re-refined waste (used oils)¶ | 653 metric tons¶ | 667 metric tons¶ |
| • Including waste recovered using other processes (such as incineration with energy recovery)¶ | 1,175 metric tons¶ | 961 metric tons¶ |
| • Including non-recovered waste (incineration without energy recovery)¶ | 457 metric tons¶ | 496 metric tons¶ |
| • Of which non-recovered waste disposed of in landfills designated for this purpose¶ | 107 metric tons¶ | 213 metric tons¶ |



WHAT WE DO CONCRETELY

Making our products more sustainable

- Performing **lifecycle assessments** for efficient eco-design:
 - At the end of 2025, **97.4%** of our products was covered (by number of tests sold).
- Integrating **eco-design into the development process for new products** and when existing products are reviewed.
- **Raising awareness of eco-design among our teams** through the eco-design Fresk and a training path for key functions and eco-partners.
- Improving our **VIDAS® KUBE™** with a **sleep mode** to reduce its energy consumption up to **-52%**.



WHAT WE DO CONCRETELY

Making our products more sustainable

- We facilitate the **repairability of our instruments**
 - We make repairability a key lever for reducing our environmental footprint **by designing sustainable and repairable equipment**. This approach relies on controlled processes (parts, skills, documentation).
 - Through the **VILINK®** platform, more than 70% of failures are diagnosed and resolved remotely, reducing downtime, improving operational efficiency and lowering the travel-related carbon footprint.
- We focus on a **circular economy** solution
 - The **BIOLOOP™** project, currently the subject of a feasibility study, aims to reduce **the use of new plastic materials in our culture media in Petri dishes**. It would have a positive environmental impact for bioMérieux's customers by allowing them to avoid plastic incineration and therefore reduce their environmental footprint by recycling and reusing this material.



WHAT WE DO CONCRETELY

Implementing eco-packaging:

- Since 2022, we have **re-designed our packaging for 95% of our ranges**, reducing the thickness and dimensions of boxes, incorporating recycled material, sourcing exclusively from sustainably managed forests (FSC*), switching from glossy white cardboard to plain brown cardboard, etc.
- Our Global Supply Chain has also set up a multi-annual program seeking to **improve our tertiary packaging practices**. Every year, actions are taken to identify improvements in each country where packaging operations are carried out.

