



Alexandre Mérieux, Chairman and Chief Executive Officer of bioMérieux

"bioMérieux's entrepreneurial adventure has its roots in a strong family commitment to serving public health. Faithful to our pioneering spirit, our ambition is to remain a major player in the diagnosis of infectious diseases. Through our multidisciplinary scientific approach, with no geographical borders, and driven by the commitment of our employees worldwide, we will maintain this course with a long-term vision."

A corporate citizen serving public health

bioMérieux is 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 in the fight against infectious diseases. 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 international strategy.

A CSR policy of commitment, based on internationally-recognized principles

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. Since 2003, bioMérieux has been a signatory to the United Nations Global Compact. The Global Compact is a voluntary framework for commitment by which companies, associations and non-governmental organizations are invited to comply with ten universally accepted principles affecting human rights, labor standards, the environment, and the fight against corruption.

Through its activities, bioMérieux supports several United Nations Sustainable Development Goals (SDGs), which provide guidance for achieving a better, more sustainable future for all.

Moreover, bioMérieux strives to adhere to the fundamental agreements of the International Labour 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.

Commitment at the highest levels

Corporate Social Responsibility (CSR) is a driving force at the highest levels of Management. In 2018, the Company set up a dedicated Operational Steering Committee, which, in 2021, will be expanded to include the Company's main functions. This will make CSR a guiding principle at all levels of the Company on every continent.

In 2019, bioMérieux created a CSR Department to strengthen its actions and the clarity of its CSR

commitments. Starting in 2021, the Executive Committee will monitor the proper implementation of the CSR policy on a quarterly basis.

This 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, Appointment and Compensation Committee to include CSR issues. As a result, the committee was renamed the Human Resources and CSR Committee.

Modification of the CSR policy: a co-constructed strategy

In 2020, bioMérieux decided to make changes to its CSR policy. To support its long-term development, it launched a 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 3.2.2). They are being constructed together with all functions to align the vision of the teams.

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 commission led by the MedTech Europe professional network, and it has decided to launch 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).

Oversight and roadmap

The CSR policy is implemented under the guidance of the CSR Department. It is based on a collective and participatory approach.

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







External data verification

To comply with legal requirements, bioMérieux has had the social and environmental information contained in the Universal Registration Document audited each year since the close of financial year 2016. bioMérieux uses the services of EY & Associés as an independent third party (see section 3.9).

Performance recognized by non-financial rating agencies

For a number of years, non-financial rating agencies have been evaluating the CSR performance of bioMérieux and have included it in their SRI (socially responsible investing) indices.

The scores and certifications obtained are:

CERTIFICATION	DATE	BIOMÉRIEUX PERFORMANCE
	January 2021	Included in the FTSE4Good Index, reserved for companies with robust environmental, social and governance risk management practices Renewal of the certificate of inclusion on the index
	January 2021	Score: 81/100 (healthcare sector average: 51) <i>January 2020: 72/100 (healthcare sector average: 46)</i>
	December 2020	Score C <i>January 2020: Score D</i>
Corporate Knights Global 100	November 2020	Ranked 38th in Corporate Knight's Global 100 (companies with more than \$1 million in revenue) <i>2019: 26th place</i>
	October 2020	Ranked No. 1 in the Health Care Equipment & Services sector. bioMérieux is in the top 6% of companies assessed, all sectors combined Included in the Ethibel Index, dedicated to European companies with the best CSR performance <i>2019: Ranked No.1 in the Health Care Equipment & Services sector.</i>
	May 2020	Score 75/100 Ranked in the top 1% of highest-performing companies <i>2019: 72/100</i>
	February 2020	Inclusion in the Global Challenges index, covering companies that make pioneering contributions to overcoming global challenges. The index was initiated by Boersen AG, operating the stock exchange in Hanover, Germany, in collaboration with ISS ESG. It is made up of 50 international companies that meet the criteria, from a panel of approximately 4,200 enterprises.

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 3.5.3.2.

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

Business model	Section 3.1
Description of the main non-financial risks	Section 3.2 and Section 2
Presentation of the policies applied with regard to those risks	Section 3.3 to 3.7
Policy outcomes including key performance indicators	Section 3.3 to 3.7

3.1 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. Its components are described in detail in the appendix to this document (see Appendix – Cross-Reference Table for the Non-Financial Performance Statement).

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 takes the form of a value creation model detailed on pages 18 and 19 of this Universal Registration Document.

3.2 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.

3.2.1 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 has drawn on the Group's risk-mapping methodology.

A specific exercise was carried out with internal stakeholders, selected for their range of expertise, geographical coverage, and exposure to external stakeholders. The process was presented to the Social and Economic Committee, certain members of which helped to identify the risks and opportunities.

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

The Company decided to draw on the SASB guidelines to structure its reporting on and presentation of non-financial risks and opportunities.

Risks and opportunities, policies implemented and indicators were 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 were assessed for their potential impact and likelihood of occurrence using dedicated risk scales.

The non-financial risk and opportunity map was presented to the CSR Committee and the Audit Committee.

ISSUES	DESCRIPTION	POLICIES IMPLEMENTED	INDICATORS	PARAGRAPH AND PAGES
ENVIRONMENT				
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"> Number of life-cycle analyses performed on our new products Improvements made to existing products 	Section 3.4.2 Page 106
Impact of climate change on performance and environmental compliance*	Limit the impact of our operations on the environment and climate change Consider the effects of climate change in our activities	Currently defining a new plan setting targets for reducing the consumption of water and energy as well as carbon emissions and waste Prioritize renewable energy sources Develop sea freight Certify production sites Roll out a site energy audit program Integrate our partners into the process Provide digital tools aimed at reducing the amount of travel by employees	<ul style="list-style-type: none"> Number of ISO 14001 certified sites Greenhouse gas emissions Total volume of waste generated, including hazardous waste Consumption of public water and groundwater Quantity of wastewater discharged Total energy consumption and percentage of energy consumption from renewable sources 	Section 3.4.3 Page 107

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

ISSUES	DESCRIPTION	POLICIES IMPLEMENTED	INDICATORS	PARAGRAPH AND PAGES
SHARE CAPITAL				
Data protection*	Process and protect the personal data of employees, third parties and patients	<ul style="list-style-type: none"> 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 data breaches 	<ul style="list-style-type: none"> ● Number of processing activities recorded in the global data protection tool, number of applications supported, and number of third parties involved 	Section 3.5.2 Page 117
Product quality and safety*	Produce and deliver high-quality products that comply with local/international standards and meet customer expectations	<ul style="list-style-type: none"> 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 	Section 3.5.1 Page 115
HUMAN CAPITAL				
Managing skills and workforce*	Anticipate workforce and skills required to respond to the Company's strategy and market trends	<ul style="list-style-type: none"> Strengthen skills and workforce 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 	Section 3.6.2 Page 124
Attracting and retaining talent*	Attract and retain talent	<ul style="list-style-type: none"> 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"> ● Overall voluntary turnover rate for employees with less than three years of service ● Number of employees who were promoted during the year ● Absenteeism rate 	Section 3.6.3 Page 125
Diversity and inclusion*	Develop an inclusive culture and promote diversity within the Company	<ul style="list-style-type: none"> 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 managers (Women/Men) ● Rate of internal promotion (Women/Men) ● Breakdown of employees with disabilities 	Section 3.6.4 Page 129
Employee health and safety*	Ensure safe working conditions for employees and external providers	Continue to implement the Occupational Health and Safety policy management system	<ul style="list-style-type: none"> ● Frequency rate of lost-time occupational accidents ● Occupational accident severity rate ● Number of occupational diseases ● Number of certifications 	Section 3.3.3 Page 102

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

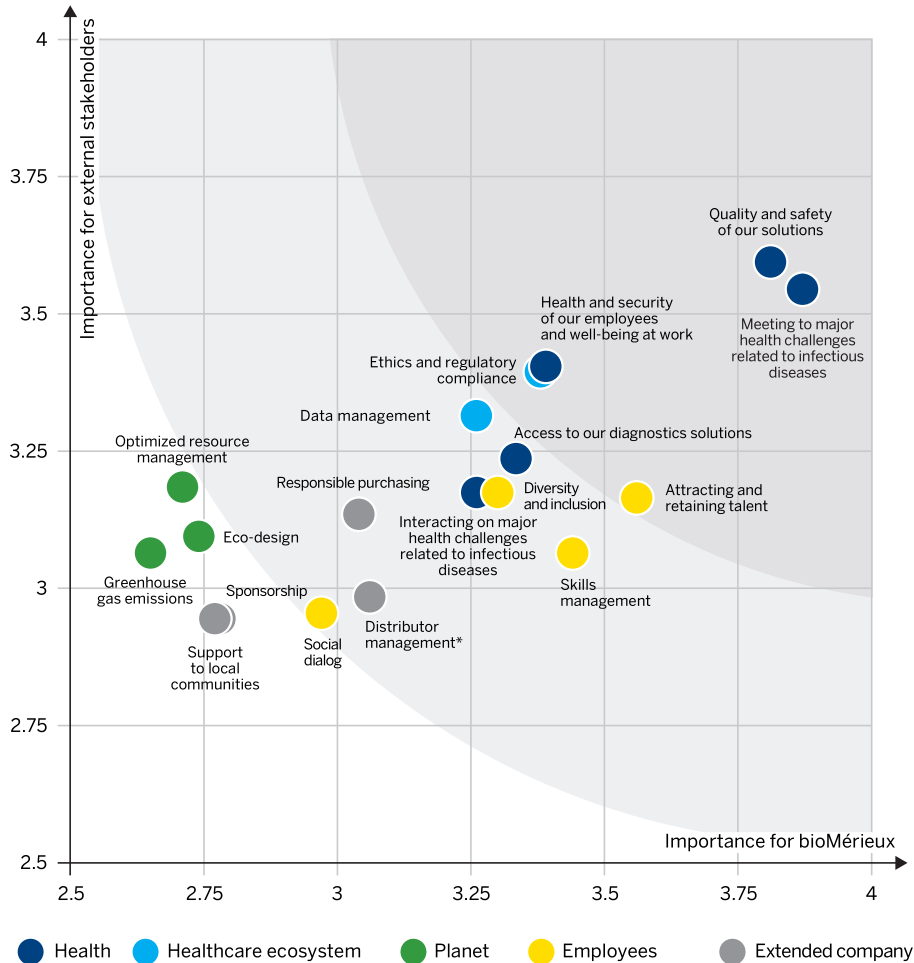
ISSUES	DESCRIPTION	POLICIES IMPLEMENTED	INDICATORS	PARAGRAPH AND PAGES
BUSINESS MODEL & INNOVATION				
Distributor management*	Manage the network of distributors in accordance with the Company's requirements and expectations	Strengthen the process for selecting and approving distributors Streamline and 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 	Section 3.7.2 Page 133
Sustainable and responsible purchasing*	Develop and maintain sustainable and socially-responsible purchasing practices	Promote and roll out the Responsible Purchasing 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 	Section 3.7.1 Page 132
GOVERNANCE				
Regulatory compliance*	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 	Section 3.5.1 Page 115
Public health mission	Carry out the Company's public health mission	Help protect the health of patients and consumers from infectious diseases	<ul style="list-style-type: none"> Percentage of R&D investments earmarked to fight antimicrobial resistance 	Section 3.3.1 Page 96
Business ethics*	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; Third-party management; Code of Conduct. 	Section 3.5.3 Page 117

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

3.2.2 Materiality assessment

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). This survey was conducted in the form of an online questionnaire and interviews.

COMPANY 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.

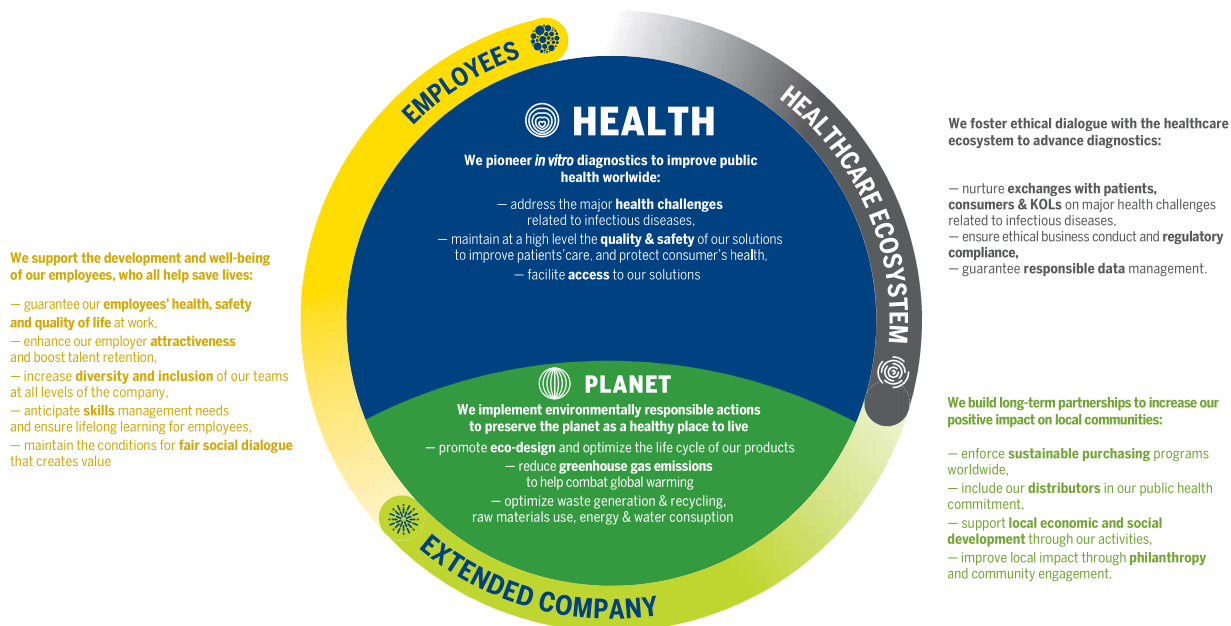
The survey addressed 18 issues identified by key people at the Company, on 2 dimensions:

- 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.

