



Compensation of Corporate Officers

Publication in accordance with the provisions of Article 27.1 of the AFEP MEDEF Code

During its meeting held on February 26, 2026, the Board of Directors of bioMérieux, on the recommendation of the Appointments, Compensation and CSR Committee, took the following decisions regarding the compensation of the Corporate Officers.

The elements of remuneration paid or awarded and the compensation policy will be set out in detail in the 2025 Universal Registration Document and submitted to the vote of the shareholders at the next General Meeting to be held on May 28, 2026.

1) Remuneration for the 2025 financial year

a) Remuneration of Mr. Alexandre Mérieux

In his capacity as Chairman of the Board of Directors

In accordance with the Board's decision of March 6, 2025, on the recommendation of the Appointments, Compensation and CSR Committee, the Chairman's annual fixed remuneration amounted to €600,000 gross for the year 2025.

Mr. Alexandre Mérieux does not receive any variable compensation or bonuses and does not benefit from performance shares.

In his capacity as a member of the Board of Directors

Mr. Alexandre Mérieux receives compensation for his status as a member of the Board of Directors of bioMérieux in accordance with the rules applicable to all directors. In 2025, Mr. Alexandre Mérieux received €25,000 gross in this respect.

b) Remuneration of Mr. Pierre Boulud for his duties as Chief Executive Officer

Mr. Pierre Boulud's annual fixed remuneration received for the year 2025 amounted to €735,000 gross for his duties as Chief Executive Officer.

Variable remuneration is calculated as follows:

Annual base salary as of December 31 (bioMérieux) × theoretical variable component target × % of individual objectives achieved × Company's multiplier coefficient

The Chief Executive Officer's annual variable component target is 100% of his fixed remuneration.

In 2025, the objectives were as follows:

- the financial objectives represented 40% of the variable target and consisted of (i) economic and financial performance objectives in accordance with the communications issued by the Company (CEBIT (20%), sales (10%), free cash flow (10%));
- Qualitative objectives represented 30% of the variable target and consisted of criteria related to (i) business priorities (20%), and (ii) customer satisfaction for 2025 (10%);
- the risk management objective represented 10%;
- CSR objectives represented 20% of the variable target and consisted of criteria related to (i) CO2 reduction scope 1, 2 & 3 objectives, (ii) diversity objectives in *Corporate Leadership* positions and (iii) employee safety and well-being objectives.

The rate of achievement of the objectives and the amount of the variable component were determined by the Board of Directors, on the proposal of the Appointments, Compensation and CSR Committee, at the meeting of February 26, 2026 at which the financial statements for the year were approved.

The Board of Directors discussed the performance of the Chief Executive Officer without his presence. The Company does not foresee cases in which variable remuneration will have to be reimbursed.

The variable remuneration awarded to Mr. Pierre Boulud, in respect of the 2025 financial year, amounts to €848,925, i.e. 115.5% of his annual fixed remuneration for the year 2025 (resulting from the calculation according to the above formula with 105% of individual objectives achieved and 105% of the Company's multiplier coefficient).

Mr. Pierre Boulud received an allocation of performance shares on September 3, 2025 of 11,500 shares, including 3,300 related to the Company's outperformance (i.e. 0.01% of the share capital, the share capital being composed of 118,361,220 shares) corresponding to an accounting valuation of €1,355,850 (value of the share €117.90).

The assessment of the performance criteria under the 2025 plan is carried out with regard to the rate of achievement of a matrix composed of:

- the objective of annual sales growth over 3 years (for a weight of 40%);
- CEBIT's 3-year compound annual organic growth target (for a weight of 40% with a maximum of up to 80% linked to outperformance);
- the objective of achieving CSR criteria (for a weight of 20%) composed of:
 - o a target for reducing GHG emissions in scope 1 and 2, 2027 vs. 2023 (for a weight of 10%);
 - o two objectives based on sustainable purchasing by the end of 2027 relating to our suppliers and their CSR assessment (for a respective weight of 5% each).

This represents a total of 0% to 140% of the number of shares allocated depending on the achievement of the objectives.

These criteria were chosen because they align the medium-term share-based remuneration with the company's roadmap.

In addition to these shares, Mr. Pierre Boulud has benefited, along with the other members of the Management Committee as well as for a selection of key leaders of the organization, from an additional target allocation related to the Company's GO•28 strategic plan on September 3, 2025 of up to 1,424 shares, of which 407 are related to the Company's outperformance (i.e. 0.001% of the share capital, the capital being composed of 118,361,220 shares) with an accounting valuation of €167,890 (value of the share €117.90).

The assessment of the performance criteria under the 2025 plan is carried out with regard to the rate of achievement of a matrix composed of:

- the 2027 full-year organic sales growth target compared to 2024 (for a 50% weight);
- CEBIT's organic growth target for the 2027 financial year compared to the 2024 financial year (for a weight of 50% with a maximum of up to 90% linked to outperformance);

This represents a total of 0% to 140% of the number of shares allocated depending on the achievement of the objectives.