** Forest Stewardship Council*

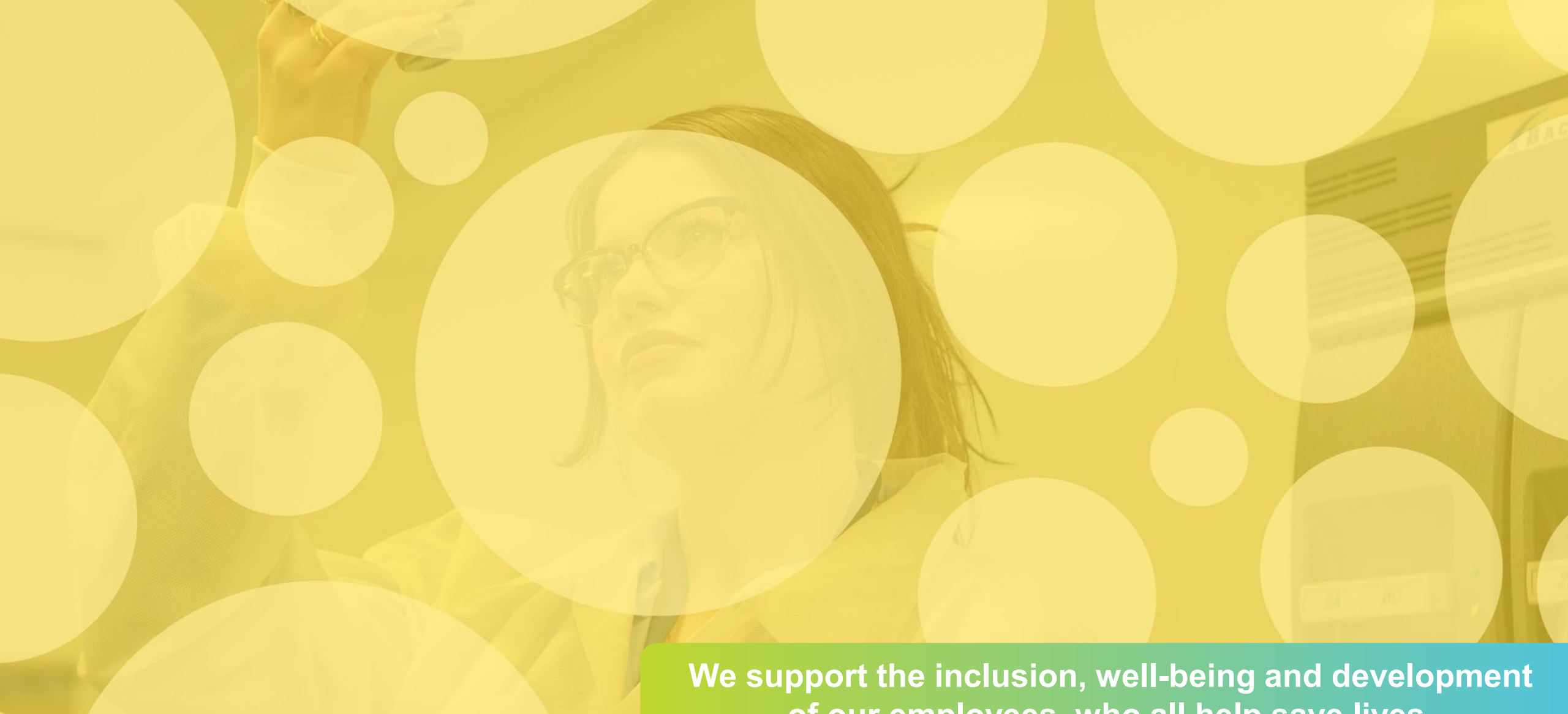


WHAT WE DO CONCRETELY

We preserve the environment on our sites

- **Welcoming biodiversity** on our sites in Europe, in partnership with NGOs such as Birdlife (Spain), LIPU (Italy) and LPO (France).
- Placing special emphasis on the landscaping and attractive architecture of our sites for a long time and **we maintain our green spaces** to protect the environment by, for example, avoiding the use of pesticides and fertilizers.
- In order to raise awareness among our employees, in 2025, with the help of Institut Mérieux, we organized a **conference** focused on factoring **biodiversity** into the Group's activities:
 - **700** attendees, in person or remotely.
 - Representatives from these projects highlighted the various improvements made to our sites.





We support the inclusion, well-being and development of our employees, who all help save lives.

OUR TEAM MEMBERS

WE ACT FOR OUR TEAM MEMBERS



We support the inclusion, well-being and development of our team members, who all help save lives.

- Guaranteeing our team members' **health, safety** and **quality of life at work**.
- Increasing **diversity, equity and inclusion** of our teams at all levels of the Company.
- Enhancing our **employer attractiveness** and boosting talent retention.
- Anticipating **skills management** needs and ensuring lifelong learning for team members.
- Maintaining the conditions for fair **social dialogue** that creates value.

WE ACT FOR OUR TEAM MEMBERS



Safety, Diversity & Inclusion

OUR MAIN COMMITMENTS

2025 OBJECTIVES

Lost Day Incident Rate ÷2 d'ici 2025,
to 0.6 vs 1.2 in 2020

Gender equality
>40% women within governing
bodies*

Diversity
>35% international profiles within
governing bodies*

2025 RESULTS

Lost Day Incident Rate: 1.68

Gender equality
37% women within governing
bodies*

Diversity
34.6% international profiles*

* Executive Committee and their N-1 with a global role

WHAT WE DO CONCRETELY

We make safety at the workplace a priority

- Continuing to roll out **Safety leadership programs** to raise awareness about safety and the best practices among our teams.

We take care of health and well-being at work

- Promoting **health and well-being activities** in our sites.
- We are implementing a program to mitigate **psychosocial risks**.
- We have set up **Mental health committees** at each of our sites.



WHAT WE DO CONCRETELY

We cultivate a spirit of collective engagement

- Rolling out a **global engagement program** to create a unique work experience for our team members.
 - In 2025, **87%** of all employees participated in the third Global Engagement Survey,
 - The overall engagement score increased **(+6 points)** compared to 2024, putting us in the **Top 5%** of our sector, exceeding our goal of remaining in the top 25% by 2025.