The Company collected 3,690 responses, including 119 interviews and over 1,000 qualitative comments.

Thus the Group's CSR policy prioritizes issues that mainly support the following SDGs: good health and well-being (SDG 3), decent work and economic growth (SDG 8), reduced inequalities (SDG 10), responsible consumption and production (SDG 12) and climate action (SDG 13). This approach aligns with the Company's commitment to the United Nations Global Compact, which it has been renewing annually since 2003.

The CSR policy is based on five pillars that structure “business” challenges.



These five commitments are detailed below.

3.3 IMPROVING PUBLIC HEALTH AROUND THE WORLD THROUGH OUR DIAGNOSTIC SOLUTIONS

3.3.1 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.

3.3.1.1 Combat 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 are alarming, with an impact of more than 10 million annual deaths in 2050⁽¹⁾ if nothing is done by then. It is estimated that this phenomenon will generate a 2-3% decline in world GDP. The cost of inaction is enormous and will increase, putting patients at risk “with a return to a situation where 40% of the population could die prematurely from infections that cannot be treated”⁽²⁾ and making medical interventions that have become extremely common (chemotherapy, transplants, various surgeries, etc.) very risky for some patients.

Antibiotics are frequently used for all viral infections, such as colds, flu, angina or other respiratory infections, although they are useless and potentially harmful. The misuse and overuse of antibiotics, in both humans and animals, has led to the development of resistant bacterial strains, making these therapies ineffective.

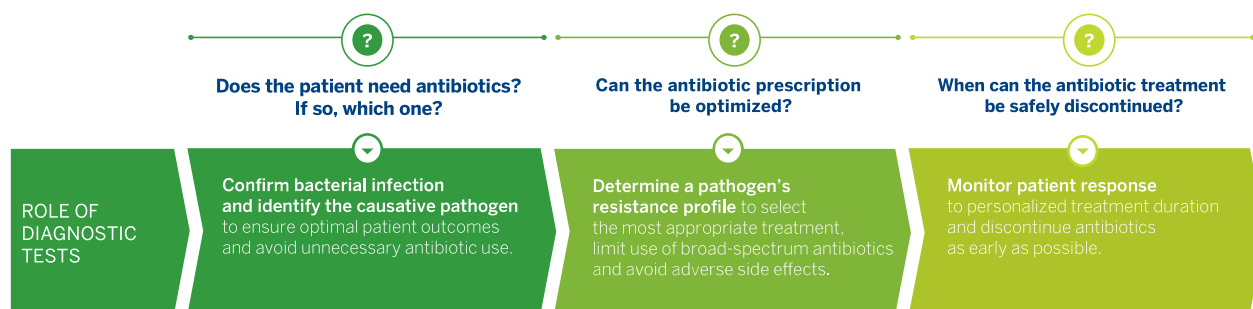
(1) 2016 O'Neill Report.

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

In vitro diagnostics has a crucial role in the fight against this threat:

- 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, overall antibiotic use can be safely and significantly reduced;
- diagnosis is used in clinical trials for new antibiotics to ensure that patients recruited are infected with the pathogen targeted by the new treatment, making these trials more efficient, less costly and faster and easier to analyze.

A world leader in microbiology and a pioneer in tests for detecting resistance, bioMérieux is a leading player in this fight against antimicrobial 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 disease causing organisms 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.

Engagement in programs to educate healthcare professionals and raise public awareness of the importance of the proper use of antibiotics in the fight against antimicrobial resistance.

Since 2016, bioMérieux has hosted a website on antimicrobial resistance, whose main objective is to inform and raise awareness among the general public and healthcare professionals and to explain the key role of diagnosis in combating this major public health threat: <http://amr.biomerieux.com>.

bioMérieux also supports accredited continuing education sessions for healthcare professionals such as webinars and workshops.

Development of a range of teaching manuals

These manuals cover subjects related to antimicrobial resistance and antibiotic stewardship, including:

- the proper use of antibiotics – a practical guide for implementation in hospitals;
- antimicrobial susceptibility testing⁽¹⁾ of bacteria and fungi;

- Antimicrobial Prescribing: Optimization through Drug Dosing and MIC;
- Carbapenemases resistance – from diagnosis to epidemic management;
- the procalcitonin test as a support for diagnosis and orientation of antibiotic therapy;
- *Clostridioides difficile* Infections: From Diagnosis to Outbreak Management.

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 studies, summits and forums

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

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.

(1) The antimicrobial susceptibility test is an aid in the prescription of antibiotics. It is used to determine the sensitivity of a bacterium to antibiotics and to classify it as susceptible, resistant or intermediate.

In 2014, bioMérieux launched a Global Point Prevalence Survey (Global-PPS). Conducted by Prof. Herman Goossens and Dr. Ann Versporten of the University of Antwerp (Belgium), this unprecedented study provides key information on antibiotic use and antimicrobial resistance in hospitals. bioMérieux is the sole private sponsor of the Global Point Prevalence Survey.

Since the first study in 2015, which was conducted in 53 countries at 335 hospitals and collected data from over 100,000 hospitalized patients, the Global-PPS has been repeated regularly. In 2019, over 80 countries participated, involving over 800 hospitals and more than 300,000 patients.

The findings of the Global-PPS highlighted the importance of data collection to optimize antibiotic prescription practices. 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. The Global-PPS quickly demonstrated its value as an effective tool for monitoring and measuring corrective actions implemented in hospitals. 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 2019, the 5th Global-PPS was expanded to include a new module on care-related infections in order to support hospitals in implementing their action plans in this area. In the context of the COVID-19 pandemic, Global-PPS data could not be consolidated in 2020.

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

Christine Ginocchio, bioMérieux's director of medical affairs, has been appointed to a four-year term on the US Presidential 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 November 2017, General Management signed the BIVDA⁽¹⁾ Antimicrobial Resistance Declaration.

In 2018, bioMérieux organized a day of discussion hosted by Lord Jim O'Neill, the renowned economist, politician and philanthropist who chaired The Review on 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 6 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. In particular, these studies will use the BioFire® Respiratory Panel 2.1 molecular test more recently developed by bioMérieux, which makes it possible to rapidly and simultaneously test 23 common respiratory pathogens, including the new SARS-CoV-2 coronavirus responsible for COVID-19.

In addition, building on a 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, ETEST® ceftazidime/avibactam (RUO) and ETEST® meropenem.

(1) British In Vitro Diagnostics Association.

As part of the projects funded by the European Commission under the auspices of the IMI (Innovative Medicines Initiative), bioMérieux is a partner in the COMBACTE- CDI (COMbating BACTerial resistance in Europe) project, which focuses on combating *Clostridioides difficile* (CDI) infections, caused by overuse of antibiotics. Launched in November 2017 for a period of three years, it aims to better understand the epidemiology of CDIs and their clinical impact in order to improve their management.

Ultrasensitive detection technologies and bioMérieux's products have been used to characterize clinical samples

Support for international initiatives

The Company supports numerous initiatives to help combat antimicrobial resistance in the various countries where it operates. For example, every year it participates in a WHO initiative formerly known as World Antibiotic Awareness Week. In this context, bioMérieux is implementing awareness and education campaigns aimed at healthcare professionals, the general public and its

collected and bacterial strains from patients at different European clinical sites. 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 identified other common intestinal pathogens that may be responsible for symptoms identical to those of a CDI infection.

employees, to encourage more rational use of antibiotics. In 2020, this event was renamed World Antimicrobial Awareness Week, as it no longer focuses only on antibiotics but also includes all antimicrobials. As part of this campaign, bioMérieux implemented actions in all the countries where it operates to highlight the importance of diagnostic tests in the fight against antimicrobial resistance.



In January 2020, bioMérieux renewed its commitment to CIDRAP (Center for Infectious Disease Research and Policy), housed at the University of Minnesota in the United States, through which it works to support the center's actions to promote better antibiotic stewardship. More specifically, the Company sponsored two CIDRAP webinars on the value of diagnostics in antimicrobial stewardship – the first for Europe and the United States and the second for Latin America.

bioMérieux also helped revamp CIDRAP's website to promote content on antimicrobial resistance and the weekly newsletter sent to 6,000 subscribers around the world. This agreement helps give more visibility to bioMérieux and diagnosis in connection with antimicrobial stewardship, and with COVID-19 through dedicated grants.

In June 2019, on the occasion of the inauguration of the bioMérieux Training Center in Abidjan dedicated to healthcare professionals, the Company signed a three-year memorandum of understanding with Côte d'Ivoire. 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. Since the signing of the memorandum and the opening of the training center, 97 laboratory technicians have received special training in blood culture, identification and antimicrobial susceptibility testing to combat microbial resistance.

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 will be locally active in 18 out of the 24 countries taking part

in the program in Africa and Asia Pacific. In each of them, over the next three years, the Company will 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 will 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 antimicrobial resistance. In addition, the data collected by the national laboratories will provide a better understanding of the extent of the resistance phenomenon and its spread, as well as the geographic areas where it presents the greatest risk.

bioMérieux also organizes high-level scientific meetings around the world to enable experts to discuss ways of responding to the worrisome emergence of resistant bacterial strains.

Commitment alongside other industrial players

In November 2020, bioMérieux signed a memorandum of understanding with Pfizer in Singapore to join forces in the fight against antimicrobial resistance, equipping healthcare professionals with specialized knowledge and skills in the diagnosis of infectious diseases. Through this collaboration, 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.

Research collaborations

Started on January 1, 2020, the DIAMONDS project (Diagnosis and Management of Febrile Illness using RNA Personalized Molecular Signature Diagnosis) is entirely financed by the European Union for an amount of up to €22.5 million over five years. In the event of severe infections, especially in pediatrics, its main objective is to develop a rapid test to distinguish viral from bacterial infections using the personalized genomic signature. Coordinated by Imperial College London, it brings together 28 partners and 13 countries. DIAMONDS dovetails with PERFORM, an ongoing European project that is also funded as part of the H2020 program, in which bioMérieux is the sole industry partner.



76% of R&D investments are dedicated to the fight against antimicrobial resistance (see section 1.5.1.3).
82% of bioMérieux's clinical sales come from products that contribute directly or indirectly to the fight against antimicrobial resistance.

3.3.1.2 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. It is one of the leading causes of death. About 27 million people around the world are affected each year by sepsis.

Making a diagnosis as quickly as possible is crucial for patients. 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, bioMérieux has a comprehensive offer called "Sepsis Solution" to support patient care at all stages of the disease and to optimize 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. It has received from a European Union grant of €2.8 million for a total cost of €3.9 million. IMPACCT's primary objective is to validate the clinical performance of a panel of immune biomarkers in a study of 600 sepsis patients.
- ImmunoSep is entirely financed by the European Union in the amount of €10 million 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. ImmunoSep is the first interventional study where biomarkers from REALISM (see section 1.5.1.3) can be evaluated.
- DIAMONDS (see section 3.3.1.1)

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

bioMérieux pays close attention to the emergence of new pathogens.

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 for BIOFIRE® FILMARRAY® BioThreat-E test, its clinical test to detect the Ebola virus.

In 2015, the Company introduced the ARGENE® MERS-HCoV r-gene® test, a new RUO kit 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® FILMARRAY® respiratory panel 2 Plus (RP2plus). 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® FILMARRAY® respiratory panel, offers faster result times (45 minutes compared to around 1 hour previously) and greater sensitivity.

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 pathogens responsible for these secondary infections and their antimicrobial susceptibility profile (antimicrobial susceptibility testing) 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).

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 and pages 8 and 9) 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 addition, during 2020, bioMérieux organized a series of webinars on the role of diagnostic tests in the fight against COVID-19. Seven experts contributed to this series, which nearly 3,000 people watched.



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.

Center of excellence for tropical infectious diseases and research programs

In 2016 the Company created a Centre of Excellence in Brazil, where local teams are conducting research projects on the diagnosis of tropical infectious diseases.

In April 2017, bioMérieux and its partner, the Institute of Tropical Medicine at the University of Sao Paulo, received the financial backing of the Sao Paulo State Research Foundation (FAPESP) for a program to research severity markers for viruses such as dengue and chikungunya.

