WE ARE BIOMÉRIEUX

Nous sommes bioMérieux



BIOMÉRIEUX

PIONEERING DIAGNOSTICS

WE HELP MAKE THE WORLD A HEALTHIER PLACE

Nous contribuons à améliorer la santé dans le monde



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Corporate Overview

EDITO



The year 2024 has shown us just how much we live in a world turned upside down by climate change, geopolitical tensions, and conflicts. Our role as a public health player is all the more fundamental in the current context, where instability is becoming the norm.
We continue our relentless fight against infectious diseases, and in particular antimicrobial resistance, by building on what has made our Company successful for over 60 years: a long-term international vision, our pioneering spirit, and the attention we pay to the engagement of our team members and our unique culture.
Based on these fundamentals, we continue to develop innovative solutions that professionals need to improve patient health, guarantee consumer protection, and enable wider access to diagnostics.
Numerous examples demonstrate our determination to address the challenges of public health, first and foremost through innovation. Once again this year, we invested over 12% of our sales in R&D, a figure higher than the average for our sector. Examples include our offer to support the manufacturing of high-quality cell and gene therapies, and our recent entry into the "Point-of-Care" market with cutting-edge molecular technology. The acquisition of SpinChip, a Norwegian company, demonstrates how we are leveraging our expertise in immunoassays to anticipate our development in this market, while remaining as close to the patient as possible.
These new additions strengthen an already robust portfolio. We are maintaining strong investment in our sites in order to adapt our production tools and supply chain facilities to new challenges, making them more resilient, more autonomous with activity internalization projects, and more sustainable to save natural and energy resources, while improving the well-being of our team members. We are continuing our various philanthropic initiatives with vulnerable populations around the world. In addition, thanks to the involvement of our team members, the bioMérieux Endowment Fund for Education, created in 2020, supported 39 projects in 21 countries this year, benefiting some 10,000 people.
In conclusion, I would like to recognize the commitment of our 14,600 team members, who once again this year have helped bioMérieux shine throughout the world and improve access to diagnostics for all.

Alexandre Mérieux,
Chairman of the Board of Directors of bioMérieux



THE INTERVIEW WITH

PIERRE BOULUD

BIOMÉRIEUX CHIEF EXECUTIVE OFFICER

What are the public health challenges facing bioMérieux?

bioMérieux has been fighting infectious diseases since it was founded over 60 years ago. One of the main challenges we face today is antimicrobial resistance. In this field, we offer a unique range of diagnostic solutions that will enable us to differentiate between viral and bacterial infections, and also to determine the right antibiotic therapy. Helping healthcare professionals to prescribe antibiotics correctly is essential for preserving the effectiveness of these drugs. With the launch of BIOFIRE® SPOTFIRE®, dedicated to decentralized biology, we are bringing diagnostics as close as possible to patients, right where antibiotic therapy is initiated. For over 30 years, we have also put our expertise at the service of food and pharmaceutical manufacturers, helping them to ensure production that meets the highest standards of quality and safety for patients and consumers.

bioMérieux has unveiled its GO•28 strategic plan; what's the goal?

This plan is fully in line with the Company's history and DNA. It is intended to help us build on our success over the last 60 years. The COVID-19 crisis has brought into sharp focus the importance of diagnostics in the fight against an infectious pandemic. Our wish is to build on this recognition for establishing an ambitious roadmap toward a new chapter of growth and profitability for our Company. We operate in a fast-moving *in vitro* diagnostics market, and this was the right time for us to prepare our future.

What are its priority areas?

We have identified four dimensions.
The first dimension relates to the various growth drivers for the coming years. Those that will enable us to provide access to our diagnostic solutions to as many patients and manufacturers as possible.

The second dimension relates to the simplification of our operating model. bioMérieux was built on an extraordinarily entrepreneurial model. We now have 14,600 team members, and we need to remain agile and efficient in order to make swift decisions, while remaining as close as possible to the healthcare professionals and manufacturers who place their trust in us.

The third dimension relates to our team members. Our Company has always been people-oriented, and the commitment of our teams is fundamental. Every team member and every team are involved in adopting the five key behaviors that underpin the fundamental values of our corporate culture. We are convinced that the way we accomplish our mission, and the commitment of team members to bioMérieux's vision, contribute to making us unique.

Finally, we are committed to making bioMérieux a company rooted in contemporary social and environmental realities. That's why we wanted our corporate social responsibility roadmap to be fully integrated into our strategic plan. The two are inseparable.

GO FOR GROWTH — **+7%** organic growth year after year at constant exchange rate by 2028, on current business

GO SIMPLE — Reach **20%** contributive EBIT margin* by 2028, at constant exchange rate

GO STRONGER — Be in the **1st quartile** of healthcare industries for employee engagement

GO RESPONSIBLE — **-50%** greenhouse gas emissions**

What do you consider the most significant achievements for 2024?

2024 was a remarkable year, with growth exceeding our initial forecasts. In addition to this sales performance, we also demonstrated our capacity for innovation with several new launches. Examples include the BIOFIRE® SPOTFIRE® Respiratory/Sore Throat Panel for very fast detection of respiratory infections and angina *(see p.18)*, the launch of our VITEK® REVEAL™ antimicrobial susceptibility testing system in the United States *(see p.16)*, our VIDAS® parameters for vitamin B_{12}, or the mild traumatic brain injury assessment on VIDAS® TBI (GFAP, UCH-L1) in the United States *(see p.23)*.
We have also invested heavily in innovation, including the newly inaugurated R&D facilities in Florence, Italy, La Balme, France, and Philadelphia, USA *(see p.28)*.
We continue to forge numerous partnerships, notably with hospital infrastructures, to establish Centers of Excellence dedicated to the fight against antimicrobial resistance. We now have fifteen of these around the world *(see p.13)*.
I would like to pay tribute to the exceptional commitment of our team members, confirmed once again by this year's global survey. The results place us among the best healthcare companies in the world, and confirm the positive dynamic we are building around the commitment of our teams and the infusion of our shared culture.

** CEBIT: Contributive operating income before non-recurring items.*
*** In absolute value (scopes 1 and 2) by 2030 (vs 2019).*

Why are environmental issues increasingly important at bioMérieux?

Our mission is to help improve public health. It would be contradictory to do so without also taking into account the impact of our activities on the planet. We have set ourselves ambitious targets for reducing greenhouse gas emissions. Although we still have a long way to go, 2024 exceeded our projections, with a 13% decrease compared with 2019. Today, we think about our carbon footprint in a more systemic way, upstream with our suppliers and downstream with our customers. This means reducing the CO_2 emissions of the products we need in our own industrial activities, and ensuring that the solutions we provide to our customers consume less energy and plastic, and are as environmentally friendly as possible.

It was the right time for us to prepare our future.

Pierre Boulud,
bioMérieux Chief Executive Officer

BIOMÉRIEUX in 2024

A world leader in *in vitro* diagnostics, bioMérieux helps make the world a healthier place for the benefit of patients and consumers. Our systems, reagents, software and services determine the source of diseases, mainly infectious diseases, and industrial contaminations for the food and pharmaceutical sectors.

3 KEY TECHNOLOGIES

MICROBIOLOGY

Culturing biological samples, identifying microorganisms and measuring their antimicrobial resistance.

World leader in clinical microbiology and industrial microbiological control.

IMMUNOASSAYS

Principle of immunological reaction, to identify or quantify the presence of antigens and/or antibodies in a sample.

Specialist in high medical value tests.

MOLECULAR BIOLOGY

Detection of genetic DNA or RNA sequences characteristic of a microorganism (bacteria, viruses, fungi and parasites).

Pioneer and leader in the syndromic molecular diagnosis of infectious diseases.

2 APPLICATIONS

CLINICAL 85%

OF SALES

Improve patient health

Our solutions enable healthcare professionals to identify a pathology quickly and reliably. These solutions provide professionals with crucial information for optimal patient care.

INDUSTRIAL 15%

OF SALES

Protect consumers health

Our expertise answers to the industrial microbiology needs. We offer innovative and precise technologies that ensure the quality and safety of food and pharmaceutical products.

45
COUNTRIES OF OPERATION

160
SERVED COUNTRIES

14,600
TEAM MEMBERS

€3,980M
of sales en 2024 (+10.3% compared to 2023)

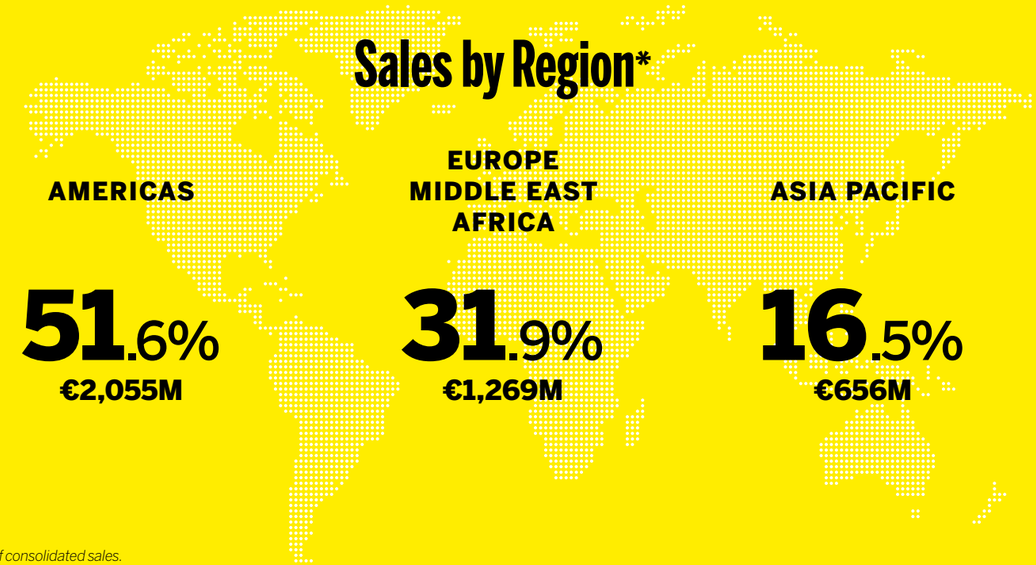
Over **93%**
of sales outside of France

Headquarters
Marcy-l'Étoile (France)