WHAT WE DO CONCRETELY

We believe in learning and development

- Offering a **development and training plan** to each team member and facilitate access to training thanks to a digital learning platform.
 - bioMérieux relies on both **Mérieux Université**, the Company university and our internal Learning & Development teams to respond to team members' development needs.
 - In 2025, total **training hours** amounted to 338,042, corresponding to an average of **22 hours team member**, with a focus on soft skills.
 - We have created **business academies** to develop key skills among our teams and support them throughout their career path.
- Encouraging **internal mobility** within the Company and beyond, with opportunities inside the companies of the Institut Mérieux Group.
 - In 2025, **32%** of vacant positions have been staffed with internal candidates.



WHAT WE DO CONCRETELY

We embrace differences for a diverse and inclusive work environment

- We are committed to **gender balance**:
 - In France, in 2025, we ranked **94/100** in the French Gender Equality Index.
- We are committed to ensuring an **adequate wage** to each team member. All bioMérieux team members receive a wage higher than the benchmark adequate wage in their city (data at the end of December 2025).
- By 2028, we commit to **reduce the gender pay gap**, each year compared to the previous one.



WHAT WE DO CONCRETELY

We embrace differences for a diverse and inclusive work environment

- Encouraging the workplace **inclusion of team members with disabilities**:
 - In France, the percentage of team members with disabilities stood at **6.79%** in 2025, exceeding the legal minimum.
- Raising awareness among our team members to avoid any form of **discrimination**.
- We promote work-life balance by providing access to on-site medical facilities and 24/7 **telemedicine services**, a **support provider for employees who care for family members** (70% of whom are women), and a **parenting support platform**.





We foster ethical business conduct and long-term partnerships to advance diagnostics.

OUR BUSINESS CONDUCT

OUR BUSINESS CONDUCT



We foster ethical business conduct and long-term partnerships to advance diagnostics.

- Ensuring **ethical business** conduct and regulatory compliance.
- Enforcing **sustainable procurement** programs worldwide.
- Including our **distributors** in our public health **commitment**.
- Nurturing **exchanges with patients**, consumers & key opinion leaders on major health challenges related to infectious diseases.
- Guaranteeing **responsible data management**.