In October 2019, bioMérieux and the University of São Paulo announced the creation of a joint research unit. On the model of the ANTOINE research program carried out with the *Hospices Civils de Lyon* (see section 1.5.1.3), the ANTONIO Project with the Infants Institute of Sao Paulo involves validating biomarkers in immunocompetent and immunosuppressed children presenting with febrile syndrome. In December 2020, the research program ended and is expected to feature in a scientific publication in 2021 on the assessment of biomarkers to rule out bacterial infection and avoid the prescription of antibiotics.

3.3.2 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 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.

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 1.4.1).

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 2020 is presented in section 3.5.1.

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: 50 sites and subsidiaries in 2020 versus 49 in 2019

ISO 13485 certifications: 15 sites and subsidiaries in 2020 versus 12 in 2019

3.3.3 Employee health and safety

3.3.3.1 Health and Safety policy and organization

The Health and Safety initiative is part of a global Health, Safety and Environment (HSE) policy signed by the Company's General Management, which covers all activities of the value chain.

The HSE Department operates at Group level, in order to develop a harmonized and proactive approach aimed at preventing risks to individuals, property, and the environment. This department reports to the Manufacturing & Supply Chain director, a member of the Company's Executive Committee. The guidelines and policy are discussed at quarterly HSE Committees, attended by the

Chairman and Chief Executive Officer, certain Executive Committee members, and business line experts.

A network of HSE facilitators is in place at each site and subsidiary:

- for each site, an HSE manager reports to the site manager. This function can be supplemented by other people (HSE engineers, HSE technicians) depending on the site's size and risks;
- for each subsidiary, an HSE representative is appointed and is in charge of managing the process.

An HSE management system is in place within each site, focusing on continuous improvement by following the PDCA (Plan-Do-Check-Act) principle.



2020 Target: OHSAS 18001 certification for the main bio-industrial sites.

2020 Result: Seven sites are ISO 45001-certified (Marcy l'Étoile, La Balme, Saint-Vulbas, Madrid, Florence, Grenoble and Verniolle), replacing OHSAS 18001 certification. The Craponne and Combourg sites will be converting to ISO 45001 in 2021.

All European sites, or approximately two-thirds of the Group's bio-industrial sites, therefore possess an internationally recognized health and safety certification (see section 1.6.1).

The Durham, St. Louis and Lombard (United States) sites will achieve ISO 45001 certification in 2021, one year behind the initial target due to the COVID-19 crisis.

3.3.3.2 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 (See Vision HSE 2020, section 3.4.1). Occupational accidents are reported and analyzed each month by the Executive Committee and the information is disseminated throughout the Company.



2020 Objective: 30% reduction in the frequency rate of lost-time occupational accidents, *i.e.* a rate of 1.3 or under.

2020 Result: -36% compared with 2015 (frequency of 1.2)

Safety indicators ^(a)	2020	2019	2018
Frequency rate of lost-time occupational accidents	1.2 ^(b)	2.1	2.0
Severity rate of occupational accidents	0.02	0.04	0.04
Number of occupational diseases	15	2	11

(a) See section 3.8 for the organizational scope covered.

(b) This rate has been updated. Some accidents that occurred at one entity that is in the process of being integrated were not counted in the reporting system. However, these accidents were reported to the authorities.

The low rate of occupational accidents in 2020 is representative and not a result of the COVID-19 crisis. Indeed, instrument production and maintenance operations at customer sites continued. The employees working on these operations are the most vulnerable to occupational accidents. The improved performance should be attributed to the preventive actions implemented in recent years. The 2019 performance was greatly impacted by an abnormally high number of accidents at one of the Group's sites.

bioMérieux has an occupational health and safety management toolbox that incorporates numerous processes and tools deployed worldwide for the purposes of risk prevention and continuous improvement implemented by the Health, Safety and Environment Department. For example:

- a reporting tool for 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 system, which is accessible to all employees, aims to establish health and safety for all as a priority issue within work environments;
- 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.).

In 2020, bioMérieux offered an online road safety course across all of its sites and subsidiaries. This course is taken by around 2,000 employees worldwide. The aim of this course is to raise awareness among employees and improve their perception of road risk. Every month, employees log in and take a module that lasts a few minutes and is tailored to the conditions of the country where they are based, on a driving-related theme.

3.3.3.3 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 3.6.1).

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);
- the provision of sports facilities or subsidies for gym memberships; for example, during the lockdowns that France experienced in 2020, bioMérieux hired a sports coach to offer free online sports classes (stretching and strength training);
- the Company covers the cost of a seasonal influenza vaccination for its employees on most sites;
- 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 doctor 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.

The Company has organized a series of conferences on the theme of psychosocial risks (PSR) at a number of sites in France. These lectures, led by a specialized teacher-trainer doctor, 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. Moreover, a program for assessing PSRs is in the process of being rolled out. It is structured in five stages: creating a PSR Steering Committee; circulating a 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 has reached its final stage, was slowed down by the health crisis. In this context, the PSRs have been transformed (feeling bad 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.

At the end of 2020, PSR monitoring in France was modified through the creation of 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.

3.4 PRESERVING THE PLANET, OUR GREATEST RESOURCE

3.4.1 Governance and policy

With a view to managing environmental risks and minimizing its environmental footprint (see section 2.2.2.6), bioMérieux assesses its impacts on the environment (in terms of soil, water, air, noise, smells, 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.

Environmental management is based on the principle of continuous improvement and includes planning environmental objectives, rolling out an action plan, an organization empowering employee responsibility, the system of monitoring and measuring (indicators, inspections, audits) and the reviewing the achievement of objectives. The objectives are validated and monitored by the Executive Committee within the HSE Steering Committee.

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, on bio-industrial sites, at R&D centers and subsidiaries worldwide. This management system has been rolled out within each site and is based on continuous improvement following the PDCA principle (Plan-Do-Check-Act).

The Health, Safety and Environment (HSE) Department drafts, supports and monitors the implementation of environmental policy. This is approved and overseen by the HSE Committee (see section 3.3.3.1). Its implementation is the responsibility of each entity which is responsible for ensuring that the environmental consequences of bioMérieux's activities are managed.

The HSE Department also monitors all regulatory requirements in this area (at the international, national and local levels) and develops and implements processes and procedures to guarantee their compliance with these requirements. In particular, it monitors and ensures compliance with specific regulations concerning hazardous substances (REACH, Biocides, GHS, CLP and ROHS regulations).

It is also involved in managing the risk of breakdowns in production and the supply chain. The procedures and processes are devised and implemented in order to identify major risks and to manage them through business continuity plans.

In case of new investment projects (extensions, new sites, increase in production capacity, etc.), a preliminary analysis of environmental impact is conducted. 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 3.4.3.2).

Finally, in accordance with this policy, and in line with its "Vision 2020 Health, Safety and the Environment" program, bioMérieux has defined new, even more ambitious HSE objectives for the coming years that comply with international principles.

The following targets have been set:

- the reduction of workplace injuries;
- reduction in the carbon footprint by implementing decarbonization strategies;
- the reduction of the environmental footprint in terms of water and energy consumption and waste generated;
- structuring of a product-related approach to environmental performance.

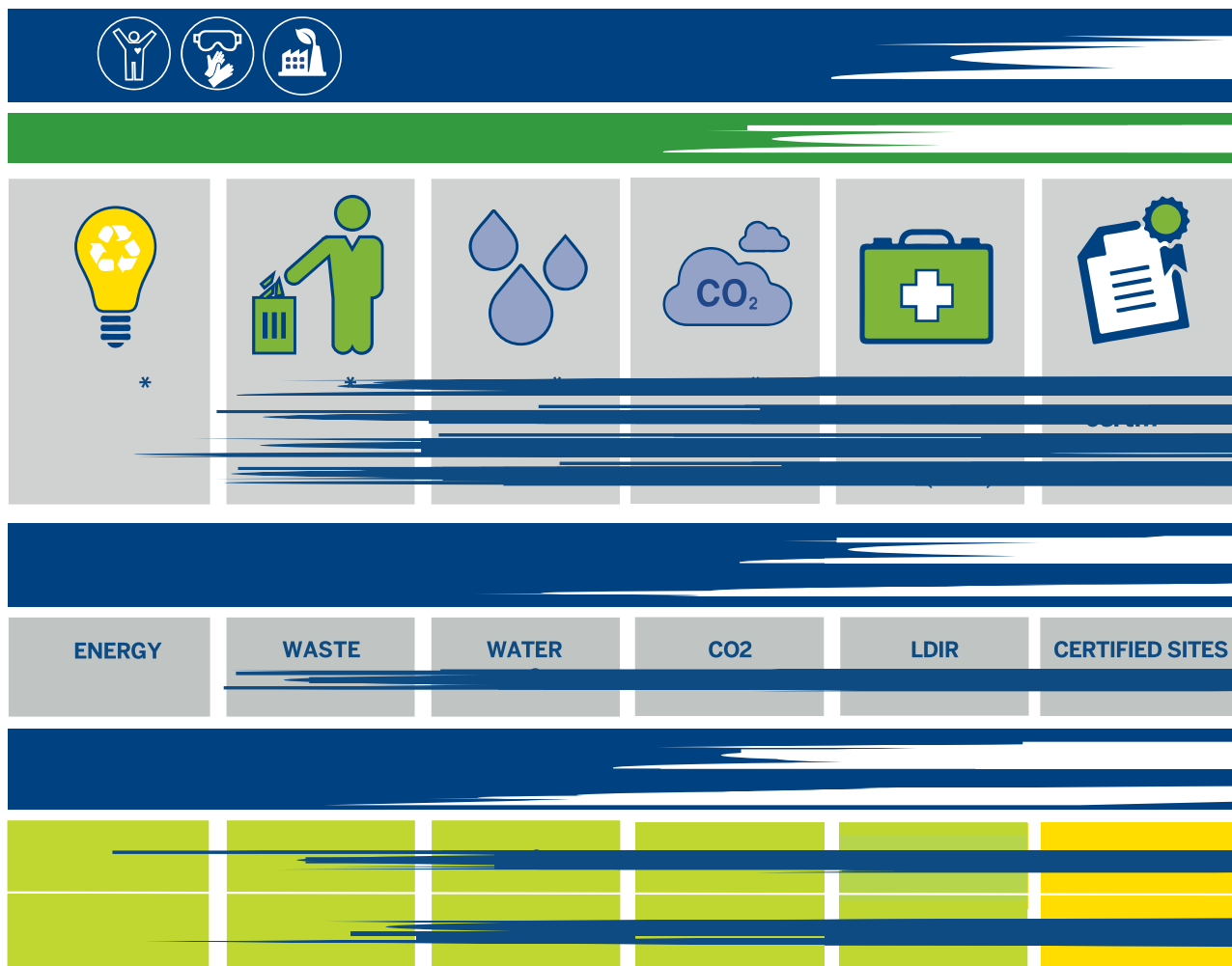
Certifications



2020 Result: 9 sites were ISO 14001:2015 certified (Marcy l'Étoile, Craponne, La Balme, Saint-Vulbas, Tres Cantos, Florence, Combourg, Grenoble, and Verniolle). This certification list also includes two commercial subsidiaries (bioMérieux Spain and bioMérieux Italy).

The Durham, St. Louis and Lombard (United States) sites will achieve ISO 14001 certification in 2021, one year behind the initial target due to the COVID-19 crisis.

The objectives of the “Vision 2020” plan were achieved according to the following detailed scores:



* Compared with 2015 (reference year).

** On Scope 1 and Scope 2.

3.4.2 Eco-design of products

Eco-design 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.

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 et 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 3.4.3.1).

The Company’s commitment was reaffirmed by the Executive Committee in 2020. An ambitious program to improve performance is currently being created with input from all departments involved across the products’ life-cycles. This program is one of the pillars of the bioMérieux HSE strategic plan, which will be rolled out in 2021.



Building on the initial 2019 analysis, bioMérieux is continuing to roll out LCA to its main product lines. The VITEK® LCA was launched in 2020 and is one of the major lines in the product portfolio.

3.4.3 Impact of climate change on performance and environmental compliance

3.4.3.1 Greenhouse gas emissions

The Company has carried out Group-wide annual assessments of greenhouse gas emissions since 2013. Its international transport and logistics contracts contain requirements on greenhouse gas emissions generated by

the services provided by its contractors, as well as recommendations to reduce their environmental impact. Since 2017, it has been involved in the CDP (Carbon Disclosure Project) (see introduction to this chapter) and uses the results to structure its approach to climate change.



2020 Objective: 20% reduction in direct greenhouse gas emissions (Scope 1) and those from energy purchases (Scope 2) compared to 2015 (ratio of greenhouse gas emissions to sales).

2020 Result: -39% (65,000 tCO₂e) compared to -26% in 2019 (68,200 tCO₂e).

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

Introduction of multi-modal transport: the Company committed to increasing sea transport to 20% of air transport by 2020. Its actions have made it possible to significantly exceed this objective. At the end of 2019, sea transport accounted for 34% of freight. In 2020, the Company was able to keep this proportion at 32%, though the COVID-19 crisis complicated access to global transport.

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. The main sites have been equipped since end-2016.