18
BIOINDUSTRIAL SITES

16
R&D CENTERS

Sales by Region*



AMERICAS
51.6%
€2,055M

EUROPE MIDDLE EAST AFRICA
31.9%
€1,269M

ASIA PACIFIC
16.5%
€656M

** In % of consolidated sales.*

BACK TO 2024

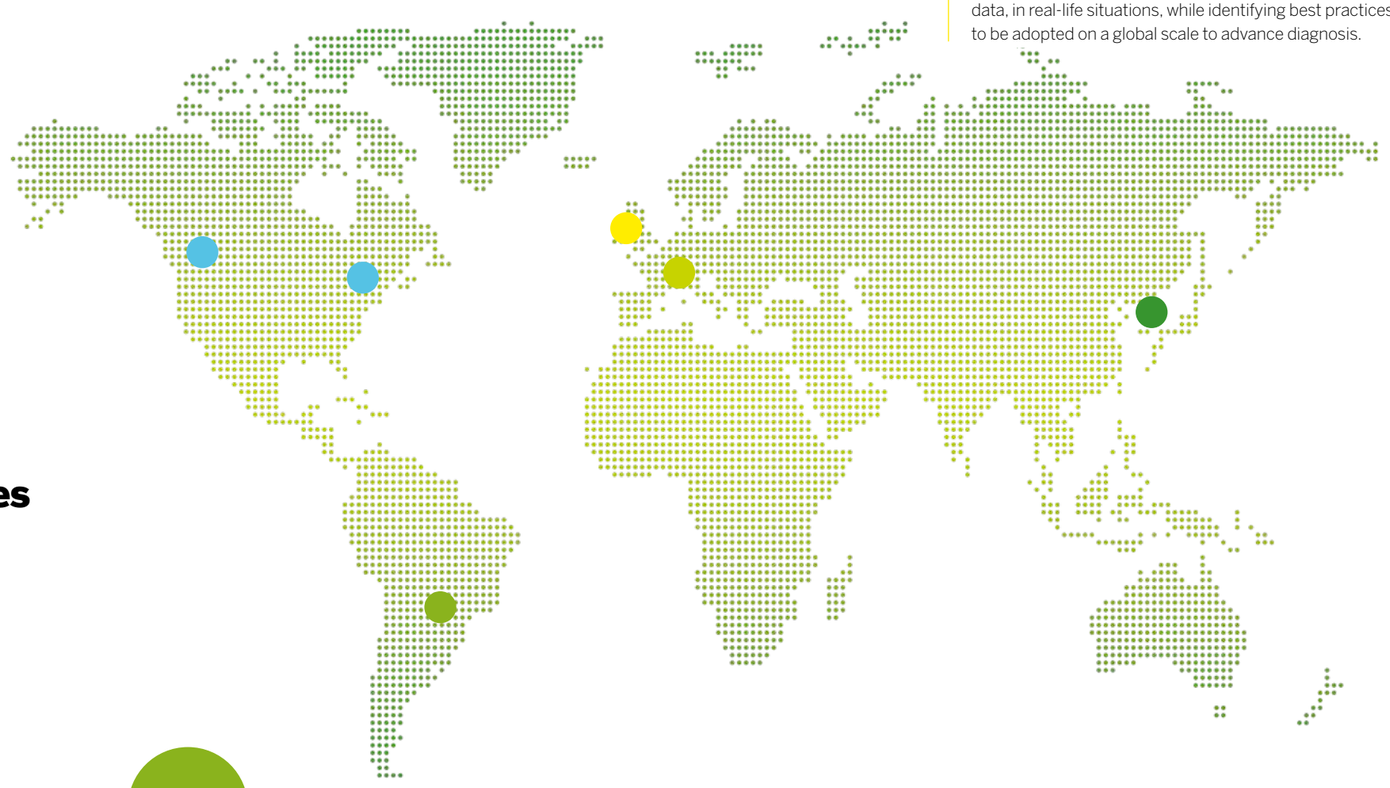


A new warehouse was opened in Pedricktown (New Jersey) for the logistical distribution of reagents in the Eastern United States, India, Canada, Europe, Middle East, Africa and Latin America regions.
This warehouse complements our existing warehouses in Louisville (Kentucky) and Mira Loma (California), with the aim of better serving our customers while reducing transport costs and carbon footprint.

United States

We received the Business of the Year Award from the Utah Governor's Office of Economic Opportunity, in recognition of the pioneering spirit of our teams.
We established a presence in Salt Lake City in 2014 with the acquisition of BioFire, before setting up our US headquarters there in 2023. bioMérieux now employs more than 6,000 people in the United States.





Brazil

We have acquired Neoprospecta, a Brazil-based company that develops and markets innovative user-friendly data & genomics analysis solutions for augmenting quality assurance programs and improved microbiological risks prevention in food and pharma industries. They are based on next-generation DNA sequencing and biocomputational analysis. They complement our Data & Genomics offer, in line with our Augmented Diagnostics approach.



Ireland



We inaugurated our first Data/IT Reference Center, in partnership with St James' Hospital in Dublin, reflecting a shared commitment to the fight against antimicrobial resistance and the treatment of sepsis. Its aim is to demonstrate the benefits of integrating IT and data management tools into the microbiology laboratory. This partnership should generate useful medico-economic data, in real-life situations, while identifying best practices to be adopted on a global scale to advance diagnosis.



Plasteam, our 3,000-m² plastic injection unit, was inaugurated at the La Balme-les-Grottes site (Isère).
Within the space of a year, some 6 million SPRs and strips have been produced for the VIDAS® immunoassay range. Such internalization, aimed at securing the supply of VIDAS® plastic components, is a first for bioMérieux.

France



34 international distributors, representing 17 award-winning companies, received our bioSTAR award (Strategic Teamwork Achievement and Recognition). It rewards their contribution to operational and customer service excellence, by providing solutions with high medical value, or innovative technologies, to ensure consumer safety.

South Korea



Our bioMérieux Korea subsidiary just celebrated its 30th anniversary! Based in Seoul, the Company employs over 110 people across five sites.



Nous nous engageons à améliorer la santé publique

WE COMMIT TO IMPROVING PUBLIC HEALTH

Multisectoral Alliances

to Combat Antimicrobial Resistance

bioMérieux has made the fight against antimicrobial resistance (AMR) a priority. We are working around the world to raise awareness of this issue among healthcare professionals and public decision-makers, and to promote the role of diagnostics. The challenge is to decrease inappropriate use of antibiotics and improve patient care.

For a Collaborative Approach

We devote 75% of our R&D expenditure to the fight against antimicrobial resistance, and work in collaboration with numerous public and private stakeholders.
In 2024, we co-hosted several conferences around the world, in Brazil, the United States, France, Japan and Kenya, to raise awareness of the importance of diagnostics in antimicrobial stewardship.
In September 2024, at the sidelines United Nations High-Level Meeting on Antimicrobial Resistance, we co-organized an event entitled "Advancing Together: Securing the Global AMR Agenda by Harnessing the Collective Strength of Multi-Sector Partnerships," with the Wellcome Trust, the American Society of Microbiology, and the governments of Malawi and France. The event highlighted key actions to combat this global health emergency and promote sustainable solutions through the development of new collaborations.

Partnerships in Malawi and Bhutan

In 2024, the Malawi Ministry of Health, bioMérieux and Pfizer launched an unprecedented collaboration establishing actions in prevention, infection control, diagnosis, surveillance and training of healthcare professionals. bioMérieux will equip the laboratories of five hospitals with advanced digital solutions to optimize patient care and enable the Ministry to analyze pathogens and their susceptibility to antibiotics, marking a major step forward in the management of antimicrobial resistance.
In 2024, bioMérieux also signed a strategic partnership with the Kingdom of Bhutan. This collaboration strengthens laboratory capabilities with advanced digital solutions for diagnostic test interpretation and surveillance, while creating antibiotic stewardship committees in major hospitals.

1.14M

DEATHS PER YEAR DUE TO ANTIMICROBIAL RESISTANCE[1]

39M

DEATHS COULD BE DIRECTLY ATTRIBUTABLE TO ANTIBIOTIC-RESISTANT INFECTIONS BETWEEN 2025 AND 2050[1]



INDO-FRENCH COOPERATION OF THE YEAR AWARD

In April 2024, bioMérieux was awarded the "Indo-French Cooperation of the Year" award by CCI France Inde, in partnership with Business India, in recognition of efforts undertaken with the French Embassy in India in 2023 to raise awareness about antimicrobial resistance.


In Malawi


In Bhutan

1. GBD 2021 Antimicrobial Resistance Collaborators. Global burden of bacterial antimicrobial resistance 1990–2021: a systematic analysis with forecasts to 2050. https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(24)01867-1/fulltext



The Collaboration with bioMérieux has Increased our Access to Cutting-edge Technology and Strategies to Fight Against Antimicrobial Resistance.

bioMérieux establishes Antimicrobial Stewardship (AMS) Centers of Excellence across the globe in partnership with hospitals already equipped with our systems to slow the spread of antimicrobial resistance (AMR). We are currently partnered with 15 sites globally. **Suzane Silbert, Director of Tampa General Hospital (Florida, United States), highlights the benefits of this network.**

You are a Center of Excellence (CoE), what does that mean to you?