Stakeholder dialogue

OUR MAIN COMMITMENTS

OBJECTIVES

x2
the number of collaboration
projects with **patient
associations** by 2025

Update **materiality
assessment**
every **3 years**

2025 RESULTS

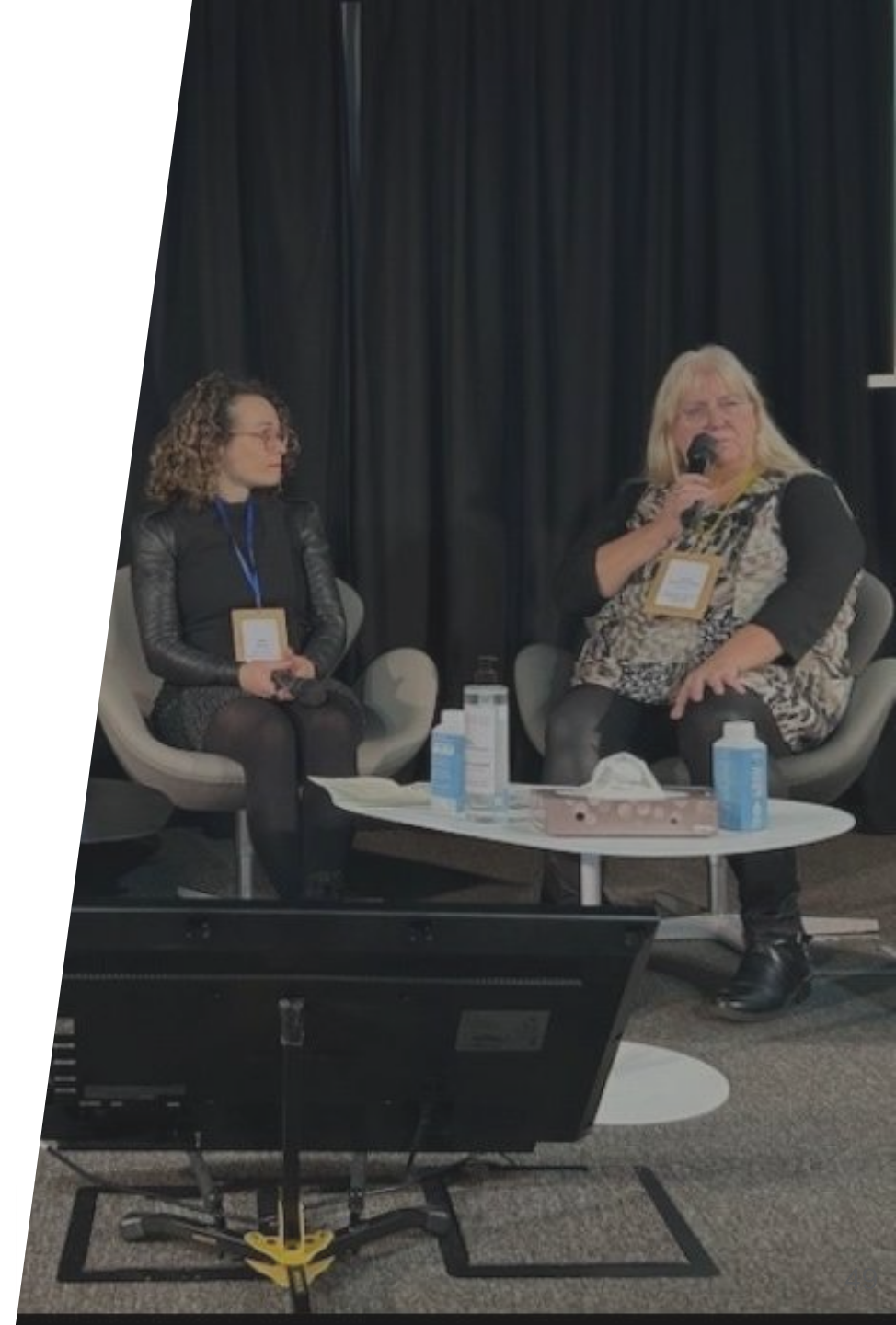
27 collaboration projects
with patient associations, i.e.
3.6 more vs 2021

A **double materiality
assessment** was
performed in 2024 and
updated in 2025

WHAT WE DO CONCRETELY

We strengthen our partnerships with patients and patient associations

- Increasing **collaborations with patient associations** to better value their experiences and integrate them in our ongoing efforts to develop innovative and accessible diagnostic solutions.
 - At the end of 2025, we had 27 collaborations with patient associations, which is 3.6 times more than in 2021.
- Elevating the **patient voice** through patient engagement, perspectives and testimonials in our internal & external communication to raise awareness of the medical & economic value of *in vitro* diagnostics.
- **Fostering dialogue on critical public health challenges** through dedicated patient forums.



WHAT WE DO CONCRETELY

We nurture exchanges with our stakeholders

- Fostering **regular transversal dialogue with our stakeholders** to take their expectations into account, demonstrating our commitment to long-term business relations and exchanges.
- Creating a **Stakeholders Committee**. The first session, held in 2022, was related to product environmental impact. This Committee was consulted in January 2024 to comment on our double materiality assessment and ensure the consistency and completeness of the results obtained.
- Conducting in 2024 a **double materiality assessment** about the impacts, risks and opportunities related to sustainability matters in our operations and the value chain, which was updated in 2025.



WHAT WE DO CONCRETELY

We carefully manage personal data

- Designing and supporting our systems, we ensure **data confidentiality, integrity and availability** and uphold the basic rights of the affected patients.
- Protecting **patient health data** is an integral part of our bioethics compliance approach, which has set up an appropriate training course for employees who have access to health data (often associated with biological samples).
- Protecting data via an **Information Systems Security Policy (ISSP)**.
- The goal is to prevent any **data breach**.

WHAT WE DO CONCRETELY

We comply with the most stringent ethics & integrity standards in the conduct of our business

- Enhancing measures **to prevent corruption and influence peddling**.
- **Securing the distribution network** and other intermediaries.
- Managing **relations with healthcare professionals**.
- Having a thorough understanding and effectively applying **export regulations**.
- Having set up a **hotline** (Ethicsline) available to everyone, both internally and externally, for reporting potential violations of the Global Code of Conduct.