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 2020. Thanks to a fast and secure connection, this solution helps limit travel by engineers in the field and more quickly solve

problems for customers. An environmental impact assessment will be conducted in 2021.

Carbon offsetting: since October 2018, bioMérieux, in partnership with its natural gas supplier in France, has been offsetting all emissions from the consumption of this energy. As such, bioMérieux is helping fund projects to reduce CO₂ emissions in developing countries.

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. In 2020, the various lockdown measures taken in many countries have increased remote working, with a decrease in commuting.

Car fleet: employees with a Company car are offered a range of hybrid vehicles. Furthermore, since 2018, the Company has been promoting this range by awarding an additional budget.

The emissions categories assessed include Scopes 1, 2 and 3 of the GreenHouse Gas (GHG) Protocol, as described in section 3.8.3.

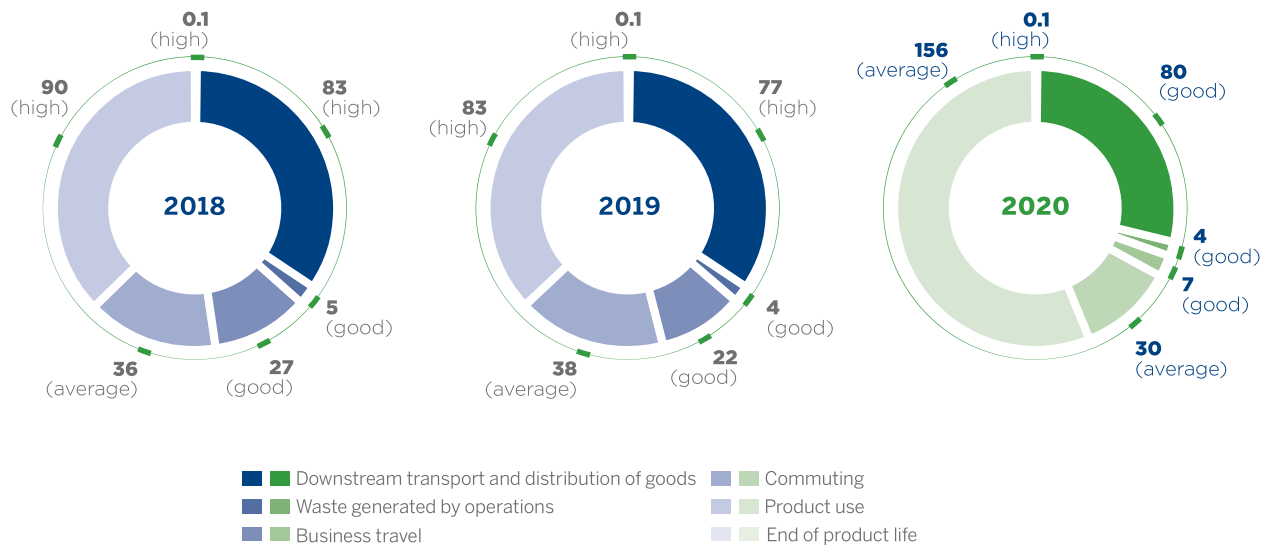


GHG emissions as calculated for each of the three scopes on the consolidation scope, expanded to include the Company's entire value chain, are the following:

Scope	Significant emissions categories	2020 emissions in thousands of tCO ₂ e (± uncertainty)	2019 emissions in thousands of tCO ₂ e (± uncertainty)	2018 emissions in thousands of tCO ₂ e (± uncertainty)
Scope 1	Direct emissions (Scope 1)	29 (good)	32 (good)	31 (good)
Scope 2	Energy purchases (Scope 2)	36 (good)	37 (good)	35 (good)
Scope 3*		277 (high)	225 (high)	241 (high)

* The following Scope 3 elements are not measured: "purchased goods and services", "upstream transportation and distribution", and "capital goods".
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 minimal impact on emissions from industrial operations. The fleet of vehicles was used mainly by employees traveling to customer sites to maintain instruments.

Scope 3 emissions

Downstream transport and distribution of goods
These emissions fell between 2018 and 2019 due to the shift from air transport to more sea transport. This reduction did not continue in 2020 because of the impacts of the COVID-19 crisis on the international freight market.

Commuting

The calculation method was revised and applied to 2018, 2019 and 2020.

The following assumptions were used to factor in the impact of the COVID-19 crisis in 2020:

- For France, the Company counted nonproduction employees as working remotely full-time from March to May and then from November to December 2020, and two days per week from June to October 2020.
- The Company counted nonproduction employees in the United States as working remotely full-time from March to December 2020.
- No impact calculation was done for other countries, which account for 29% of the workforce.

Business travel

The COVID-19 crisis had a major impact on greenhouse gas emissions. For example, the distance traveled by plane fell by 66% between 2019 and 2020.

Product use

The methodology for assessing the emissions of Company instruments at customer sites was improved in 2020. The 2019 data will be recalculated and reported in the 2021 Universal Registration Document.

2019 and 2018 emissions were updated to include emissions from BIOFIRE instruments.

Consequently, the change in emissions between 2020 and previous years may be attributed to the use of a new methodology and the growth of the installed base.

Other elements

End of product life and waste from operations were included and need no comment.

The other Scope 3 elements have not yet been calculated. Purchased goods and services and upstream transportation of goods are considered material for the Company and will be assessed in the near future.

3.4.3.2 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.



2020 Objective: 25% reduction in waste generation intensity compared to 2015 (ratio of waste generation to sales).

2020 Result: -46% (9,250 metric tons) compared to -35% (9,500 metric tons) in 2019.

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 striving to increase 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, Craponne and La Balme is sorted and sent to a composting facility.

Waste sorting: Sorting and recycling guides are available to employees. The Company raises awareness among employees of best practices in 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, Craponne and Marcy l'Étoile (France). As part of the fight against food waste, bioMérieux and its subcontractor periodically undertake an analysis of thrown-out food in order to assess its origins and reduce the phenomenon.

World Cleanup Day

Due to the health crisis in 2020, the Company was unable to observe this day in the usual manner, in which, in 15 countries around the world, Company employees and their families voluntarily join in with local initiatives for the collection of waste in the outdoors.

However, bioMérieux conducted a major campaign to clean up email boxes and the storage of individual files. 1,448 employees in 41 countries participated in this first event. A guide to digital best practices has been made available to employees.

In addition, for World Environment Day 2020, a quiz was conducted to inform all employees about the challenges of biodiversity.

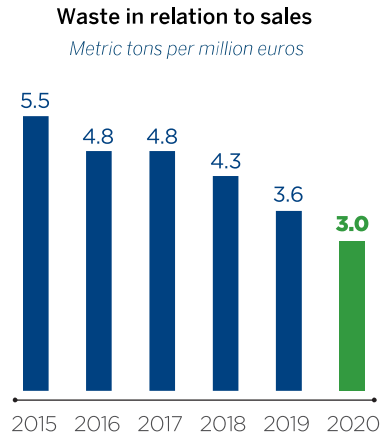
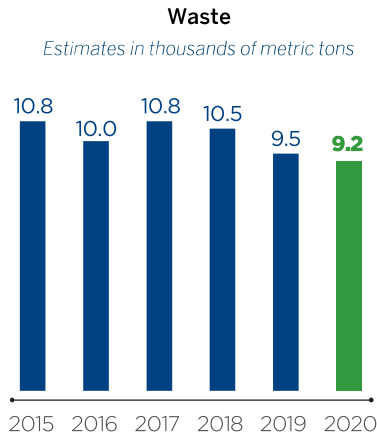


Total volume of waste generated, including hazardous waste
(see section 3.8 for the organizational scope covered).

GROSS INDICATORS

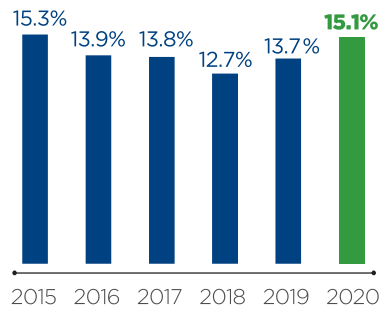
INDICATORS IN RELATION TO SALES IN EUROS

TOTAL AMOUNT OF WASTE GENERATED

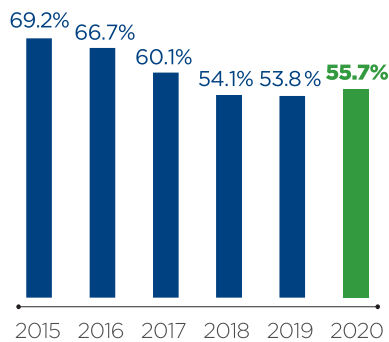


OF WHICH HAZARDOUS WASTE

Percentage of hazardous waste



PERCENTAGE OF WASTE RECYCLED, REGENERATED, REUSED, INCINERATED WITH ENERGY RECOVERY OR COMPOSTED



3.4.3.3 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.



2020 Target: 20% reduction in water consumption compared to 2015 (ratio of water consumption to sales).
2020 Result: -29% (664,000 m³) compared to -19% (658,000 m³) in 2019.

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 and groundwater and quantity of wastewater discharged

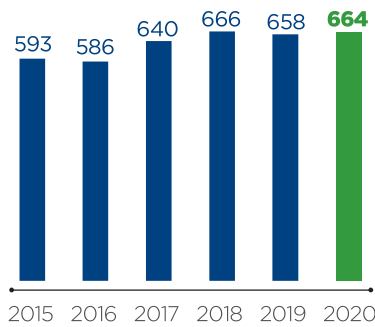
GROSS INDICATORS

INDICATORS IN RELATION TO SALES IN EUROS

CONSUMPTION OF PUBLIC WATER

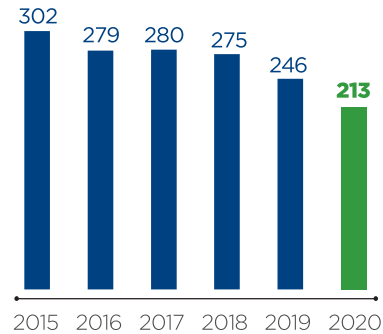
Water consumption (all sources)

Estimate in thousands of cubic meters



Water consumption (all sources) in relation to sales

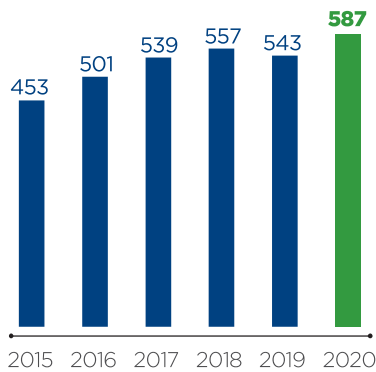
Cubic meters per million euros of sales



QUANTITY OF WASTEWATER DISCHARGED

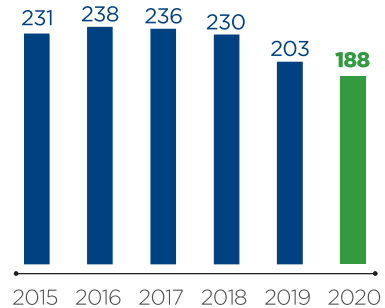
Wastewater discharged

Estimate in thousands of cubic meters



Wastewater discharged in relation to sales

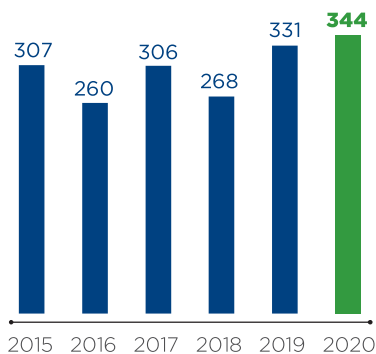
Cubic meters per million euros of sales



USE OF GROUNDWATER

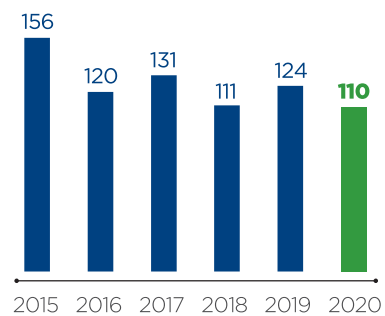
Use of groundwater*

Estimate in thousands of cubic meters



Use of groundwater in relation to sales

m³ per million euros



* 99% of this water is reinjected into the groundwater.

3.4.3.4 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.



2020 Target: 20% reduction in energy intensity compared to 2015 (ratio of energy intensity to sales).
2020 Result: -33% (219,600 MWh) compared to -20% (225,000 MWh) in 2019.

Renewable energy: even where no target has been set, 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.

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 Combours, 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.