Being recognized as a Center of Excellence by bioMérieux is both a tremendous honor and a significant responsibility. Innovation is at the core of everything we do at Tampa General Hospital (TGH) – it's how we advance care and improve patient outcomes. This designation validates that commitment and allows us to take our efforts even further by fostering partnerships that enable us to pioneer new approaches in healthcare.
The collaboration has increased our access to cutting-edge technology and strategies that further empower our team to lead by example in the fight against AMR.

What did it change in your daily practice?

The distinction has already contributed to improvements in our daily operations. By working closely with the laboratory optimization team at bioMérieux, we've improved our microbiology lab workflow, resulting in faster turnaround times. We've also had the chance to evaluate new technologies like the VITEK® MS PRIME and VITEK® REVEAL™ early on, which has enhanced our diagnostic processes. Additionally, this collaboration has provided opportunities to contribute to several studies and poster presentations, helping to share insights and best practices with the broader medical community.

How does the exchange of best practices within the CoE's network help you?

The Centers of Excellence initiative has been instrumental in promoting collaboration, both within TGH and across the wider network. Addressing a challenge as urgent and complex as AMR requires a diverse group of stakeholders working together – each contributing unique expertise, perspectives, and solutions. A prime example of this collaborative approach was the inaugural bioMérieux AMR Summit, co-hosted in November 2024 by our team at TGH, including our partners at the University of South Florida Morsani College of Medicine. This event brought together over 100 key stakeholders, including patient advocates, local policymakers, and clinicians. It demonstrated the power of uniting diverse voices to move beyond dialogue and take actionable steps toward combating AMR.

How can bioMérieux solutions help you improve AMS?

What stands out most is the value of sensitive, timely diagnostics. With better technology comes the ability to improve lab testing, which directly translates into more informed clinical decisions and better patient outcomes. bioMérieux solutions have helped us to enhance our AMS efforts, ensuring that we not only treat infections more effectively but also act fast to identify and control the dissemination of resistant organisms in our community.

Inform

about Antimicrobial Resistance and Sepsis: a Public Health Mission

Every year, sepsis* is responsible for 11 million deaths worldwide[1]**.** Of these, 1.3 million can be attributed to antibiotic-resistant bacteria[2]. Sepsis is therefore closely linked to antibiotic resistance. To improve knowledge on these subjects, bioMérieux carries out awareness campaigns aimed at a broad public audience.

LINKEDIN LIVE ON ANTIMICROBIAL RESISTANCE AND SEPSIS

On November 13, we held a LinkedIn Live event to give patients a voice on the topics of antimicrobial resistance and sepsis. Three representatives of the main patient associations dedicated to the fight against sepsis took part in the event, which was a great success, with over 50,000 views: Melissa Mead, Clinical Coordinator, The UK Sepsis Trust, Thomas Heymann, President and CEO, Sepsis Alliance, and Dr Rafael Moraes, Director, ILAS - Instituto Latino Americano de Sepse. These experts shared their views on the link between antimicrobial resistance and sepsis, described the work carried out by their respective associations, and answered questions from the audience.



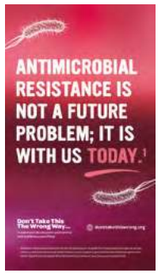
AMR FRESK

Created in 2023 by Mérieux Université and inspired by the Climate Fresk, the AMR Fresk raises awareness about antimicrobial resistance. Such a workshop not only explains the causes and consequences of this public health issue, but also outlines possible solutions and how everyone can take action at their own level. In 2024, it was deployed at several of our sites through the training of in-house facilitators. More than 1,000 team members worldwide have been trained, including here at Tres Cantos (Spain).



A PUBLIC AWARENESS CAMPAIGN WITH PFIZER

In November 2024, as part of the World Antimicrobial Awareness Week, we launched a communication campaign aimed at the general public, in partnership with Pfizer and three patient associations: Instituto Latino Americano de Sepse (ILAS) in Brazil, the UK Sepsis Trust in the UK, and Sepsis Alliance in the U.S. Entitled "Don't take this the wrong way," this campaign proposes simple gestures so that everyone can take personal action to combat the scourge of antimicrobial resistance. It was posted on social networks by partner associations and micro-influencers in various countries, and is relayed on a website: www.donttakethiswrong.org



FREE ACCESS TO MEDICAL INFORMATION

The Educational Resources section of our biomerieux.com corporate website provides access to medical information (in English) in the form of webinars, tutorials, online courses and educational booklets. These tools are designed to enhance healthcare professionals' knowledge of the role and value of diagnostic tests, particularly in the field of antimicrobial resistance and sepsis.

** Sepsis is defined as life-threatening organ dysfunction, caused by an excessive immune response to a serious infection.*

1. Rudd KE, Johnson SC, Agesa KM, Shackelford KA, Tsoi D, Kievlan DR, et al. Global, regional, and national sepsis incidence and mortality, 1990-2017: analysis for the Global Burden of Disease Study. Lancet (London, England). 2020;395(10219):200-11. https://www.thelancet.com/article/S0140-6736(19)32989-7/fulltext

2. Murray CJ. Global Burden of Bacterial Antimicrobial Resistance in 2019: A Systematic Analysis. The Lancet. 2022;399(10325):629-655. https://doi.org/10.1016/S0140-6736(21)02724-0

Committed

Alongside Patient Associations

We are constantly striving to develop diagnostic solutions that meet patient needs and improve patient care. To that end, we draw on the experience of our patients, take their priorities into account, and work with them to raise public awareness of healthcare issues and the importance of diagnostics.

In November 2024, we organized the second Global Patient Board, bringing together five patient associations to discuss antimicrobial resistance, at our Marcy-l'Étoile campus in France. Patient groups play a central role in providing the relevant testimonials needed to develop effective strategies. This initiative illustrates our conviction that dialog with patients is essential to creating value for our Company and for society.

9
PARTNER PATIENT ASSOCIATIONS

20
COLLABORATIVE PROJECTS WITH ASSOCIATIONS IN 2024

PATIENT ENHANCEMENT

Our 3 Flagship Initiatives:

- Educational collaboration with patient associations, to raise awareness of the medical and economic value of *in vitro* diagnostics;
- Involving patients in defining our innovation strategy and in the product development process;
- Highlighting the patient's voice through patient involvement and testimonials in our communications, both externally and internally.

During the year, we awarded several educational grants to patient organizations. First, we supported the AMR Narrative, which encourages patients and the general public to speak out and take action against antimicrobial resistance. We also made a commitment to the Sepsis Alliance, the leading sepsis organization in the United States, which helps people suffering from sepsis. In France, we work alongside the Laurette Fugain association, which fights blood cancers.
In March 2024, as part of the "At the Heart of the Sites of G5 Health" days ("Au Cœur des Sites du G5 Santé"), we invited four French patient associations to our Marcy-l'Étoile site. Their representatives visited a diagnostic test production line and discovered our working environment. This gave them a better understanding of the value and place of diagnostic tests in patient care.


Global Patient Board, November 2024.



It is important for us to work with bioMérieux and to make sure that people understand that the antibiotics we have today are not as effective as they used to be. With sepsis, time is crucial. We need to develop better diagnostic tools to treat patients more effectively and avoid overusing antibiotics.

Thomas Heymann,
President and CEO, Sepsis Alliance (USA)



Bacteria, viruses and fungi know no borders. We need a global effort, combining the expertise of those behind the scenes with those on the ground. Industries such as bioMérieux have a great deal of expertise in the development of diagnostics as well as in the field of communication. Together we can reach more people, together we can achieve better results.

Dr. Rafael Moraes, Director,
Instituto Latino Americano de Sepse (Ilas, Brazil)



VITEK® REVEAL™

Strengthens our Sepsis Solutions

Launched in Europe in 2022, VITEK® REVEAL™, our fast antibiogram system, received 510(k) clearance from the U.S. Food and Drug Administration (FDA) in 2024. By providing results directly from positive blood cultures, this innovative instrument completes our unique range of products aimed at combating sepsis and antimicrobial resistance.

In a sepsis situation, every minute counts, and any delay in administering treatment can be fatal for the patient. Antimicrobial susceptibility testing (AST) results and their interpretation must therefore be fast and accurate, so that doctors can adapt anti-infective treatments more quickly, thereby improving patient care. Fast AST are crucial to antimicrobial stewardship programs aimed at reducing antimicrobial resistance.
To meet this challenge, bioMérieux now offers VITEK® REVEAL™, born from the 2022 acquisition of Specific Diagnostics, an American company.
This innovative system directly provides, from positive blood cultures, in five and a half to six hours on average[1,2], a usable AST for Gram-negative bacteria.

Its results enable same-day therapeutic decision-making for patients with bacteremic sepsis.
Our device received 510(k) clearance from the FDA in 2024, enabling its marketing in the United States.
In August 2022, the FDA had already awarded the system the Breakthrough Device designation, reserved for medical devices that offer significant advantages over existing authorized solutions. It also benefits from CE-IVDR marking in Europe.
This new technology fits perfectly into bioMérieux's "Sepsis Solutions" suite, aimed at developing laboratory capabilities to deliver results as quickly as possible for patients suffering from sepsis.

SEPSIS SOLUTIONS

Diagnosis at Every Key Stage of the Patient's Health Journey

In addition to VITEK® REVEAL™, our dedicated sepsis range includes some fifteen diagnostic solutions, supported by IT solutions designed to optimize laboratory workflow and extract its full value, including:

- BACT/ALERT® VIRTUO®, the fastest, fully automated, modular blood culture system on the market for detecting microorganisms in patient blood samples;
- BIOFIRE® Blood Culture Identification 2 (BCID2) Panel, which can identify 26 bacteria, 7 yeasts and 10 antimicrobial resistance genes in one hour;
- VITEK® MS PRIME, a MALDI-TOF mass spectrometry system, which enables routine microbial identification in just a few minutes.