WHAT WE DO CONCRETELY



We favor sustainable & responsible procurement

- Relying on our **Charter for Responsible Purchasing**.
- bioMérieux **EcoVadis** score is **82/100 – Gold**.
- We assess the CSR performance of our suppliers with EcoVadis
 - 71.5% of our procurement expenditure come from **EcoVadis rated suppliers**, with an average score of **64.04** whereas the EcoVadis average is 49.5.
- In 2025, suppliers accounting for 59.5% of GHG emissions had joined the **SBTi - Science Based Target initiative** (vs 48.6% in 2024).





We strive to increase
our positive impact on local communities.

OUR PARTNERS & COMMUNITIES

WE ACT FOR OUR PARTNERS & COMMUNITIES



We strive to increase
our positive impact on local communities.

- Making a positive impact on local communities through **philanthropic engagement**.
- Supporting **local economic and social development** through our activities.

WE ACT FOR OUR PARTNERS & COMMUNITIES



OUR MAIN COMMITMENTS

2025 OBJECTIVES

Train our CSR **distributors** covering **55%** of sales by 2025

≥1% of net income attributable to the parent company dedicated to **philanthropy** (bioMérieux Endowment Fund excluded)

2025 RESULTS

Creation of a specific CSR training module and training of distributors covering **61%** of sales made through this channel

1.34% of net income attributable to the parent company dedicated to philanthropy

Communities

WHAT WE DO CONCRETELY

We share the value created in philanthropic actions

- **Corporate sponsorship:** each year we support around 80 social initiatives in favor of our local communities and encourage our teams to volunteer.
- **bioMérieux Endowment Fund for education** aids children 0-8 to access education, with the ambition to reduce inequalities, and our team members are involved in the actions.
- We support the **Mérieux Foundation** that aims increasing access to diagnostics and improve health in low- and middle-income countries.
- In 2025 we dedicated close to €5.78 million to philanthropy.