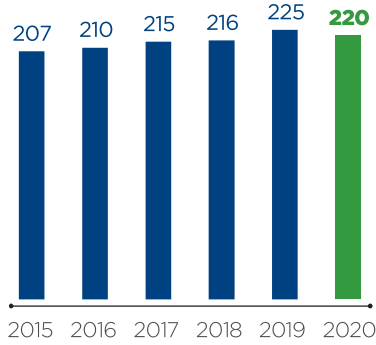
Total energy consumption and percentage of energy consumption from renewable sources

GROSS INDICATORS

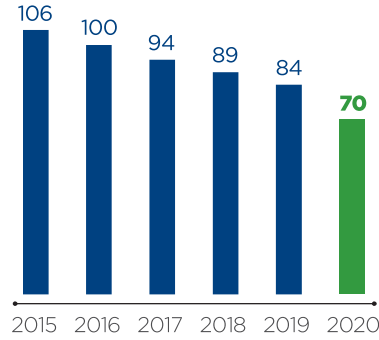
INDICATORS IN RELATION TO SALES IN EUROS

TOTAL ENERGY CONSUMPTION

Total energy consumption
In GWh

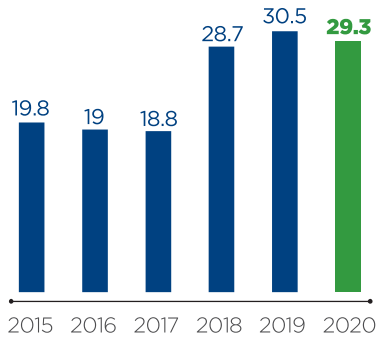


Total energy consumption in relation to sales
MWh per million euros of sales

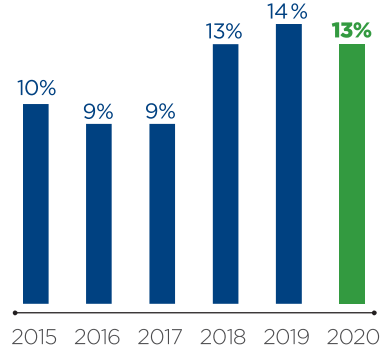


CONSUMPTION OF ENERGY FROM RENEWABLE SOURCES

Consumption of energy from renewable sources
In GWh



Percentage of energy consumption from renewable sources



3.4.4 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 micro-organisms 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 example, bioMérieux is currently developing several tests for its automated VIDAS® system, to detect infections linked to arboviruses (dengue and chikungunya).

3.5 INTERACTING ETHICALLY WITH THE HEALTHCARE ECOSYSTEM

3.5.1 Regulatory compliance applicable to products

As described in sections 1.4 and 2.2.3.2, the regulations that apply to bioMérieux are numerous, wide-ranging, and rapidly changing as they are implemented and transposed locally. There is also a risk that these regulatory changes are not identified, interpreted, and implemented within the required time-scale.

In particular, the Company must meet the following regulatory requirements:

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

Compliance is then audited by internal quality auditors who ensure that processes, data and documentation relating to various applicable regulatory requirements are robust.

As a response to these matters, the Company has established a Global 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. The results of the inspections conducted in 2020 are detailed below.



Main inspections of bioMérieux sites by regulatory authorities in 2020

	SITE	ORGANIZATION	DATE	COMMENTS
EUROPE	Marcy, Craponne, La Balme, Grenoble, Verniolle (France), and Florence (Italy)	GMED ^(a) : based on MDSAP (Medical Device Single Audit Program), ISO 9001:2015 and ISO 13485:2016 certifications	June 2020	Renewal of MDSAP, ISO 9001:2015 and ISO 13485:2016 certifications
	Combourg (France)	GMED ^(a) : based on ISO 9001:2015 certification	June 2020	Renewal of ISO 9001:2015 and ISO 13485:2016 certifications Application for MDSAP certification in 2021
	Combourg (France)	COFRAC ^(b) : based on ISO 17025 certification	July 2020	Renewal of ISO 17025 accreditation for temperature calibration laboratories and the testing laboratory
	Tres Cantos (Spain)	ENAC ^(c) : ISO 17025	June 2020	Renewal of ISO 17025 accreditation for the site laboratory
	Tres Cantos (Spain)	GMED ^(a) : based on ISO 9001:2015 and ISO 13485:2016 certifications	September 2020	Renewal of ISO 9001:2015 and ISO 13485:2016 certifications
NORTH AMERICA	St. Louis, Missouri, and Durham, North Carolina (United States)	GMED ^(a) : based on MDSAP, ISO 9001:2015 and ISO 13485:2016 certifications	June 2020 & November 2020	Renewal of MDSAP, ISO 9001:2015 and ISO 13485:2016 certifications
	Lombard (United States)	GMED ^(a) : based on ISO 9001:2015 certification	May 2020 & November 2020	Renewal of ISO 9001:2015 certification
	BioFire Diagnostics – Salt Lake City, Utah (United States)	BSI ^(a) : certification monitoring audit, based on MDSAP, ISO 9001:2015 and ISO 13485:2016	September 2020	Renewal of MDSAP, ISO 9001:2015 and ISO 13485:2016 certifications
LATIN AMERICA	Rio (Brazil)	GMED ^(a) : based on ISO 9001:2015 and ISO 13485:2016 certifications	September 2020	Renewal of ISO 9001:2015 and ISO 13485:2016 certifications

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

(b) French Accreditation Committee.

(c) Entidad Nacional de Acreditación.

3.5.2 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).

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 (General Data Protection Regulation – GDPR). In addition, systems 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 2.2.4).

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);
- a network of 60 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, Chile, China, Colombia, India, Indonesia, Japan, Malaysia, Mexico, the Philippines, Russia, Singapore, South Korea, Thailand and Vietnam.

bioMérieux's policy and 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.

In 2020, the Company deployed a tool to strengthen its compliance with current personal data protection regulations. This solution, which is deployed worldwide, has made it possible 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.



The tool is used by bioMérieux's 69 legal entities with 1,200 processing activities, 863 third parties, and 340 applications covered.

3.5.3 Business ethics

3.5.3.1 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. It draws on the Code of Conduct. The principles of which will be gradually developed in line with annually set priorities.

In 2020, 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. Each site or subsidiary has a dedicated Local Compliance Team (LCT), which comprises, at a minimum, the subsidiary manager or site director, human resources director, finance director and a training coordinator. 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 quarterly 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 provides for online training, with the schedule, content and target audience determined on a yearly basis. 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.

In 2020, nearly 27,000 online courses were offered to employees across all subsidiaries, including courses on the Code of Conduct, anti-corruption measures, and third-party management. Furthermore, courses on the AdvaMed (American Advanced Medical Technology Association) and MedTech Europe (European association of medical equipment suppliers) and Mecomed (for the Middle East and Africa) Codes of Conduct were also distributed to the employees concerned. Finally, since 2016, all new hires have systematically taken three compulsory courses (on the Code of Conduct, anti-corruption and influence peddling measures, and conflicts of interest).

In 2016, bioMérieux put in place a global training and awareness campaign on its Code of Conduct for all of its employees. Since 2017, the Company provided this training to all new recruits. In 2020, a new global training campaign was launched for all employees.

A training program for the prevention of corruption and influence peddling was updated in 2020 and will be rolled out to employees in 2021.



In 2020, the training completion rate was:

- 84% for the Code of Conduct (versus 79% in 2019)
- 92% for anti-corruption measures (versus 79% in 2019)
- 77% for third-party management (versus 78% in 2019)

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

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.

(1) https://www.biomerieux.com/sites/corporate/files/2020_code_of_conduct_-_english_-_web.pdf.

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⁽¹⁾. 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.

Whistle-blowing hotline and recording of reports

The bioMérieux Group 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 and for food safety purposes. 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 values and strives to conduct its operations with the highest standards of integrity.

(1) https://www.biomerieux.com/sites/corporate/files/040268_-_att_1_-_corruption_prevention_manual_-_en_0.pdf.

In this spirit, bioMérieux has created its Charter of Public and Governmental Affairs, which describes the missions of that function. It describes the Company's commitments to ensuring equity and transparency in its interactions with public and institutional decision-makers: compliance with local regulations and internal procedures – namely, the Code of Conduct and the Corruption Prevention Manual – integrity, transparent representation in relationships with public decision-makers, declaration of public and governmental affairs activities to the local authorities as required, disclosure of accurate, reasoned information, no conflict of interest, zero tolerance for corruption, prohibition of political contributions and upholding of confidentiality.

This charter applies to 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.

The following are examples of concrete action by bioMérieux:

In France – CSF-Antibiorésistance:

bioMérieux is leading the industry-level strategy on fighting antimicrobial resistance, Contrat Stratégique de Filière Industries et Technologies de Santé – Antibiorésistance. 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 the United States – PACCARB:

The purpose of the Presidential Advisory Council on Combating Antibiotic-Resistant Bacteria is to provide the US government with advice, information and recommendations on programs and policies related to combating antibiotic-resistant bacteria. bioMérieux's Vice President Global Medical Affairs, Christine Ginocchio, is actively involved with this group.

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 2020 for a one-year term;

- Medtech Europe is a European trade association for the medical industry. Yasha Mitrotti, bioMérieux's Corporate Vice-President, Europe, Middle East, Africa Region, sits on its Board, and Isabelle Tongio, bioMérieux's director of Public and Governmental Affairs, 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 antimicrobial resistance. 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).

In 2020, €742,000 was spent on 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 improve public health. It specifies that:

- local laws and regulations on promotion and marketing to healthcare professionals, industry rules of conduct (such as Advamed and Medtech), and the principles of the corruption prevention manual must be followed;
- information on bioMérieux products for healthcare professionals must be accurate, transparent and fair;
- a product must only be promoted for the locally-approved use, in accordance with local legislation;
- a healthcare professional must never be offered or supplied with a product with the aim of exercising undue influence on their prescribing decisions;
- under a range of national legislation, the Company is required to record and report to the government any transfer of value to a healthcare professional, and compliance with this is mandatory;
- comparison of the Company's products with the competition must be fair, substantiated, and compliant with all applicable laws and regulations. The Company's products or services must never be labeled or marketed in such a way as to confuse them with those of its competitors. Products, services and employees of competitors must never be denigrated.

3.5.3.2 bioMérieux's tax policy

bioMérieux's tax policy is responsible. Through its operations in over 160 countries, its tax contribution includes a wide range of direct and indirect taxes, corporate taxes and social contributions, as well as customs duties, paid in many countries. 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:

- **Taxes follow the business:** bioMérieux's taxation is the result of its activities 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.
 - 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.
- **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, risk exposure, assets, 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 65 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.

The Group's income tax expense is explained in the section on consolidated statements (see section 6.1.2, Note 25).

In 2020, the income tax paid in the various regions in which the Group operates broke down as follows:

- North America: €73 million
- Europe/Middle East: €29 million
- Asia Pacific: €8 million
- Latin America: €5 million
- Africa: €1 million

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

- United States: €73 million
- France: €12 million
- China: €1 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.

3.6 PROMOTING THE DEVELOPMENT AND WELL-BEING OF OUR EMPLOYEES

bioMérieux's employees are its most important asset. As such, the management of human resources is a priority for bioMérieux.

Around 74% of employees are located in France and the United States. It is for this reason that the actions described below essentially refer to these two countries, which are thus being treated as pilots ahead of implementation in other countries where the Group is present. These actions act as reference points for the labor relations policy that bioMérieux strives to apply to all of its employees throughout the world, taking into account local regulations and customs. For example, the same recruitment procedures, pay policies, training policies and annual appraisals apply to all employees worldwide.

Our Behaviors

To strengthen our culture and promote well-being in the workplace, bioMérieux has launched Our Behaviors, a cross-functional project to translate the Company's mindset into action. Our Behaviors is a set of behavioral skills designed to strengthen alignment between actions and managerial culture worldwide. Launched in 2019, this initiative was ramped up in 2020. It includes six behavioral skills for all employees and nine for managers. Each of the skills is defined and followed by a list of key actions illustrated with concrete examples.



To deploy this standard, in-person workshops were organized at the beginning of 2020, then a new communication format was launched last September to take into account the specific conditions related to COVID-19. This format is organized around two concepts:

- the organization of distance workshops, to better understand the behavioral skills and make a team diagnosis (what are the behaviors we demonstrate in our daily life, what are the ones we can develop to reach our goals);

- the distribution of online content on the Intranet (videos, quizzes, testimonials, etc.) that offers an à la carte learning path for each of the skills for all employees.

Individual assessments are changing 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 has been awarded the Top Employer certification by the Top[®] Employers Institute for 11 of its subsidiaries: China (2019 label received again in 2020 and 2021), South Africa, France and the United States (2020 label received again in 2021), Belgium, Germany, Poland, Spain, Kenya, Egypt and Ivory Coast (2021 label).

bioMérieux has also obtained 2021 certification at the regional level for Europe and Africa.

This assessment analyzes about 400 practices in six areas covering all aspects of human resources such as change and transformation management, performance and career management, and corporate culture. The results provide a tool to help make changes to the Company's human resources management policy.

These certifications attest to the quality of bioMérieux's HR policy and the initiatives taken by its staff. They are also a 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 second year in a row, bioMérieux has appeared in the Universum France list of the most attractive French companies for future engineering and management school graduates. The 2020 ranking is the result of a survey of over 35,700 students from 163 schools and universities and 137 different areas of expertise. bioMérieux ranked 76th among engineering students (81st in 2019) and 66th among graduates with five years' experience (74th in 2019).

Management of the COVID-19 crisis

bioMérieux has supported its employees during 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.