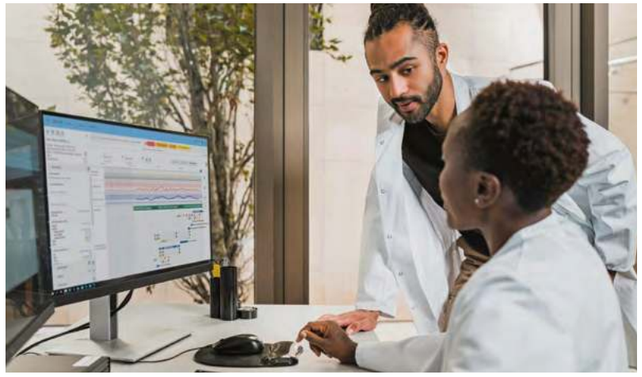
1. Rottman M, Rhodes PA, Singh P, Herrmann JL, Jeannot K, Cattoir V, Carbonnelle E, Plesiat P, Williams A, Dortet L. Clinical evaluation of the SPECIFIC REVEAL™ Rapid AST System with Gram-negative bacteremia samples in 6 hospitals in France and England. Poster presented at: 32nd European Congress of Clinical Microbiology & Infectious Diseases (ECCMID); 2022 May; Lisbon, Portugal.
2. Clinical study summary BMX.1.129899 (bioMerieux internal document).

Antimicrobial Resistance: an Enhanced Software Portfolio with LUMED

With the acquisition of the LUMED start-up in 2024, bioMérieux takes another step forward in leveraging the power of data in the fight against antimicrobial resistance (AMR).

After signing a partnership agreement with LUMED in 2017, bioMérieux has increased its stake in this Canadian software company from 16% to 100% in 2024. This investment of nearly €9 million reflects our desire to develop our portfolio of data analysis solutions to help in the fight against antimicrobial resistance.
LUMED has developed clinical decision support software to help hospitals optimize antimicrobial prescriptions and monitor healthcare-associated infections. These solutions provide healthcare professionals with the information they need to optimize their Antimicrobial Stewardship Programs (AMS) and Infection Prevention and Control (IPC) programs. They ensure that local antibiotic prescribing guidelines are followed and implemented[1].

Their use helps to optimize the care process, as well as costs and patient care.
LUMED's software is a perfect complement to our BIOMÉRIEUX VISION SUITE offering of IT and data analysis solutions, which collect and analyze various sources of data to improve laboratory efficiency and productivity, and enable healthcare professionals to make the right decisions, at the right time.
"Data/IT enhances the medical and economic value of in vitro *diagnostics by optimizing laboratory routines, providing the right information to hospitals to fight sepsis and antimicrobial resistance, and delivering economic and epidemiological indicators to health systems,"* concludes Marc Bonnet, Senior Vice President, Global Health Data Insights.



BIOMÉRIEUX VISION SUITE

Makes Data Usable

Our IT solutions transform laboratory and hospital data into useful, actionable information, in order to improve the proper use of antibiotics.

Our BIOMÉRIEUX VISION SUITE offering includes:

- MAESTRIA™, an innovative middleware solution for centralizing workflow management of routine activities in microbiology laboratories;
- CLARION™, a software package that provides hospitals with data dashboards and useful information to monitor laboratory performance, and support and improve AMS;
- BIOMÉRIEUX EPISEQ®, a Next Generation Sequencing (NGS) data analysis solution to support diagnostic decision support;
- BIOFIRE® SYNDROMIC TRENDS, a tool for collecting and sharing BIOFIRE® test results from hospitals;
- BIOFIRE® FIREWORKS™, an innovative integrated software package for BIOFIRE® systems, designed to optimize laboratory services and facilitate decision support;
- VILINK®, a highly secure online environment that connects multiple instruments and optimizes their uptime.

1. Nault V, Pepin J, Beaudoin M, Perron J, Moutquin JM, Valiquette L. Sustained impact of a computer-assisted antimicrobial stewardship intervention on antimicrobial use and length of stay. J Antimicrob Chemother. 2017 Mar 1;72(3):933-940. https://pubmed.ncbi.nlm.nih.gov/27999034/

Decentralized Tests

Closer to Patients

Since its launch in 2023, our BIOFIRE® SPOTFIRE® range of decentralized tests has been a resounding success. Close to the patient and outside the laboratory; it supports the development of the "Point-of-Care" market.

Giving doctors the possibility of providing a precise and reliable diagnosis to their patients during their visit; this is the promise of our innovative BIOFIRE® SPOTFIRE® molecular biology range. Whether in hospital emergency departments, intensive care units, pediatric surgeries or any other healthcare setting, these tests are designed to be performed very easily wherever patients are located.

Simplicity, Efficiency and Speed

The BIOFIRE® SPOTFIRE® system is a multiplex PCR* platform that delivers microbiological diagnostic results as reliable as those from centralized laboratories, in less than 20 minutes. With its small footprint and modular design, BIOFIRE® SPOTFIRE® was developed to meet the high-volume testing needs of clinical departments, including emergency departments and out-of-hospital facilities of all types.

This innovative system was first launched in the United States, the most mature country in the "Point-of-Care" segment, followed by Europe and Asia. By the end of 2024, 3,000 instruments had been installed.

Four tests were already granted 510(k) accreditation by the U.S Food and Drug Administration, as well as CLIA** waived status for use by non-laboratory professionals at the point-of-care.

- BIOFIRE® SPOTFIRE® Respiratory (R) Panel, for respiratory tract infections (15 pathogens);
- BIOFIRE® SPOTFIRE® R Panel Mini, for respiratory tract infections (5 viruses);
- BIOFIRE® SPOTFIRE® Respiratory/ Sore Throat (R/ST) Panel, for respiratory or pharyngeal infections (15 bacteria, viruses and viral subtypes);
- BIOFIRE® SPOTFIRE® Respiratory/ Sore Throat (R/ST) Panel Mini, for respiratory infections, sore throats or pharyngitis (5 viruses).

WITH SPINCHIP

To Develop a "Point-of-Care" Immunoassay System

In early 2025, bioMérieux acquired SpinChip Diagnostics ASA. This Oslo-based company is developing a game-changing "Point-of-Care" immunoassay system, including a high-sensitivity cardiac troponin test to help diagnose Myocardial Infarction. Its platform can deliver accurate and reliable diagnostic results in minutes from a droplet of blood, even for the most advanced tests, using a small benchtop analyzer and cartridges.



THE FIRST PERFORMANCE EVALUATION OF A BIOFIRE® SPOTFIRE® RESPIRATORY (R) PANEL

Published in April 2024, the results of a study[1] conducted by researchers in Hong Kong concludes that the BIOFIRE® SPOTFIRE® Respiratory (R) Panel offers comparable performance to the BIOFIRE® FILMARRAY® RP 2.1 *plus* Panel, which is used in the laboratory.



OUR BIOFIRE® TESTS AT "PARIS 2024"

During the 2024 Summer Olympics, our BIOFIRE® PCR* diagnostic solutions won over several national teams from Australia, Canada, Finland, Japan, the Netherlands, South Africa and the United Kingdom. These syndromic tests are ideally suited for detecting infections in athletes, and helping doctors choose the right treatments, assess fitness during competition, and take isolation measures if necessary.

** Polymerase Chain Reaction.*
*** Clinical Laboratory Improvement Amendments.*
1. Viruses 2024, 16(4), 600; https://doi.org/10.3390/v16040600.

Clinical Studies

to Increase Medical Knowledge

bioMérieux supports more than 150 clinical studies. Conducted under the responsibility of the Medical Affairs department, they complement the regulatory studies aimed for registration.

The clinical studies conducted by bioMérieux are carried out in close collaboration with internationally renowned research centers, ensuring high-quality and safe experimental protocols. The objective of these studies goes beyond the simple validation of products. The results of the research are regularly published in high-impact peer reviewed journals, which helps to develop the knowledge of the scientific and medical community. These publications play an essential role in the sharing of information and enhance the understanding of the effectiveness of bioMérieux solutions, particularly regarding patient care.

A concrete example of the impact of these studies is the one conducted by Professor Virk's team, the results of which were published in 2024 in the leading journal *The Lancet Microbe*[1]. The study highlighted the clinical efficacy of our BIOFIRE® FILMARRAY® Pneumonia Panel in the management of hospitalized patients with pneumonia.

Comparing this test to the hospital's standard of care, the study concluded that the bioMérieux solution was superior in both diagnostic accuracy and effectiveness in adjusting antibiotic treatments. This type of research underscores the importance of continued innovation in diagnostic technologies and demonstrates bioMérieux's commitment to improving patient care and combating antimicrobial resistance.

37
SCIENTIFIC PUBLICATIONS IN 2024



Our clinical studies are essential for understanding how our solutions improve patient care. They are conducted in real world conditions through collaborations with hospital research teams and contribute to the evolution of medical practices by relying on solid and reliable scientific data.

Charles K. Cooper,
Executive Vice President,
Chief Medical Officer

1. Virk A, Strasburg AP, Kies KD, Donadio AD, Mandrekar J, Harmsen WS, et al. Rapid multiplex PCR panel for pneumonia in hospitalised patients with suspected pneumonia in the USA: a single-centre, open-label, pragmatic, randomised controlled trial. The Lancet Microbe. https://www.thelancet.com/pdfs/journals/lanmic/PIIS2666-5247(24)00170-8.pdf



DATA ANALYSIS

A Web Platform Dedicated to Augmented Diagnostics

In late 2024, we launched the AUGMENTED-DX Portal, a platform designed to enhance and facilitate the analysis of data generated by our diagnostic applications. This platform uses artificial intelligence to power algorithms designed to help manufacturers strengthen food safety through better understanding and anticipation of their contaminations. GENE-UP® Typer, marketed in 2024, is the first solution hosted on the platform. Being highly functional yet simple to implement, this strain-typing method combines GENE-UP® PCR* results with analysis algorithms to group identical strains into "clusters". GENE-UP® Typer makes it possible to identify the main cause of a contamination in less than two hours, from an isolated colony, and to prevent future recurrences. As early as 2025, other applications dedicated to sequencing, bioinformatics and genomics will complete our AUGMENTED-DX Portal.