These criteria were chosen because they align medium-term stock-based compensation with the Company's track record.

Pursuant to Article L. 22-10-34 II of the French Commercial Code, the fixed, variable and exceptional components of the total remuneration and benefits of any kind, paid during the past financial year or awarded in respect of the same financial year to the executive officers will be submitted to the Company's Shareholders' Meeting.

2) Remuneration policy for the financial year 2026

a) Remuneration policy applicable to Mr. Alexandre Mérieux in respect of his duties as Chairman of the Board of Directors

The Board of Directors, on the recommendation of the Appointments, Compensation and CSR Committee, has set the annual fixed remuneration of Mr. Alexandre Mérieux for his duties as Chairman of the Board of Directors, which will be submitted to the 2026 Annual General Meeting on a *say-on-pay ex ante* basis, at €650,000 gross as of July 1, 2026.

Mr. Alexandre Mérieux will not receive any variable compensation or bonuses and will not be eligible for performance shares.

b) Remuneration policy applicable to Mr. Pierre Boulud in respect of his duties as Chief Executive Officer

The Board of Directors, on the recommendation of the Appointments, Compensation and CSR Committee, has set the annual fixed remuneration of Mr. Pierre Boulud, in his role as Chief Executive Officer, at a fixed annual remuneration of €770,000 gross, unchanged since July 1, 2025.

The target for the variable part of Mr. Pierre Boulud's remuneration remains set at 100% of the fixed remuneration. The same categories and rules for calculating variable remuneration as those usually used and described above for the 2025 component will be applied, with the Appointments, Remuneration and CSR Committee having proposed the following objectives for 2026:

- financial targets for 40% of the variable target. They are made up of economic and financial performance objectives in accordance with the communications issued by the company (CEBIT for 20%, sales for 10%, free *cash flow* for 10%);
- extra-financial objectives, excluding CSR, for 40% of the variable target. They are made up of (i) objectives related to corporate priorities for 2026 for 15%, (ii) customer satisfaction objectives for 10% and (iii) objectives related to the execution of the strategic roadmap for 15%;
- non-financial CSR objectives for 20% of the variable target. They consist of criteria related to (i) scope 1 & 2 CO2 reduction targets for 5%, (ii) scope 3 CO2 reduction targets for 5%, (iii) diversity targets for 5%, and (iv) employee safety and well-being targets for 5%.

The Company has decided not to disclose details of certain criteria for reasons of confidentiality.

Mr. Pierre Boulud will be eligible for a target award of performance shares representing the equivalent of 125% of his fixed annual remuneration on the date of its grant. This target is conditional on the achievement of 100% strategic objectives over the acquisition period (financial and non-financial criteria, EC plan). Presence is a condition of delivery but is not a condition of performance. In addition to these actions, he or she may be granted, in the same way as the other members of the Management Committee as well as for a selection of key leaders of the organization, an additional target allocation related to the GO strategic plan. 28 in September 2026. This additional allocation will represent the equivalent of 15% of his fixed annual remuneration on the date of his award. This target is conditional on the achievement of 100% strategic objectives over the acquisition period (financial criteria). Presence is a condition of delivery but is not a condition of performance.

The assessment of the performance criteria for the 2026 plans is carried out with regard to the rate of achievement of a matrix composed of:

- For the Management Committee plan (EC plan):

- the objective of organic sales growth over 3 years (for a maximum weight of 40% at the 100% rate of achievement);

- CEBIT's organic growth target over 3 years (for a target weight of 40% at the 100% achievement rate with a maximum of up to 80% linked to outperformance);

- the objective of achieving CSR criteria after three years (for a maximum weight of 20%), which are as follows: 10% related to the reduction of greenhouse gas emissions from scopes 1 & 2, the year 2028 compared to the year 2023 at the 100% achievement rate, 10% based on sustainable purchases at the 100% achievement rate;

i.e. a total of shares acquired from 0% to 140% of the number of shares allocated according to the achievement of the objectives.

- For the exceptional strategic plan GO.28:

- the achievement of financial performance criteria broken down as follows:

- the objective of organic sales growth for the 2028 financial year compared to the 2025 financial year (with a maximum weight of 50% at the 100% achievement rate);

- CEBIT's organic growth target for the 2028 financial year compared to the 2025 financial year (with a target weight of 50% at the 100% achievement rate, which can go up to 90% in the event of outperformance);

i.e. a total of shares acquired from 0% to 140% of the number of shares allocated according to the achievement of the objectives.

Pursuant to Article L. 22-10-34 I of the French Commercial Code, the Ordinary Shareholders' Meeting will decide on a draft resolution on the information relating to the remuneration of the corporate officers mentioned in I of Article L. 22-10-9 of the French Commercial Code.

Finally, pursuant to Article L. 22-10-8 of the French Commercial Code, the compensation policy for the corporate officers for 2026 will be submitted to the shareholders for approval at the Company's next Annual General Meeting.