A partnership with Eutelmed, a platform of psychologists and psychological assistance, was quickly set up in March 2020. This platform allows all Group employees and their family and friends receive free consultations with a psychologist.

Finally, 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.

A special bonus was paid to all employees who had to work during the first period of lockdown. The amount of this bonus, net of tax and social security charges, was €250 for remote workers and €1,000 for employees who worked on site to continue production, many of whom were blue-collar workers/employees.

Other measures have been put in place for employees who have to come to the site:

- midday meals fully covered for the period of the first lockdown;
- a subscription to a platform to help recruit childcare providers (Yoopies);
- any childcare expenses paid by bioMérieux.

During the second lockdown period, remote workers received two days per month of childcare paid by bioMérieux.

3.6.1 A corporate culture based on social dialogue

The Company considers it essential to maintain good employee relations. There is a well-developed tradition of social dialogue with the employee representative bodies, in France but also within its subsidiaries.

In 2019, France defined a new entity representing employees, the Social and Economic Committee (SEC). Accordingly, an establishment CSE (ESEC) has been set up in each French establishment. Each ESEC meets at least once per month and is consulted on the establishment'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 crisis, social dialogue has been especially steady. The CSEC met 19 times in 2020.

In addition, in 2008, a European Works Council was created. It includes all of bioMérieux's European subsidiaries and handles issues that extend beyond France. Despite the crisis, the EWC met twice in 2020.

Each ESEC and the CSEC have a commission in charge of the health, safety and working conditions of the employees.

The collective agreements, negotiated by representative unions within the company (CGT and CFDT), 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 2020:

- a Company-level agreement on the Mandatory Annual Negotiations on salaries, working conditions and gender equality, which was unanimously signed;
- a supplementary profit-sharing agreement for employees in France to share the fruits of growth in 2019;
- two addenda to bring our PERCO and Article 83 agreements into compliance with the PACTE Law, which become PER Collectif and PER Obligatoire;
- a company-wide agreement on support for employees at the end of their careers. This has made it possible for over 100 employees to receive increased retirement

Psychosocial risks are among the main focuses of bioMérieux's attention (see section 3.3.3.3). An PSR/Quality of Worklife Committee made up of elected representatives, members of management, HSE and occupational physicians, has been established at each site in France to address this issue.

3.6.2 Managing skills and workforce

3.6.2.1 Career and performance management

Professional development is a strategic and social matter for bioMérieux. It helps to support employees throughout their career. It is built on a relationship of trust and dialog between employees and managers.

For a number of years, the Executive Committee and Human Resources have coordinated the Talent Pool & Succession Plan process to identify, develop and retain talent. In 2020, over 95% of identified talents remained with the Company. Identifying these high-potential employees allows succession plans to be developed for key positions, as identified during the Strategic Workforce Planning process. In collaboration with Mérieux Université (see section 3.6.2.2), the Company has designed specific programs and courses to support their development and induction.

Based on the five-year strategic plan, the subsidiaries draw up their own forward planning of employment and skills (GPEC), taking into account the Group's priorities and their own specificities. The main areas of focus are:

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

benefits, part-time days without loss of income or contributions, and remote working days.

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.

In addition, as a result of the health crisis, negotiations for the organization of working time, especially remote working, were initiated in December 2020.

Certain agreements signed by bioMérieux have been recognized, thus illustrating the standard of social dialogue 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).

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, flexible working hours, staggered shifts, and night shifts have been introduced or improved.

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 introduction to section 3.6 Our Behaviors). The goal of the mid-year review is to define the employee development plan, in particular the training plan.

3.6.2.2 Training

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

The majority of bioMérieux's training sessions are held in person. In the context of the COVID-19 pandemic, many training sessions have been canceled or postponed to 2021.

However, whenever possible, training was provided by videoconference. The Company has offered its employees training on the following topics related to the circumstances: stress management, remote management, change management, self-knowledge, resilience, and work/life balance.

Mérieux Université's range of courses is rolled out across four regional hubs in France, the United States, China and Brazil, and includes:

- programs for Management and Leadership aimed at disseminating a shared management culture across the entities of the Institut Mérieux Group;
- a New Leader Induction program, which familiarizes participants with the Group's challenges and strategy and instills in them a shared management culture;
- the Fit For the Future program was also held for the sixth year in the last quarter of 2020. The whole program was held virtually due to the pandemic, and its purpose is to support the development of managers with the potential to access leadership positions, in particular through strategic projects;
- training courses specific to certain functions. The goal is to adapt the skills of each category of job and anticipate and support the major transformations that affect them, and coordinate an active, innovative community of practice. These courses are designed in collaboration with the relevant business line heads. For example, in

2020, the "Critical Conversations" module was offered. Similarly, a very ambitious remote sales training program was deployed for a population of more than 500 people;

- individual (Coaching, DISC, 360 Feedback) and collective support (Teambuilding).

The year 2020 was marked by the accelerated deployment of e-learning offerings. To support the deployment of Our Behaviors within bioMérieux, Mérieux 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, Mérieux 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.

bioMérieux is developing the use of digital tools to train its employees. A training platform enables each employee to consult the full range of bioMérieux's courses centrally, 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 2020, the total number of training hours amounted to 138,665, representing an average of more than 11 hours of training per employee (compared with 21 in 2019). The employee training completion rate in 2020 was 92%. The average number of training hours per employee and by geographic area is 5 hours in the Americas, 17 hours in Asia-Pacific, and 16 hours in EMEA.

3.6.3 Attracting and retaining talents

bioMérieux strives to retain its employees and attract new talents. As such, it must offer them the best and most attractive working conditions. In a constantly changing world, and in order to maintain an independent, people-focused business model, bioMérieux puts many measures in place to create a stable working environment that meets the needs of all its employees. In particular, bioMérieux aims to implement a global labor relations policy focusing

on good social dialogue in support of ambitious economic performance with respect for local customs and legislation, attractive compensation and opportunities for internal mobility, whilst promoting diversity. Finally, bioMérieux is keen to establish close links with universities and educational institutions worldwide, in order to identify and attract young talent (see section 3.6.3.3).

3.6.3.1 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 wage and benefits summary (Bilan Social Individuel).</p>
Profit-sharing, incentives and employee savings	<p>bioMérieux SA has a non-discretionary profit-sharing plan calculated on the basis of the legal formula. The profit-sharing plan, from which the bioMérieux SA employees have benefited since 2013, was renewed for the 2019-2021 financial years. This agreement includes an increase in the main profit-sharing plan. In 2020, an additional profit-sharing component of €275 gross was allocated to each employee equally at the end of the 2019 financial years.</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 €19 million in 2020 compared to some €20 million in 2019.</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 MySHARE employee share ownership plan was rolled out to all of the Company's subsidiaries, unless locally prohibited, in 2019. It has met with great success.</p> <p>The Company decided to renew the operation in May 2021 as an employee motivation and retention tool. The objective is also to increase employee awareness of the Company's performance and results. This means that all employees with at least three months of service may join this plan in the form of a discount of 30% and a matching contribution for the first €750. They will be able to use their variable compensation as a source of payment.</p>
Supplementary pensions	<p>The Company pays special attention to preparing for its employees' retirement: 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	<p>In order to retain key people within 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.</p>
Days off	<p>Most of the subsidiaries worldwide have a policy of awarding more days off than the legal minimum, and reward their employees with additional days off related to seniority within the Company.</p>
On-site catering	<p>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.</p>

At December 31, 2020, total personnel costs (salaries and wages, payroll taxes, and discretionary and non-discretionary profit-sharing plans) amounted to €1,148 million compared to €1,014 million at December 31, 2019 (see section 6.1.2, Note 20).

3.6.3.2 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 ever greater impact of digital technology, but also 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.

3.6.3.3 Attracting and retaining young people

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.



bioMérieux has had a partnership with EMLYON Business School since 2015. Through this agreement, bioMérieux became one of the first companies to join the Global Business Network of major international Corporate partners. Thus it is becoming the expert life sciences partner as part of the IDEA program (Innovation, Design, Entrepreneurship & Arts), a new pedagogical approach implemented by EMLYON to train the innovative entrepreneurs of the future. In the area of research, bioMérieux supports the development of work carried out within the Institut français de gouvernement des entreprises (IFGE), the EMLYON research center and social laboratory dedicated to Corporate Governance issues. The partnership also includes the possibility of training for bioMérieux employees to help them enhance their skills, notably in relation to the digital transformation.



bioMérieux is also a founding member of the *Fondation Université Grenoble Alpes*, established in 2014. This Foundation's aim is to support high-level research and training and promote equal opportunity, providing guidance through the transitions of the 21st century. In 2019, the Company renewed its partnership with the *Fondation UGA* for a further five years.

Since 2015, bioMérieux has also been involved with the *Université Grenoble Alpes*'s Master Excellence Health4Life Program, funding 31 grants in five years to enable the best students from this discipline to pursue their studies in an international environment. This Master's degree program from the School of Pharmacy at *Université Grenoble Alpes*

combines multidisciplinary approaches, providing a unique interface among the disciplines of healthcare, computer engineering, and math. This partnership enables the Company to recruit young graduates of this program.



Through a sponsorship agreement with the INSA foundation in place since 2010, bioMérieux, a major and long-standing partner of INSA Lyon, has been committed since INSA Lyon's first development campaign. bioMérieux renewed its sponsorship support during 2020 for an additional five years. The Company is strengthening its position as a strategic partner of INSA Lyon as a member of the Founder's Circle, bioMérieux sits as a Qualified Personality on the Board of Directors of the INSA Lyon Foundation. During these ten years of partnership, bioMérieux has benefited from an extensive recognition program reserved for Founders, and its profile within the institution has been raised significantly as a result.

The aim of this partnership is to promote student development through a financial assistance program, to grow the bioscience and IT training departments and to support the initiatives and the running of the Fondation INSA Lyon, which supports a humanistic engineering training project. Every year, bioMérieux hosts interns from INSA, runs careers days at the school and takes part in its Company Forum.



Building on this partnership, the Company is now a Corporate Partner of the UNITECH program. This elite exchange program brings together eight European universities: INSA Lyon (France), Chalmers (Sweden), Trinity College (Dublin, Ireland), Aix-la-Chapelle University (Germany), ETH Zürich (Switzerland), Polytechnic University of Milan (Italy), Loughborough University (England), UPC Barcelona (Spain) and more than 20 Corporate partners. Through this program, the Company is involved in selecting the best engineering students and training them, with a strong focus on international collaboration and new technologies; offering the students study projects or internships; and recruiting candidates at every step of their program.



Long-term partnerships are also in place with *Ecole Supérieure de Biologie, Biochimie, Biotechnologies* (ESTBB), a school in the Catholic University of Lyon's scientific cluster. Nearly 180 bioMérieux employees are alumni, and the Company welcomes young people as interns or work-study students every year. Since 2008, a representative from bioMérieux has chaired the school's Development Council, a forum for discussion with heads of departments where the opinions of professionals are gathered to improve the content of the curricula in order to adapt them to the new skills required by businesses. In October 2017, bioMérieux renewed its commitment to the school by signing an agreement formalizing its partnership over the next three years.

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).

3.6.3.4 Employee satisfaction surveys

In 2020, several surveys were conducted with employees in France to:

- assess their state of mind at the end of the first lockdown in view of the change in their working methods (partial or 100% remote working, or tightened on-site restrictions to comply with strict health rules and protect the health of each individual);
- gauge their assessment of the management of the COVID-19 crisis by the dedicated units at each site, in order to learn from it and find ways to improve in future;

- assess their perception and preferences in terms of remote working;
- understand the specific needs of family caregivers in terms of work/life balance.

In the spirit of continuous improvement, an engagement survey was conducted with employees based in the United States, with a participation rate of 68%. The result was up 4% compared to the survey conducted in 2019, with an employee engagement rating of 80%, 7% higher than the average in the medical device sector.

3.6.3.5 #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	<p>bioMérieux has opened a multi-service desk at its Craponne, Marcy l'Étoile, Campus de l'Etoile and La Balme sites, which together make up about 85% of its employees in France, enabling its employees to save time during their working day. Some 50% of them are enrolled.</p> <p>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.</p> <p>The Grenoble site opened its multi-service desk in early 2021.</p>
Local organic market	<p>At certain sites, bioMérieux offers its employees access to a farmers market promoting organic, environmentally-friendly agriculture. bioMérieux is regularly expanding the range of available products.</p>
Family Days	<p>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.</p>
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. ● In France, 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;
Community action by employees	<p><i>Entreprise des Possibles</i>: the Company is working alongside other companies in Lyon to offer assistance to the homeless and vulnerable populations. (see section 3.7.3.1).</p> <p>Other initiatives by each of the Company's subsidiaries are implemented locally each year.</p>

3.6.3.6 Indicators



The indicators below show the extent to which the Company's human resources policies affect its ability to attract and retain its employees.

NUMBER OF EMPLOYEES WHO WERE PROMOTED DURING THE YEAR

Geographic areas	2020		2019		2018	
	Number of promotions	% of workforce	Number of promotions	% of workforce	Number of promotions	% of workforce
France	412	11.3%	314	8.0%	303	7.8%
Europe	71	5.0%	87	2.1%	26	1.9%
Americas	365	6.4%	382	7.5%	307	6.7%
Asia Pacific	57	6.7%	65	6.0%	33	2.9%
TOTAL	905	7.8%	848	7.3%	669	6.0%

The percentage is calculated on the total number of employees, excluding temps and defined duration contracts.