** Polymerase Chain Reaction.*

Food safety

A New Model for Data-Driven Cooperation

bioMérieux and Mérieux NutriSciences have joined forces with food industry players to improve control systems.

The food sector continues to face numerous safety and quality issues that threaten public health and incur operational consequences. To change the situation and strengthen food safety and quality control systems, we need to improve current systems. bioMérieux and Mérieux NutriSciences, a world leader in food safety, quality and sustainability, have launched an innovative initiative: "Trusted Third Party." Its goal is to create trusted collaboration within the food industry to better anticipate risks thanks to data exploitation.

Informed Decision Making
This trusted third-party model was born out of the need to answer key business questions for manufacturers. In practice, partners' needs are identified, and industry data is securely and confidentially aggregated. This information is then combined with other relevant public data, such as raw material prices, food safety events or meteorological data.
The aim is to provide consolidated, anonymized information to support informed decision-making, strengthen risk management programs, improve supply chain transparency, and promote higher safety and quality standards in the food industry.

I'm thrilled to see our partnership with bioMérieux and Mérieux NutriSciences come to fruition. Quality and safety have always been of the outmost importance at Nestlé. While competing in the market to provide increasingly superior products to our consumers, this partnership will allow all members to obtain critical information that will enhance the visibility and proactivity on risk identification and assessment of raw materials.

Olivier Mignot,
Vice President, Global Head of Quality at Nestlé

What's New in the Field of

Cell and Gene Therapies?

Cell and gene therapies present unique opportunities to address serious diseases, like cancer or autoimmune diseases. All around the world, we stand on the manufacturers' side as a trusted partner to offer them reliable quality control solutions that ensure their pharmaceutical products meet the highest standard.

Strengthening Global Reach of BACT/ALERT® 3D
Sterility testing is essential for Cell & Gene Therapies (CAGT). These revolutionary treatments use cells from patient or donors, which are grown or modified outside of the body and reintroduced to the patient to induce the desired therapeutic effect. It is essential that these cells are free from any microbial contamination. Our BACT/ALERT® 3D system is a proven solution for automated rapid sterility testing.
It is widely used for the release of specific cell therapies commercialized in the U.S. and EU. In March 2024, it was China's turn to adopt it by including it in their official guidelines for Microbiological Tests of Cellular Therapy Products. In the United States, the publication of the USP <72> directive strengthens the positioning of BACT/ALERT® 3D as the reference method. These advancements further reinforce bioMérieux leadership in regulatory compliance. It also strengthens our commitment to provide innovative solutions globally. We empower our customers with the tools they need to deliver safe, life-changing therapies to patients worldwide.

bioMérieux Joins Forces with the International Society Cell & Gene Therapy (ISCT)
bioMérieux is now an Associate Industry Member of ISCT, the premier global organization uniting therapeutic developers, product providers, and clinical and academic pioneers in the CAGT field. Through our collaboration with ISCT, we are positioned to support the growth and advancement of the CAGT industry, leveraging decades of expertise in microbiological diagnostics and cutting-edge technologies to ensure the highest standards of quality control.

New Partnerships with Centers of Excellence
bioMérieux Canada has partnered with the Canadian Advanced Therapies Training Institute (CATTI), a training initiative led by a Consortium of CCRM, the Center for Commercialization of Regenerative Medicine, and CellCAN, a knowledge mobilization network, to enhance Canada's biomanufacturing capabilities. bioMérieux equipped CATTI's training lab with advanced analytical technologies. This collaboration aims to develop highly skilled personnel in aseptic biomanufacturing for CAGT, vaccines, and immunotherapies, addressing critical workforce needs in the advanced therapies sector with automated and easy-to-use technologies.
bioMérieux is also developing other significant partnerships around the world, including Cell and Gene Therapy Catapult, an independent innovation and technology organisation specialising in the cell and gene therapy industry.

BACTERIAL ENDOTOXIN

Major Regulatory Advances

Bacterial Endotoxin Testing is crucial for ensuring the safety of pharmaceutical products. It helps prevent severe adverse reactions or patients' deaths, and is key for Quality Control during lot release testing. Recent regulatory advances included updates for the Pharmacopoeias of Korea, Japan, India, China and United Kingdom. Additionally, the U.S. Pharmacopoeia (USP) also introduced in November 2024 the new Chapter <86>, dedicated to this topic. These updates facilitate animal-free methods, such as our ENDONEXT™ solutions based on recombinant Horseshoe Crab Factor C (rFC).











Our new PRODUCTS







1. VITEK® REVEAL™

Our system has received the U.S. FDA* 510(k) clearance. It provides an actionable **antimicrobial susceptibility testing (AST)** for gram-negative bacteria directly from positive blood cultures, in only 5.5 to 6 hours on average. This allows same-day treatment decision making for patients suffering from bacteremic sepsis.

2. GENE-UP®

The United States Department of Agriculture (USDA) has designated two of our tests as methods of choice in its Food Safety Inspection Service (FSIS) laboratories: **GENE-UP® Pathogenic E. coli** (PEC) for the detection of Shiga-toxin producing E. coli (STEC), and **GENE-UP® CAMPYLOBACTER** for the detection of Campylobacter.

3. VIDAS® TBI (GFAP, UCH-L1)

Our innovative test has received the U.S. FDA* 510(k) clearance. This blood test aims to improve the assessment of patients with **mild traumatic brain injury**. By predicting the absence of acute post-traumatic intracranial lesions, it reduces the number of unnecessary brain scans, and helps to free up resources of burdened emergency departments.

4. BIOFIRE® SPOTFIRE®

Our **BIOFIRE® SPOTFIRE® Respiratory/Sore Throat (R/ST)** and **BIOFIRE® SPOTFIRE® Respiratory/Sore Throat (R/ST) Panel Mini** tests have received the U.S. FDA* 510(k) clearance and CLIA-waiver**. These unique multiplex PCR*** tests detect and identify, in approximately 15 minutes, the nucleic acids of fifteen of the bacteria, viruses and viral subtypes most commonly responsible for respiratory or pharyngeal infections, or sore throats.

5. VIDAS® VITAMIN B_{12} TOTAL

Our new test for measuring total vitamin B_{12} concentration in human serum and plasma, received CE-marking. This test helps in the assessment of **vitamin B_{12} status** in adults with suspected vitamin B_{12} deficiency. This vitamin is required for normal functioning of the central nervous system, DNA synthesis, and healthy red blood formation.

6. VIDAS® HIV DUO AG/AB

Our new test enables the combined detection of **anti-HIV-1 (Groups M and O)** and **anti-HIV-2** total immunoglobulines, as well as **HIV-1 p24** antigen, in human serum or plasma. This test helps to diagnose patients with acute or chronic HIV infections, and to screen adult populations in general, including pregnant women.

7. BIOFIRE® FILMARRAY® TROPICAL FEVER PANEL

Our test has received U.S. FDA* special 510(k) clearance. This innovative PCR*** testing solution offers fast, accurate identification of the most common pathogens in patients with unexplained fever, where **tropical fever** caused by infections such as malaria, chikungunya, dengue or leptospirosis, is suspected.

8. GENE-UP® TYPER

Dedicated to the food industry, GENE-UP® TYPER is a new real-time PCR*** assay for **rapid strain characterization of micro-organism** and its first assay targets *Listeria monocytogenes*. This automated solution, used on our GENE-UP® system, helps speed up the decision-making process by providing faster insights on strain identity.

IVDR

A Successful Transition

By setting high quality and safety standards, the IVDR regulation aims to guarantee the proper functioning of the European market and protect the health of patients and users.
It introduces a new classification of *in vitro* diagnostic products, ranging from A (low risk) to D (high risk). From now on, over 80% of devices will require certification by a notified body, compared with just 8% previously.
The 2022 and 2024 amendments modify the IVDR transition period, under certain conditions, for products already on the market according to their risk class.
The IVDR certification deadline ranges from May 2022 (Class A) to December 2029 (Class B). All products launched after May 26, 2022, must be IVDR-compliant as soon as they go on sale.
Since obtaining IVDR certification for its quality management system in 2022, bioMérieux has certified over 250 Class B, C and D products under IVDR, in addition to the 200 Class A devices already IVDR-certified. Certification of the remaining products is progressing rapidly and is staggered according to the transition period of each class.
In addition to the transition of existing products, bioMérieux has launched more than 100 new IVDR-compliant devices since May 2022, bringing the total to 550 CE-marked products.
bioMérieux has successfully integrated IVDR requirements into the life cycle of its products, being committed to providing high-quality devices to its customers, distributors and patients, thus consolidating its role as a world leader in *in vitro* diagnostics.