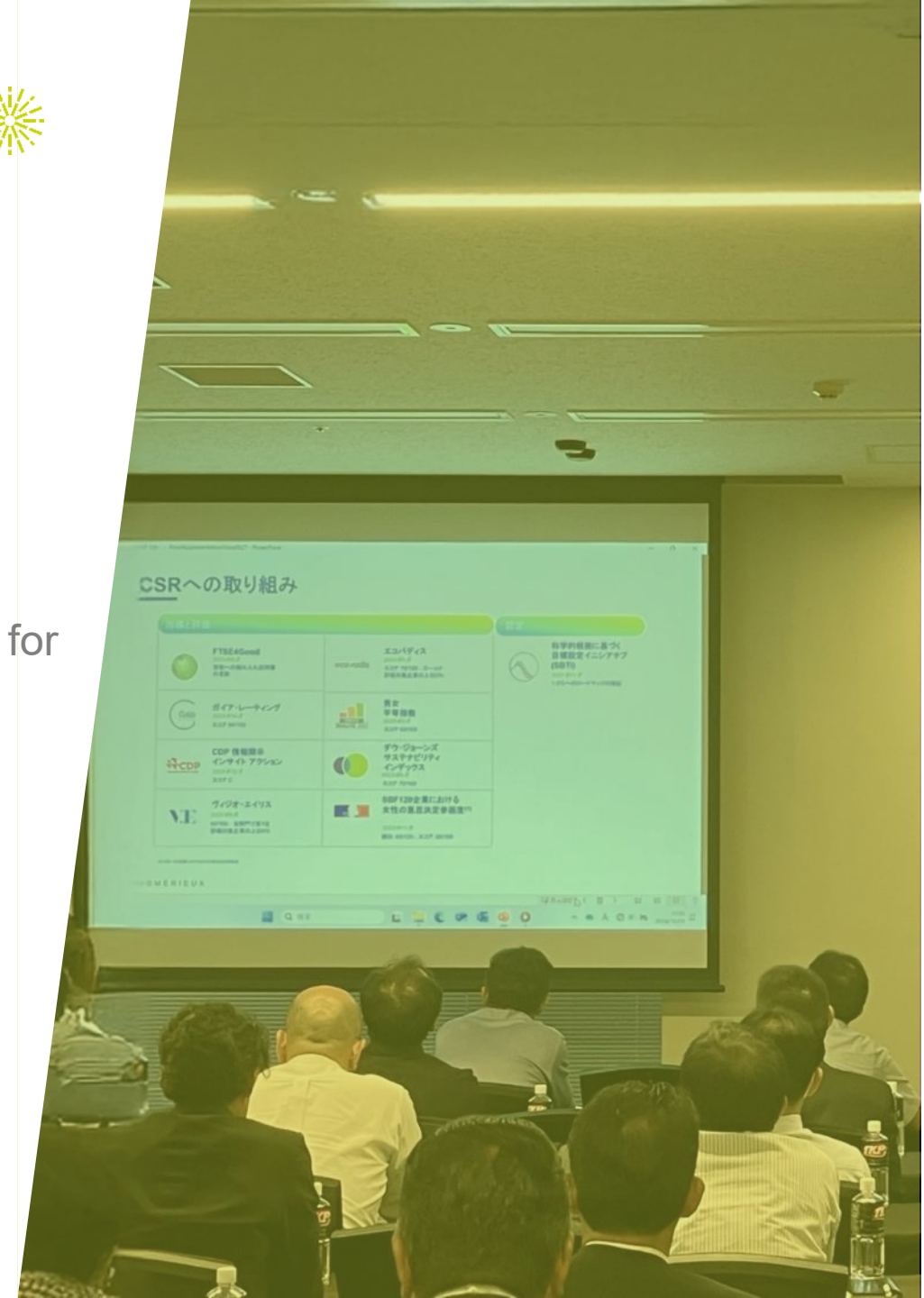


WHAT WE DO CONCRETELY



We embark our distributors in our CSR approach

- We encourage our distributors to **improve their CSR performance** based on a grid of specific criteria:
 - In 2025, distributors involved in this approach accounted for **84%** of sales made through this channel in 2024.
- We propose them **CSR training modules**.
 - In 2025, distributors representing **61%** of sales made through this channel in 2024 received this training.
 - The objective for 2028 is for **80%** of sales through this channel will be generated by distributors who have completed this training.



NEW COMMITMENTS FOR 2028

- We have made **new, even more ambitious CSR commitments for 2028 and beyond**, such as:
 - to achieve carbon neutrality (**Net Zero**) by 2050, covering Scopes 1, 2, and 3, by intensifying our efforts across our entire **value chain**;
 - to integrate **medical value** and **environmental performance** from the design phase through every stage of our products' lifecycle.



Check out our new indicators on the next slide.



OUR MAIN CSR COMMITMENTS FOR 2028



HEALTH



PLANET



TEAM MEMBERS



BUSINESS
CONDUCT



COMMUNITIES

ACCESSIBILITY

+60% patient results

supporting AMS in low & lower-middle income countries vs. 2023

NET ZERO CO_{2e} BY 2050

including following targets²
(validated by SBTi, in absolute value):

SCOPES 1&2 : -62% by 2034

with a milestone at -35% in 2028

SCOPE 3 : -35% by 2034

SAFETY

Improve our team members' **health, safety and well-being**

year over year
(Total Recordable Incident & Occupational Illness Rate – TR2IR + Mental Health Index)

ETHICS

**≥75/100
EcoVadis
Ethics score**

PHILANTHROPY

**≥1.5%
of net income**
attributable to the parent company of the previous year,
dedicated to philanthropy

ANTIMICROBIAL STEWARDSHIP - AMS

**≥90%
of referenced antibiotics**

addressed by our **antibiotic susceptibility testing (AST)** solutions¹

PRODUCT ENVIRONMENTAL PERFORMANCE

-25% of virgin plastic
used per test sold by 2034²
(-5% in 2028)
-25% energy consumption

per instrument by 2034² (-8% in 2028)

DIVERSITY, EQUITY & INCLUSION

Ensure **living wage** to all team members and reduce **gender wage gap**

PROCUREMENT

75% of our procurement spend

covered by suppliers with a CSR assessment.

69 weighted average score

SHARING MEDICAL KNOWLEDGE

**+25%
in medical education activities**

& Healthcare professionals reached vs. 2023

¹ Based on EUCAST list and on CLSI Tier I to Tier IV list

² vs. 2023

We are bioMérieux
We Act for a Positive Impact



HEALTH



PLANET



TEAM MEMBERS



**BUSINESS
CONDUCT**



COMMUNITIES

WANT TO LEARN MORE?

Read the Corporate Social Responsibility report in our 2025 Universal Registration Document

Click to download the document.





PIONEERING DIAGNOSTICS