OVERALL VOLUNTARY TURNOVER RATE

New hires = 1,957	Departures = 1,227		O/w permanent contracts	O/w 3 years' service for permanent contracts
Permanent contract	1,695 Voluntary	935	882	485
Fixed-term contract	262 Involuntary	292	187	105

In 2020, the voluntary turnover rate for employees on permanent contracts was 7% and 4% for employees with less than three years of service (compared with 7.9% and 4.3%, respectively, in 2019).

ABSENTEEISM RATE

Absenteeism: Value/theoretical working days	2020			2019		
	No. of days absent	Theoretical No. of days	%	No. of days absent	Theoretical No. of days	%
Americas ^(a)	22,690	1,204,013	1.9%	56,511	1,103,776	5.1%
ASPAC ^(b)	1,639	236,340	0.7%	1,196	218,987	0.6%
China	695	84,579	0.8%	15	77,751	0.0%
Europe ^(c)	64,553	1,119,842	5.8%	56,995	1,050,682	5.4%
France	57,311	827,018	6.9%	49,758	778,825	6.4%

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

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

(c) Germany, Belgium, Spain, France, Italy, Poland, United Kingdom, Russia and Turkey.

3.6.4 Diversity and inclusion

bioMérieux has implemented a policy to raise awareness of diversity among its employees and managers, which is considered 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.

3.6.4.1 Promoting gender equality

bioMérieux's policy is based on "Gender Equality Agreements" that are renegotiated every three years. Through these measures have been introduced with the objective of ensuring equal pay 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 January 2021, described in section 3.6.1. It builds on previous work set out in the previous agreement signed in 2017 and focuses on the introduction of tools to monitor performance indicators reviewed by an *Ad Hoc* committee. It focuses on training all internal parties to prevent sexist comments and behavior, with a gender equality training module for managers. Finally, this agreement includes specific provisions for employees undergoing fertility

treatment. The Company has a non-discrimination policy whereby only the relevant skills are taken into account when assessing an internal or external application for a management position.

The Women Ready for Leadership Diversity (WoRLD) network, open to all bioMérieux women and men employees throughout the world, has been working since 2013 to promote greater gender balance in management positions along with actions carried out by the Human Resources Department. In France, in 2020, bioMérieux continued its partnership with the Alliance pour la Mixité en Entreprise (AME) (gender balance alliance), an association that includes the networks of some fifteen companies in the Auvergne-Rhône-Alpes region, enabling bioMérieux employees to attend inter-company events focused on issues of gender equality in business. The current health crisis has made it impossible to organize events in 2020.



Gender equality index: 93/100

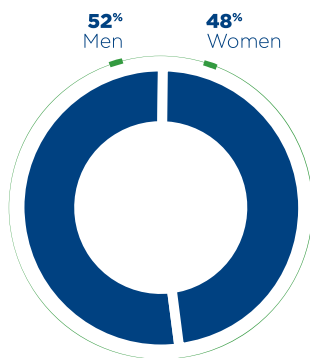
Since March 2019, French businesses have been required to publish their gender equality index so as to promote equal pay. This index is shared with their Social and Economic Committee and the Labor Inspectorate, and must be reported on the Company's website. Businesses with a score under 75 must implement corrective measures to achieve this score within a three-year period.

This index is based on the following 5 indicators:

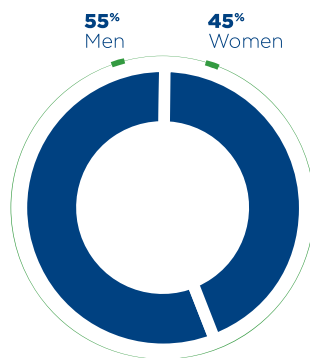
- the gender pay gap;
- the pay increase gap;
- the promotion gap (only in companies with over 250 employees);
- the number of employees receiving a pay increase on their return from maternity leave;
- and parity in the 10 highest pay bands.

The index was published on the Company's website in March 2021. It was 88/100 in March 2020.

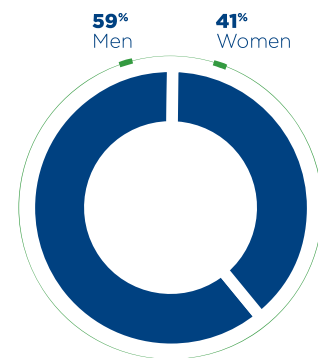
GENDER BREAKDOWN OF MANAGER AND TEAM MANAGER HEADCOUNTS



TOTAL HEADCOUNT



EXECUTIVE HEADCOUNT



MANAGER HEADCOUNT

In France, 45% of managers are women

RATE OF INTERNAL PROMOTION (WOMEN/MEN)

Geographic areas	2020			2019		
	Number of Women promoted	% of Women promoted	Total number of promotions	Number of Women promoted	% of Women promoted	Total number of promotions
France	236	57%	412	188	60%	314
Europe	35	49%	71	54	62%	87
Americas	170	47%	365	148	39%	382
Asia Pacific	19	33%	57	27	42%	65
TOTAL	460	51%	905	417	49%	848

3.6.4.2 Promoting the employment and integration of employees with disabilities

A Company-level agreement covering all French sites is signed every four years and was renewed in 2017. 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. In 2020, these awareness-raising days could not be held because of the restrictions imposed by the health crisis.

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 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. This day was not held in 2020 due to the restrictions imposed by the health crisis.



In 2020, bioMérieux participated in European Disability Employment Week (EDEW). A virtual quiz was prepared and sent to all employees in France. For each response to the quiz, €1.50 was paid to the *Mille et Un Sourires* association. Following the participation of 1,159 people, €1,738.50 was donated to this association, which supports families and children affected by illness and disability.

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 2019, the gross percentage of employees⁽¹⁾ with

disabilities stood at 6.07%. This employment rate is constantly rising and has enabled the Group to exceed the legal minimum of 6% required in France. The employment rate for 2020, which is also expected to show an increase, cannot be disclosed at the date of this document (see table footnote below).

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.

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

BREAKDOWN OF EMPLOYEES WITH DISABILITIES

Geographic areas	% employees with disabilities/2020 headcount	% employees with disabilities/2019 headcount
France	N/A ^(a)	4.8%
Europe (excl. France)	0.85%	1.2%
Americas	3.62%	2.1%
Asia Pacific	0.00%	0.0%

(a) The employment rate for 2020, which is also expected to show an increase, cannot be disclosed at the date of this document. Article 3 of Decree no. 2020-1350 of November 5, 2020, stipulates that for 2020, the employer must declare its obligation to employ workers with disabilities (DOETH) at the time of its wages declaration in May 2021. The 2020 rate will be published in the 2021 Universal Registration Document.

3.7 HAVING A POSITIVE IMPACT ON COMMUNITIES THROUGH LONG-TERM PARTNERSHIPS

3.7.1 Sustainable and responsible purchasing

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

bioMérieux's commitments and requirements with respect to its suppliers are described in the Responsible Procurement Charter between bioMérieux and its suppliers. This charter, which is under review, 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. Like all bioMérieux employees, this department receives training on the Code of Conduct and the Corruption Prevention Manual (see section 3.5.3.1). A new responsible purchasing procedure is being prepared. It will be part of the training provided to purchasing department employees.

bioMérieux includes clauses related to ethics and compliance obligations, as well as those specific to healthcare professionals, in all contracts. The Charter for Responsible Purchasing is also included in the contracts, as are the principles set out in the document "Business Principles for Third Parties." Both documents are also available on the website (<https://www.biomerieux.com/en/sustainable-and-socially-inclusive-purchasing> and <https://www.biomerieux.com/en/global-code-conduct>).

In terms of responsible purchasing, 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 has used a service provider to enhance 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 (for example sheep's blood and horse's blood). This use is compliant with the document on business practices applicable to third parties. It sets high standards of ethics and integrity for the Company's commercial partners;
- 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) project rolled out a pilot program in 2020, and will be gradually implemented over the 2021–2022 period. This tool will improve supplier performance management, particularly with regard to CSR criteria.

bioMérieux aims to set up an e-learning program for its suppliers by 2022 to support them in developing their CSR approach.

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 will feed into the Responsible Procurement roadmap over the next three to five years.



In 2018, bioMérieux launched a process to assess the CSR record of its suppliers with the help of a rating agency (EcoVadis). In 2020, 202 mainly strategic suppliers were rated by EcoVadis, representing over 34% of spending on purchases.

The minimum expected score of 45 out of 100 was exceeded by 154 suppliers. Action plans were requested from 64 suppliers, 30 of whom had not achieved this minimum rating.

The average score of bioMérieux suppliers was 56.4 (+0.3 pts from 2019), while the average for EcoVadis was 42.9 (+0.5 pts from 2019).

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).

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;
- globalization of initiatives and volumes;
- increased responsiveness.

3.7.2 Distributor management

For more than 40 years, bioMérieux has placed the careful selection of its network of distributors at the heart of its expansion in order to achieve its mission to combat infectious diseases throughout the world, to make a positive contribution to patient care and consumer safety.

Access to diagnostic solutions plays a key role in the creation of effective and sustainable health policies. bioMérieux has therefore decided to strengthen the organizational management of its distributors. It has deployed global, regional and local teams dedicated to implementing best operational practices at its partners.

These best practices are set out in an internal Distributor Management Procedure. An ambitious quality audit plan has been put in place. It aims to increase by more than threefold, between 2019 and 2021, the number of events held with our distributors in order to support them in the

bioMérieux also looks to diversify its supplier base in order to foster both security and competitiveness. Producing certain raw materials in house and entering into partnerships with various suppliers have resulted in both technical and economic benefits.

Securing critical supplies may also take the form of supply agreements, buffer stocks, or the assumption by the Company of liability for the regulatory compliance of certain specific components manufactured by a supplier.

continuous improvement of their quality systems. This approach concerns all of bioMérieux's clinical and industrial activities.

Distributor performance is regularly monitored using indicators covering the following areas: compliance with the Code of Conduct, product transportation rules, maintenance of the installed base, and user training. These indicators are part of an assessment matrix known as the maturity grid. The analysis of these indicators makes it possible to create action plans, where necessary; these are reviewed regularly. Such monitoring, carried out by the local teams, aims to develop the expertise of distributors and jointly build strategic and commercial initiatives to increase the satisfaction of healthcare professionals and manufacturers. For example, the deployment of new IT interfaces in many countries is automating procurement for the Company's partners.



72% of distributors were evaluated on their performance and skills.

3.7.3 Sharing of values

bioMérieux's commitment to public health, and its expertise in biology, is rooted in the unique history of the Mérieux family. The Company helps to maintain a humanistic and responsible spirit. It has the will to contribute to the improvement of public health, particularly with local communities,

bioMérieux is therefore committed through sponsorship activities, particularly with the Fondation Mérieux and the Fondation Christophe et Rodolphe Mérieux, and with local and scientific communities.

3.7.3.1 Sponsorship

Against the backdrop of the health crisis, the commercial performance of bioMérieux in 2020 was exceptional. The Company therefore wished to share the results of its growth.

Exceptional sponsorship related to the COVID-19 pandemic

To meet the unprecedented solidarity and responsibility issues imposed by the situation, in 2020, the Board of Directors decided on an exceptional basis to cut the 2019 dividend by half. The difference, *i.e.*, approximately €22 million, is intended for charitable initiatives in the countries where it operates.

bioMérieux, true to its societal commitments, has decided to allocate this sum as follows:

- €12 million allocated to the Fondation Mérieux in addition to the usual allocations made by bioMérieux, as the Foundation has redirected some of its programs to combat COVID-19;
- €2 million allocated to the Entreprise des Possibles to provide aid to the homeless and the most deprived in Lyon and the Lyon area;
- €8 million allocated to 60 projects selected around the world through the participation of regional bioMérieux teams. The projects submitted targeted five issues: dropping out of school and child protection, social isolation of people who are ill, elderly, disabled or frail, solidarity and mutual help, economic recovery and professional integration, domestic violence and sexual abuse. bioMérieux SA thus paid €1.9 million in sponsorship contributions, BioFire Diagnostics (€1.7 million), bioMérieux Inc (€1.6 million) and other subsidiaries (€3 million).

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

Contributions, donations and sponsorships	2020	2019	2018
<i>(in thousands of euros)</i>			
Contributions	43,207	4,034	3,654
<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>	883	409	350
Sponsorships and other donations	337	326	854
TOTAL	43,544	4,360	4,507
<i>As % of sales</i>	33.5	3.5	3.8



bioMérieux Endowment Fund

In December 2020, the Company created the bioMérieux Endowment Fund. Its purpose is to support general-interest humanitarian, social, health and educational activities, both in France and abroad, to help the most disadvantaged groups. As founder, bioMérieux made an initial endowment of €20 million.

During 2021, the actions of this Endowment Fund will be precisely defined.