** Food and Drug Administration (United States).*
*** Clinical Laboratory Improvement Amendments, authorizing the use of systems and tests by non-laboratory professionals directly at the point of care.*
**** Polymerase Chain Reaction.*

WE PIONEER THE FUTURE OF DIAGNOSTICS

Nous participons à façonner l'avenir du diagnostic



INNOVATION in 8 words

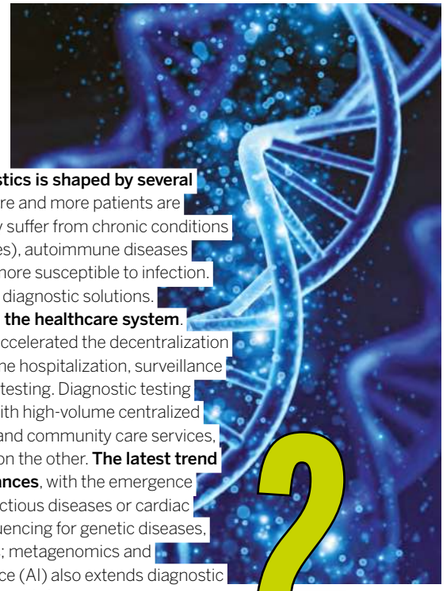
By Céline Roger-Dalbert,
Executive Vice President,
Research & Development

1 Culture



At bioMérieux, innovation is in our DNA! We devote **over 12% of our sales to R&D**. What we want is to establish a genuine culture of innovation in all our activities, and for it to be supported by all functions, starting with management. Moreover, daring is part of the mindset we cultivate, and we encourage our team members to take informed risks in everything they undertake.

Future 2



The future of *in vitro* diagnostics is shaped by several trends. Demographically, more and more patients are immunocompromised, as they suffer from chronic conditions (cardiovascular issues, diabetes), autoimmune diseases or cancers, and are therefore more susceptible to infection. This increases the demand for diagnostic solutions. We are also seeing **changes in the healthcare system**. The COVID-19 pandemic has accelerated the decentralization of care, with an increase in home hospitalization, surveillance and out-of-hospital diagnostic testing. Diagnostic testing is becoming more polarized, with high-volume centralized laboratories on the one hand, and community care services, local clinics and home testing on the other. **The latest trend relates to technological advances**, with the emergence of "Point-of-Care" tests for infectious diseases or cardiac markers; next-generation sequencing for genetic diseases, cancer and clinical diagnostics; metagenomics and proteomics. Artificial intelligence (AI) also extends diagnostic capabilities, providing clinicians with faster, more actionable results through decision support.

Sequencing 3



Sequencing offers several advantages. It enables diagnosis to be approached without necessarily having a hypothesis about the causes of infection. The costs of this technology have decreased drastically in recent years, and results are obtained more rapidly, which is crucial for the diagnosis of infectious diseases. Sequencing is also increasingly applied to quality control applications in the pharmaceutical and food fields.

Artificial intelligence 4

We already use it in some of our software applications. In the future, it will enable us to integrate diagnostic results with regional and/or global hospital data – we're talking about clinical decision support systems and predictive models. This will make it possible to guide treatments based on all available health data, at the level of a patient, a hospital, a region/country or the world. AI will also play a major role in surveillance tools, anticipating future pandemics and managing antimicrobial resistance.

Exploration 5

We want to bring the medical value of diagnostics to markets other than infectious diseases to ensure bioMérieux's long-term sustainable growth. This means exploring new market segments, adding new technologies to our existing segments, or both. We have already started by launching the BIOFIRE® SPOTFIRE® system in the "Point-of-Care" market, or by extending this technology to veterinary applications. The development of EPISEQ®, our next generation sequencing-based solution, is another example.

Value 6



When bioMérieux wants to launch a product on the market, **we must demonstrate its economic and health value for the laboratory, the patient, the payors and the healthcare system.** Innovation therefore relies on a strong contribution from Marketing, Medical Affairs, R&D, and all other functions, to understand the clinical needs of each country. The concept of market access has become a key element in a context of healthcare budget constraints.

Collaboration 7

Our innovation strategy relies on healthcare ecosystems, and on a network of international collaborations: hospital, start-ups, government bodies and regulatory agencies. We are involved in projects with universities, public and private partners, joint research laboratories and research centers.

Sustainable 8



Environmental criteria are an integral part of our development processes for new products and solutions, as well as for the optimization of existing products *(see page 32)*.

Inauguration

of Three Specialized R&D Centers







In October 2024, the building was inaugurated in the presence of Mr. Alain Mérieux, Founding President of bioMérieux, who named the Florence site after his son, calling it the Rodolphe Mérieux Campus.

1. UNITED STATES

Molecular Genomic Innovation Center for Food Safety

Located in the Navy Yard district of Philadelphia, Pennsylvania, our 2,900-m² Molecular Genomic Innovation Center is home to the xPRO™ program. Part of bioMérieux's Augmented Diagnostics approach, this program is the catalyst advancing molecular diagnostics. Through direct partnership with manufacturers, xPRO™ solves the food industry's complex operational challenges by diagnosing the root cause of safety hazards for foods, beverages, dietary supplements and therapeutic cannabis companies. It also develops innovative, customized testing solutions to ensure public safety while minimizing waste and maximizing efficiency.

2. FRANCE

LaBNext, State-of-the-Art Microbiology Laboratories

At La Balme-les-Grottes (Isère), our new R&D building is equipped with advanced technologies in the fields of phenotyping (culture media imaging and ETEST®), proteomics (MALDI-TOF and high-resolution mass spectrometry) and genomics (sequencing). This 2,000-m² secure, digitized site was made possible by an investment of €15 million. It houses microbiological safety laboratories, a laboratory dedicated to fungal agents, a strain library with some 60,000 samples (bacteria and fungal agents), as well as a fully independent analytical chemistry laboratory.

3. ITALY

Michele Palladino Research and Innovation Center, Dedicated to New Diagnostic Solutions

Our new R&D building on the Rodolphe Mérieux Campus, in Bagno a Ripoli, near Florence, is dedicated to the development of new diagnostic instruments. Three years of design and construction work, coupled with an investment of €9 million, were required for this ultra-modern site. In addition to a biology laboratory, it features a climatic chamber and a semi-anechoic chamber for electro-magnetic compatibility testing.
"This high-tech equipment, which few companies have, allows us to speed up development, and therefore increase productivity," explains Pascal Quinodon, Director of the Florence site.

Key Partnerships

to Accelerate our Innovation



Joining Forces with Oxford Nanopore to Explore Sequencing

In October 2023, bioMérieux acquired a 6.9% stake in Oxford Nanopore Technologies, a British company offering next-generation molecular detection technology for the analysis of long DNA or RNA fragments. This new tool is ideal for the fast, cost-effective characterization of pathogens in clinical samples. By teaming up with Oxford Nanopore, bioMérieux intends to explore the potential deployment of this technology in the infectious disease diagnostics market. During 2024, the two companies signed an exclusive worldwide distribution agreement for AmPORE-TB, a Research Use Only (RUO) molecular sequencing test for rapid response in the treatment of tuberculosis.

At the Prometheus IHU to Beat Sepsis

bioMérieux is one of the industrial partners of the Prometheus University Hospital Institute, financed to the tune of €40 million as part of the France 2030 investment plan. Officially launched in September 2024, the Prometheus IHU is the world's first institute dedicated to the fight against sepsis, bringing together researchers, caregivers, patients, institutions and private partners. Its ambition: to develop new diagnostic tests and new drugs to reduce the mortality and morbidity rates related to sepsis within the next ten years, as well as social and economic burden of sepsis.



16
R&D CENTERS

458
PATENT FILED FAMILIES

1,800
SCIENTISTS

12.3%
OF SALES REINVESTED IN R&D

3
JOINT RESEARCH LABORATORIES

1
INTRAPRENEURSHIP PROGRAM

Nous agissons pour préserver la planète

WE ACT TO PRESERVE THE PLANET

Focus on the Environmental Performance of our Products

We are committed to reducing the environmental impact of our products throughout their entire life cycle.
From the research and development stage, through production and distribution, to end-of-life. All steps are involved.

Eco-design means integrating environmental performance criteria into our products, both to optimize solutions already on the market and to develop new products. Several levers are activated: reducing single-use plastic, chemical substances, product mass, the energy required to operate equipment, while optimizing packaging.
To make the right decisions, it is essential to understand the environmental footprint of the solution as a whole, at every stage of its life cycle. This is why we carry out Life Cycle Assessments (LCA) on our main product ranges. In 2024, LCAs were performed on GENE-UP®, TEMPO®, BIOBALL®, BACT/ALERT® and FILMARRAY®. Thanks to these studies, we have been able to identify the main items with an environmental impact and draw up optimization plans. We aim to cover 90% of our product ranges with our LCAs*.

VIDAS®, Our Leading Range for Eco-Design
The VIDAS® range of immunoassays has already benefited from numerous environmental improvements thanks to eco-design.
- Extending the shelf life of three VIDAS® tests from 12 to 18 months means that our kits can be shipped by boat rather than by air, resulting in 13 times less greenhouse gas emissions.
- Lowering the recalibration frequency of the automated analyzers, for approximately ten tests, reduces the number of tests required to recalibrate the machines and the volume of calibration liquid in the vials.
- More local sourcing of raw materials reduces transportation environmental impact.
- The development of multiplex tests, such as VIDAS® HIV DUO Ultra or VIDAS® NEPHROCHECK®, provides several immunological responses using a single SPR and strip set, thus reducing the amount of plastic used.
- New cardboard packaging for the reagent kit and strip trays will save 36 tons of cardboard and 21 tons of plastic per year, respectively.

Our new VIDAS® KUBE™ instrument, launched in 2023, has benefited from an eco-design approach right from the developmental stage. The result: thanks to its sleep mode, the device allows energy savings up to 52% per year, while weighing 14 kg less than its predecessor. Its modular design enables customers to adapt the instrument's functionality to their needs.

89%
OF ECO-DESIGNED PACKAGING

40
TEAM MEMBERS PART OF OUR ECO-PARTNERS NETWORK

An Internal Network of Eco-Partners
To support the environmental performance of our products within the Company, we have created a network of some forty team members within the functions directly impacted: R&D, Purchasing, Packaging, Marketing, and Supply Chain. *"The eco-partners' mission is to lead the network and develop a roadmap for implementing the eco-design strategy in their field. They also help to structure processes for future product development and optimization of existing products,"* explains Mélanie Pélissard, Program Director Sustainability.
At the same time, to instill the eco-design culture at all levels, a training plan is being rolled out. In collaboration with Mérieux Université, awareness-raising is provided by the Eco-design Fresk, and eco-partners can benefit from more advanced modules. A training course is also being prepared for key functions.

PACKAGING

Eco-Packaging Wins Over Our Product Ranges

By the end of 2024, 89% of our kits featured eco-designed cardboard packaging: white cardboard was replaced with brown cardboard (unbleached, unpigmented) from sustainably managed forests (FSC label). Recycled cardboard is used wherever possible, and the automation of packaging lines results in lower cardboard surface area. Water-based, non-solvent inks have replaced solvent inks on all our eco-packaging. *"The use of plastic is also a concern,"* adds Fabien André, Group Packaging Purchaser and Packaging Eco-Design Referent. *"Shrink film for distribution packaging at our Saint-Vulbas International Distribution Center (France) is now made from at least 30% recycled plastic. We are also striving to reduce the thickness of palletizing film to limit plastic waste. At our Marcy site (France), this has enabled us to save 21 tons of plastic in 2024 compared with 2023."*

PETRI DISHES

On Our Way to the Circular Economy

We launched a feasibility study to explore the possibilities of recycling and reusing plastic from used Petri dishes, which in most cases are incinerated. In 2024, trials were undertaken to test a sorting, collection, and disinfection process, the first steps in enabling the safe recovery of plastic from waste culture media. These tests will be continued in 2025, along with recycling and injection molding tests, with the ultimate aim of reusing recycled plastic in the production of new culture media, thus leading to a circular economy.
"In December 2024, bioMérieux launched a Petri dish sorting and collection pre-pilot project with five customers, in order to study flows. We plan to extend the program to other French customers if the trials are conclusive," explain Lucie Deprez and Emeline Leblanc, Project Leaders in the Global HSE team, in charge of this project.



** By number of tests sold, compared with 2022.*



LOW-CARBON CONCRETE BUILDING

In La Balme-les-Grottes (France), our new plastic injection site, Plasteam, inaugurated in 2024, was built using low-carbon concrete. This "green" concrete replaces cement, responsible for 98% of CO_2 emissions, with natural additives or waste from the steel industry. The result? A decrease in emissions of 172 tCO_2 equivalent compared with conventional concrete. The building recovers fatal heat from the site, reducing fuel-oil consumption.

Decarbonization

Our 5-Point Commitment

We are firmly committed to reducing our greenhouse gas emissions by 50% before 2030*.
Our plan, in line with the Paris Agreement, was validated by the Science Based Targets initiative (SBTi)**. Spotlight on five actions taken by our teams in 2024.

RENEWABLE ENERGY SUPPLY

We are reducing the use of fossil fuels, particularly gas, and increasing the fraction of renewable energy in our overall consumption, notably through renewable electricity PPA-type (Purchase Power Agreements) supply contracts.

In 2024, our sites in Italy, Spain, and France were supplied with 100% guaranteed "green" electricity.
In France, a 20-year PPA was signed with TSE company in 2023. Since 2024, this company has been supplying us with solar energy produced by an agrivoltaic facility covering 3 hectares, producing 2.9 MWh/year entirely dedicated to bioMérieux. This system will be completed by a ground-mounted photovoltaic power plant, currently under construction, with a capacity of 19.1 GWh/year.
In the United States, electricity consumption is provided by Energy Attribute Certificates or Renewable Energy Certificates, 100% on our Lombard site, and almost 80% on that of Durham. This rate rises to almost 20% for the Salt Lake City and Saint Louis sites, where PPAs are due to come into force in 2025-2026.



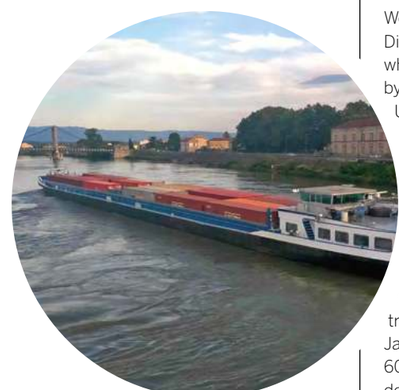


SHIFTING FROM ROAD TO RAIL...

In France, shipping of our reagents from our Combourg production site to our International Distribution Center (IDC) in Saint-Vulbas is increasingly shifting from road to rail. The goal is to achieve a 60% shift from road to rail by 2025, which amounts to five trucks a week off the road and reduces emissions by almost 300 tons of CO_2 per year. To achieve this, a new generation of double-decker refrigerated transport crates were developed and manufactured in France with our partner, to ensure the preservation of our reagents under controlled temperatures. This project was selected for funding by ADEME, the French Agency for Ecological Transition.

EXPANDING OUR FLEET OF ELECTRIC VEHICLES

We are gradually incorporating electric or hybrid vehicles into the vehicle fleets of some of our sales subsidiaries, including France, Germany, the UK, Japan, and South Korea. In France, since September 2024, only electric vehicles have been offered to team members eligible for a company vehicle. A "Mobility Community" has been set up to coordinate the transition of our fleets to 100% low-carbon vehicles. A "Mobility Credit" is also being tested, offering alternative ecological mobility conditions to eligible team members who do not wish to drive a company vehicle.



...AND FROM ROAD TO WATERWAY

We ship our equipment to our Regional Distribution Center in Singapore, which serves the Asia-Pacific region, by boat from Fos-sur-Mer (France). Up until the end of 2023, this equipment was transported by road between the Saint-Vulbas IDC and Fos-sur-Mer. By 2024, 80% was transported by barge down the Rhône river between the Edouard-Herriot harbor in Lyon and Fos-sur-Mer. Only the IDC-Lyon section (50 km) is covered by road transportation. As a result, between January and October 2024, sixteen 60-m^3 containers were transported down a river rather than on road vehicles, reducing CO_2 emissions by 4.8 tons over the year.

** Compared with 2019 on Scopes 1 and 2, in absolute terms. Scope 1 represents direct emissions of greenhouse gases produced by the company, while Scope 2 covers energy-related indirect emissions.*
*** Partnership between the Carbon Disclosure Project (CDP), the United Nations Global Compact, the World Resources Institute (WRI) and the World Wildlife Fund (WWF), created in 2015 as part of COP 21 to develop methods aimed at reducing the carbon footprint of companies.*

Hand in Hand with our Stakeholders

At bioMérieux, we believe that everyone has a role to play in ensuring that our planet remains a healthy place to live. Raising awareness and training our partners in environmental issues is a priority in our eco-responsible actions. Whether it's our team members, suppliers, or distributors, we're all moving in the same direction.

PRIORITY TO SOFT MOBILITY

At our Marcy-l'Étoile and Craponne sites (France), team members have free access to a fleet of electrically-assisted bicycles for commuting to and from work.

CLIMATE FRESK FOR OUR TEAM MEMBERS AND DISTRIBUTORS

Our teams are aware of climate change challenges all over the world. Since 2021, nearly 4,500 team members have been trained at the Climate Fresk. In China, for example *(see photo)*, teams successfully organized their 4th Climate Fresk in July in Chongqing, inviting Chinese distributors to take part. Other tools are currently being deployed, such as the Eco-design Fresk and an internally-developed fresk, Climact', to encourage more sustainable business practices.





FOR A CLEANER PLANET

On September 20, 2024, to mark World Cleanup Day, our team members took part in local cleanup and waste collection initiatives around the world. In the United States, some twenty colleagues from our San Jose (California) site took part in a project to restore the coastal habitat of Rockaway Beach (Pacifica) to preserve local biodiversity. In Spain, our employees and their families collected waste near the Arroyos reservoir in El Escorial (Madrid), and learned how to ring birds from the SEO BirdLife association.

CONFERENCE BY THE GLACIOLOGIST HEÏDI SEVESTRE



On June 4, 2024, to mark World Environment Day, we welcomed French glaciologist Heïdi Sevestre to our Marcy-l'Étoile site for an exclusive conference on climate change and its consequences. The event, which was also broadcast live and made available for replay, was open to our team members, suppliers, and distributors.

RAISING AWARENESS OF DIGITAL CLEAN-UP

Our IT department organized the 4th edition of its Digital Cleanup Week. For one week, team members were invited to take part in a Digital Cleanup Challenge. The goal was to become aware of the environmental impact of digital technology and delete unnecessary data to lighten one's personal footprint. Participants were given tips on how to clean up their digital data, calculate their CO_2 impact, and share their results.

CSR TRAINING FOR OUR DISTRIBUTORS



One of our CSR objectives is to train 55% of our distributors worldwide by 2025 (as a proportion of sales). To achieve this, we are rolling out a dedicated training program, using e-learning or face-to-face sessions. For example, in October 2024, in Japan, 45 partners were trained during the first edition of our clinical distributors meeting *(see photo)*. In addition, our bioSTAR* program, which aims to reward distributors for their contribution to our objectives, includes CSR criteria. During the bioSTAR 2024 celebration, a session, dedicated to CSR, allowed some of our distributors to share their experiences.

INVOLVING OUR PARTNERS IN ECOVADIS CERTIFICATION

CSR criteria account for 20% of our purchasing requirements. To raise awareness among our suppliers, we encourage them to assess their CSR performance via EcoVadis certification. Suppliers who fail to achieve the minimum score of 45/100 are required to submit corrective action plans. By the end of 2024, 929 suppliers, corresponding to 67% of our purchasing expenses, had been EcoVadis-certified. This process is also underway for our distributors. Twenty-three of them are now certified, representing 19% of sales made through this channel in 2023.

We value our partnership with bioMérieux. Its strong commitment in corporate social responsibility, which has a positive impact on the world, deeply impressed me. Three years ago, we started exploring what we could do in CSR and joined the EcoVadis assessment to support our development. The learning has been impactful for the whole company, and this work has paved the way for a better future.