Direct donation program

In parallel with the support for the Fondation Mérieux and the Fondation Christophe et Rodolphe Mérieux, bioMérieux is also developing a direct donation program for healthcare structures in countries with limited resources. With a long history in these countries, bioMérieux teams participate in research programs and actions on the ground to provide an appropriate response to the risk of infection.

Sponsorship, mentoring and donations led by bioMérieux SA

Pursuant to Law No. 2003-09 of August 1, 2003, the Company's Board of Directors decided to contribute a portion of revenues to sponsorship activities every year.

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.



Since 2007, bioMérieux has been one of the main partners of the *Sport dans la Ville* Association in France, whose purpose is to promote the social and professional integration of young people from underprivileged neighborhoods through sport. In recent years, the Company has notably helped to support the development of the Apprenti'Bus program – vehicles set up for mobile educational assistance to young people to support them in learning written and spoken communication. It also participated in the construction of a dedicated digital technology space on the Association's Lyon campus. This space, covering more than 130 m², is an innovative workspace for young people in the Job dans la Ville program, and familiarizes them with digital technologies.

Lastly, in 2020, bioMérieux provided exceptional support for the digital development of Sport in the City, so as to help a greater number of young people affected by the COVID-19 crisis.



In 2014, bioMérieux launched a partnership with the Institut Télémaque whose mission is to support social mobility by sponsoring deserving secondary pupils from modest backgrounds who are eager to succeed in school.

In 2020, the Company committed to three years' funding for some of its employees to support 20 young people from modest backgrounds selected by the Institut Télémaque.

Help for the most vulnerable



In 2019, Alain Mérieux officially launched the *Entreprise des Possibles*, a societal initiative aimed at mobilizing companies in the Lyon metropolitan area and their employees to offer assistance to the homeless and vulnerable. bioMérieux, alongside other companies, is involved as a founding member of the collective. bioMérieux employees were given incentives to take part by donating paid leave days or doing volunteer work. bioMérieux's donation of €100,000 in 2019 made a significant contribution toward setting up a mobile village in the 7th arrondissement of Lyon during 2020.

In 2020, bioMérieux employees contributed 462 days of paid leave. With 100% matching from bioMérieux, this donation resulted in a payment of €250,000. In addition, some 15 employees carried out volunteer assignments.



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.

Bioforce aims to give humanitarians the power to act by providing training, support and structuring solutions to bring vulnerable people efficient, high-quality aid. Bioforce enables the individuals, organizations and institutions that respond to needs arising from humanitarian crises to acquire, develop and maintain the skills necessary to perform their tasks. It strives to make skills development tools available and accessible to everyone around the world.

Cultural sponsorship

bioMérieux supports cultural initiatives within the local communities where it is located. The Company supports the Museum of Grenoble 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.

3.7.3.2 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.



FONDATION CHRISTOPHE ET RODOLPHE MÉRIEUX

Established by Chantal and Alain Mérieux in 2001, the Fondation Christophe et Rodolphe Mérieux is an independent family-run foundation under the aegis of the Institut de France. Since 2005 it has been the reference shareholder of Institut Mérieux, holding one third of its shares. 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 its operational activities on the ground, in particular the construction and operation of the Rodolphe Mérieux Laboratories.



FONDATION MÉRIEUX

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 developing 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 2020, 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 developing countries 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:

- 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;
- launch of research activities around COVID-19.

Other major projects

- Start of the third phase of RESAOLAB (West African Network of Biomedical Analysis Laboratories), an historical project for the Foundation launched in 2009, with additional funding to support the fight against COVID-19 in the seven countries of the Network.
- Launch of the SEALAB project in South-East Asia, in 2020. This aims to strengthen the healthcare systems in Cambodia, Laos and Myanmar in order to respond effectively to emerging infectious diseases with pandemic or zoonotic potential.

- In October, the APRECIT project was launched, dedicated to evaluating strategies to improve the screening and the overall management of latent tuberculosis infection in Cameroon and Madagascar.
- In Madagascar, implementation of the EVEMAD project in December. This aims to improve the treatment of people living with HIV in Madagascar by gradually expanding access to HIV virus loads.

The Foundation has also been involved in projects to combat antimicrobial resistance (AMR) supported by the Fleming Fund, in Asia and Africa.

For several years now, an activity has developed in Madagascar devising learning kits for children and, through them, their communities. It consists of designing educational tools and distributing them in the country's schools, through the Malagasy Ministry of Education and a number of partner NGOs. Four learning kits have now been produced and distributed on the following topics: WASH/hygiene, malnutrition, infectious diseases and sex education.

Rodolphe Mérieux Laboratories

Most of the Rodolphe Mérieux Laboratories played a key role in the diagnosis of COVID-19, particularly the Rodolphe Mérieux Laboratory in Rio Branco (Brazil) and the Rodolphe Mérieux Laboratory in Beirut (Lebanon).

At the end of 2019, Fondation Mérieux experts trained and supported technicians from the Goma laboratory (Democratic Republic of Congo) for the implementation of container laboratories. In the second half of 2020, approximately 7,000 COVID-19 tests were therefore conducted at these laboratories.

The Rodolphe Mérieux Laboratory in Bamako (Mali) has received NM ISO 15189:2012 accreditation and has been identified as a reference laboratory for the diagnosis of COVID-19.

3.7.3.3 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 (see section 1.5.1.3).

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 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 2020, the COVID AURA project was launched, bringing together BIOASTER, bioMérieux, the HCL, Université Claude Bernard Lyon 1, Boehringer Ingelheim, Sanofi Pasteur and Lyon BioPôle. Its objective is to create a shared platform aimed at accelerating the development of second generation solutions for the diagnosis, prognosis, prevention and treatment of SARS-CoV-2 infections by drawing upon an understanding of the host's response mechanisms to combat current and future epidemics. This project will allow bioMérieux to identify new biomarkers in the treatment of seriously ill COVID patients in intensive care, in line with the work carried out on sepsis for many years within the joint research laboratory with the HCL.

In China

At the beginning of 2019, a new joint research laboratory was created with the Shanghai Children Medical Center (see section 1.5.1.3).

3.8 SCOPE AND REPORTING OF NON-FINANCIAL INDICATORS

3.8.1 Calculation scope of quantified indicators

The scope corresponds to the bioMérieux Group, with the exception of Hybiome, across the human resources scope.

3.8.2 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. In 2019 and 2020, these campaigns were rolled out to:

- all the production or research and development entities;
- The commercial subsidiaries of the following countries: United States, Brazil, Spain, Italy, France, China and Australia, these large subsidiaries benefit from dedicated personnel qualified in health, safety and environmental matters.

The other commercial subsidiaries, however, were subject to the same environmental data collection campaigns from 2014 to 2018, and it has been established that their contribution to the environmental footprint of the company was limited to:

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

For the year 2020, the decision was made to consolidate these entities in the consolidation scope by reporting the same data as those collected in 2018, for the following reasons:

- these commercial subsidiaries often employ few employees, and have stable activity;
- they do not have any dedicated HSE staff, and the Group prefers to prioritize the first Health & Safety program specific to the commercial activities launched in 2019 (in particular, road safety and biosafety).

bioMérieux will deploy a new collection campaign across all entities on a regular basis so as to fully reassess their contribution; the next of these is already scheduled for 2021.

3.8.3 Definition and method of calculating the indicators

Human resources

- Employees on the payroll, new hires, and departures: permanent and temporary employees (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 employed by the Company at December 31 of year N, identification of career changes involving a change in level together with related reason, compared to 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 workweek 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 scope. Goods/materials that have become redundant and that are reused outside the Company without reprocessing are no longer considered in this total;
- hazardous waste: total amount of hazardous waste produced (metric tons). Hazardous waste is waste with one or more properties that poses a threat to human health or the environment, and requires special processing. This category includes chemical waste, infectious waste, or waste electrical and electronic equipment;
- recovery of materials or energy: the performance indicator monitored is the ratio, expressed as a percentage, of the total weight of waste composted, recycled, reused or incinerated with energy recovery to the total weight of waste (goods/materials that have become redundant and that are reused outside the Company without reprocessing are included).

Indicators relating to greenhouse gas emissions:

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

The following indicators are assessed:

SCOPE	TYPE	INPUT DATA	EMISSION FACTORS
Scope 1	Direct emissions from fixed combustion sources	Fossil fuel consumption collected <i>via</i> 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 <i>via</i> environmental reporting	IPCC 2016, <i>others</i>
Scope 2	Indirect emissions related to electricity consumption	Electricity consumption collected <i>via</i> environmental reporting	ADEME
	Indirect emissions related to the use of steam, heat or cooling	Heated water consumption collected <i>via</i> 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.

3.9 REPORT BY THE INDEPENDENT THIRD PARTY ON THE CONSOLIDATED STATEMENT OF NON-FINANCIAL PERFORMANCE

This is a free translation into English of the Statutory Auditors' report issued in French and is provided solely for the convenience of English-speaking readers. This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

To the General Meeting,

In our capacity as an independent third party certified by COFRAC under number 3-1681 (scope of accreditation available at www.cofrac.fr) and member of the network of one of the Statutory Auditors of your Company (hereinafter the "entity"), we hereby report to you on the consolidated statement of non-financial performance (hereinafter the "Statement") for the financial year ended December 31, 2020, as presented in the Management Report in accordance with the legal and regulatory provisions of Articles L. 225-102-1, R. 225-105 and R. 225-105-1 of the French Commercial Code (Code de Commerce).

Responsibility of the entity

The Board of Directors is responsible for preparing 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.

The Statement was prepared by applying the entity's procedures (hereinafter the "Guidelines"), whose main features are presented in the Statement (or available on request at the Company's registered office).

Independence and quality control

Our independence is defined by the provisions of Article L. 822-11-3 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 the codes of ethics, professional auditing standards and applicable legal and regulatory texts.

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 accuracy of the 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, hereinafter the "Information."

It is not our responsibility to comment on the entity's compliance with other applicable legal and regulatory requirements, in particular, on the vigilance plan and the fight against corruption and tax evasion, nor on the compliance of the products and services with applicable regulations.

Nature and scope of our work

Our work, described hereinafter, was carried out in compliance with the requirements of Articles A. 225-1 et seq., of the French Commercial Code, with the professional standards of statutory auditors applicable in France relating to this intervention and international standard ISAE 3000:⁽¹⁾

- we reviewed all of the entities included in the scope of consolidation and the presentation of the principal risks; we assessed the suitability of the Guidelines in the light of their relevance, completeness, reliability, impartiality and comprehensibility, taking good industry practice into account when necessary;
- we ensured that the Statement covers each category of information stipulated in part III of Article L. 225-102-1 of the French Commercial Code on social and environmental matters as well as the information stipulated in the second paragraph of Article L. 22-10-36 regarding respect for human rights and combating corruption and tax evasion;
- we verified that the Statement presents the information stipulated in section II of Article R. 225-105 of the French Commercial Code when relevant with regard to the principal risks and includes, where applicable, an explanation of the reasons justifying the absence of the information required by the second paragraph of part III of Article L. 225-102-1 of the French Commercial Code; we ensured that the Statement presents the business model and a description of the principal risks related to the activity of the entity of all entities included in the scope of consolidation, including, where relevant and proportionate, the risks created by its business relationships, products or services, policies, actions and results, including key performance indicators relating to the principal risks;

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

- 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 S.A. France (Marcy L'Etoile, La Balme, Craponne), bioMérieux Italia S.p.A. (Florence);
- we verified that the Statement covers the consolidated scope, namely, all of the entities included in the scope of consolidation in accordance with Article L. 233-16 of the French Commercial Code 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, 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 26% and 27% of the consolidated data selected for these tests (26% of waste, 27% of workforce, 27% of energy consumption, etc.);
- 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.

We believe that the work that we have performed in exercising our professional judgment allows us to provide a conclusion of limited assurance; a higher level of assurance would have required more extensive verification work.

Means and resources

Our work involved the skills of three people between October 2020 and February 2021 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.

Conclusion

Based on our work, no material irregularities came to light questioning the compliance of the 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.

Paris-La Défense, March 5, 2021

The independent third party

EY & Associés

Jean-François Bêlorgey
Partner

Eric Duvaud
Partner, Sustainable Development

Appendix 1: information considered to be the most important

Human resources

<i>Quantitative information (including key performance indicators)</i>	<i>Qualitative information (actions or results)</i>
Change in workforce, breakdown of workforce by geographic area.	New employment agreements
Overall voluntary turnover rate and for employees with less than three years of service.	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: Vision 2020 HSE
Number of hours of training and training completion rate.	
Employment rate of people with disabilities	
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	Vision 2020 HSE and results of the environmental policy with respect to managing energy, waste and water
Scopes 1, 2 and 3 greenhouse gas emissions	Initial results of the product life cycle analysis program
Total waste and hazardous waste generated	Climate change (significant emission categories due to activity, and reduction targets)
Consumption of public water and groundwater	
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 processing activities counted by the personal data management tool, number of applications supported and number of third parties involved.	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.
Results of deployment of the supplier maturity grid	Results of business ethics policies.
Percentage of R&D investments earmarked to fight antimicrobial resistance	Actions taken to prevent corruption and tax evasion.