Ms Lin,
General Manager, Guangzhou Rivers Group Co, Ltd

ENGAGING WITH OUR SUPPLIERS TO REDUCE THEIR CO_2 EMISSIONS

In June 2024, the first edition of our Virtual Summit brought together over 300 of our suppliers with the highest carbon impact on our purchasing activities (Scope-3 suppliers**). Why this meeting? To involve them in the fight against global warming, and in the achievement of the ambitious targets we have set to reduce our carbon footprint, but also to gather information on their own CO_2 emissions and share best practices. Our suppliers, who account for 67% of our emissions covering purchased goods and services, fuel and energy-related activities, transport and distribution, are encouraged to achieve SBTi targets aligned with the 1.5°C trajectory for limiting global warming by 2026.

We discovered the SBTi approach 3 years ago, through bioMérieux. Since then, our regular exchanges have enabled us to adopt the right strategy for this program. Having a dedicated CSR contact at bioMérieux, working alongside the purchasing teams, makes the challenges more concrete.

Frédéric Gounon,
General Manager, Union Plastic

** STAR: Strategic Teamwork Achievement and Recognition.*
*** Scope-3 emissions represent the emissions from purchases of goods and services, shipping, energy production at the source, business travel, and commuting of team members.*

WE STRIVE TO EMPOWER OUR TEAMS

Nous aspirons à engager nos équipes

Creating an Inclusive and Fulfilling Work Environment

At bioMérieux, we are committed to cultivating a diverse, equitable and inclusive workplace and enhancing the well-being of our teams. At our sites around the world, initiatives are underway to support our team members to be the best version of themselves as they commit to help us make the world a healthier place.



SHARING BEST PRACTICES

In 2024, we launched a global working group that meets monthly for regional representatives to exchange best practices. To understand local strengths and opportunities an audit was conducted in each region (North America, Latin America, Europe, Middle East, Africa, and Asia-Pacific) aimed at developing a roadmap that strengthens the sense of belonging of team members in these regions while adhering to all legal requirements and obligations applicable in the different countries.

ENCOURAGING WOMEN'S LEADERSHIP

We are committed to improving gender equity at all levels and in all functions of the Company. Our long-term aspiration set in 2021 was to have 40% or more women on the bioMérieux SA management team* by the end of 2025. Promotion of and efforts to achieve this ambition look different in different parts of the world. In each country of operation, the Company complies with all applicable hiring and employment laws.
In the United States, the WoRLD network *(Women Ready for Leadership Diversity)* is a group open to all team members regardless of gender and supports team members in their professional advancement by providing them with tools and resources to prepare for leadership roles. This team member-led initiative strengthens our leadership pipeline, promotes gender equity, and facilitates leadership opportunities being accessible to all.
In Italy, 26 team members from various departments took part in an event named "Let's Talk Together," which provided an opportunity to discuss topics such as prejudice, well-being and psychological safety in the workplace, and to share different perspectives.
In Asia-Pacific, team members posted testimonials internally and on LinkedIn about their career paths and leadership experiences, inspiring others to pursue their career aspirations.







PROMOTING DISABILITY INCLUSION

Promoting the inclusion of people with disabilities has long been a priority for bioMérieux. In France, 6.78% of our team members self-identify with disabilities, exceeding the legal minimum. We are conducting various actions to raise awareness of disability issues, including the Handibio Days in France dedicated to this topic.



Prioritizing team members' well-being not only boosts engagement and fosters a sense of belonging but also drives overall organizational effectiveness, creating an environment where everyone can thrive.

Tamela Smith,
Vice President,
Employee Engagement

STRENGTHENING INTERNATIONAL TEAM SPIRIT

To facilitate collaboration between teams in France and the United States, we established a six-month international exchange program within the Global Marketing department. In 2024, four team members and their families benefited from this experience. Due to its success, other departments have applied to implement the program in 2025. This flagship initiative aligns with our aspiration of having 35% or more international profiles on bioMerieux SA's management team* by the end of 2025.

SUPPORTING OUR TEAM MEMBERS' MENTAL HEALTH

In France, we used the results of the 2024 global engagement survey to identify at-risk teams and implemented specific measures to safeguard their psychological health.** In the UK, six team members were trained to provide mental health first aid.
Across all our sites, managers were educated on mental health issues, and conferences were held in France and Canada to raise awareness. In Asia-Pacific, a webinar was held to mark World Mental Health Day.
bioMérieux also provides access to the Health Advocate platform in the United States, and Eutelmed in other countries, offering free support 24 hours a day, seven days a week to all team members and their families.

PROVIDING A SPRINGBOARD FOR FUTURE TALENT

In France, we assembled a dedicated recruitment team to attract more students to our professions in the diagnostics industry. We are increasing our involvement in local training programs and raising our profile within schools and student communities to build a talent pool for the future.
We are also committed to helping students and early-career professionals prepare for their future careers. In 2024, our apprentices and interns in France benefited from meetings with site directors, HR and HSE managers, and took part in résumé and interview preparation workshops.



PROMOTING LGBTQ+ INCLUSION

In the United States, the PRIDE Inclusion Network, created internally in 2024, also reflects our commitment to belonging.
The PRIDE Inclusion Network is a team member-led community open to all to create a supportive environment where LGBTQ+ team members and any other interested team members can connect, share experiences, and create a sense of community. As with other aspirations, promotion of and efforts to achieve this ambition look different in different parts of the world. In each country of operation, the Company complies with all applicable hiring and employment laws.

** Members of the Executive Committee and N-1 with global functions.*
*** As part of our global engagement program (Voice of Employee).*

Skills Development

an Asset for Team Members and the Company



In an ever-changing world, skills development is essential. It enables team members to develop professionally and contribute collectively to bioMérieux's performance.

In 2024, 22 hours of training were provided per team member worldwide. As in previous years, the emphasis was on learning new skills and reinforcing existing ones, so that everyone can move forward in his or her area of expertise.

Academies to Focus on Targeted Skills
Each year, new Academies are launched. These training courses, co-developed with professional teams and HR, enable the acquisition of new skills essential to the specific function. They are offered to new recruits or to any team member who feels the need. In 2024, four new Academies were created in Marketing, Medical Affairs, Legal, Corporate Integrity & Public Affairs, as well as Quality Management Representative, a profession practiced within various departments and functions. The Supply Chain Academy was expanded from 70 to 112 modules. In all, bioMérieux offers a dozen different Academies. These are all resources available to team members to help them develop their skills, feel more at ease in their role, and meet the business challenges of their function.

Created in partnership with Mérieux Université, the course covers three levels ("I discover", "I use" and "I develop"). The team has begun designing a program on data management as well. In addition to these training courses, accessible to all team members online via a dedicated platform, webinars are offered throughout the year to keep up to date with the digital environment.

Digital, AI and Data: Training for All
Every year, our Learning & Development department helps team members to enhance their skills on subjects aligned with bioMérieux's priorities and topical social issues. After creating programs on cybersecurity and data protection in 2023, training in artificial intelligence was offered in 2024.



The first brick of the Marketing Academy was laid in 2024 to accelerate the integration of new entrants, while strengthening their basic knowledge. In a second phase, it will offer content focused on priority marketing skills to meet evolving market demands. This initiative reinforces bioMérieux's commitment to fostering development and delivering excellence across our marketing community.

Sandra Vallejo,
Senior Leader Commercial Training, Global Commercial Operations Excellence



MÉRIEUX UNIVERSITÉ

10 Years at the Group's Service

Founded in 2014, Mérieux Université is the Corporate University of Group Institut Mérieux. For the past ten years, it has been a strategic partner, committed alongside us to supporting the transformation of Institut Mérieux's businesses. It designs and runs high value-added training courses and transmits a common culture to Group team members, including those of bioMérieux. In particular, Mérieux Université provides training in management, leadership, and collaborative skills, as well as in societal developments that have an impact on the way companies operate. It also offers individual coaching, team workshops, and organizational transformation consulting. And it offers all team members shared access to digital platforms like language learning.

Our Support for Local Communities

We firmly believe in the importance of sharing to contribute to a more equitable world. This commitment, deeply rooted in our history and culture, is embodied in over 80 initiatives around the world to help vulnerable people, support access to culture, and defend equal opportunities. Zoom in on three key initiatives this year.

€5.9M
DEVOTED TO CORPORATE PHILANTHROPY



SUPPORT OF THE INDIAN TRACK FOUNDATION IN INDIA

Our India subsidiary has made a donation to the Indian Track Foundation, an organization that identifies, recruits, houses, educates, and trains young athletes from the most remote tribal and rural areas of India. The children, aged between 10 and 15, are housed in Ooty, Tamil Nadu, at an altitude of 2,250 meters, and trained to become future champions. In 2024, four athletes won one gold and three silver medals at district or state championships.

WELCOMING THE CGÉNIAL COMPETITION WINNERS IN FRANCE

bioMérieux supports the Fondation CGénial, whose aim is to develop an appetite for science, technology and digital technology among secondary school students. In June 2024, our Marcy-l'Étoile and Grenoble sites hosted 16 students, winners of the CGénial competition. They had a chance to visit our showroom, take a look at our production and packaging equipment, talk to our team members, and discover the great diversity of our businesses.

Alongside the Mérieux Foundation

As an Institut Mérieux Company, we devote a significant part of our charitable donations to support the actions of the Mérieux Foundation, a family foundation of public interest which manages projects designed to fight infectious diseases, increase access to diagnostics, and improve the health and quality of life of vulnerable populations in a sustainable way. In 2024, bioMérieux donated €2.6 million to the Mérieux Foundation.

SUPPORT FOR FIRSTHAND™ STEM IN THE USA

In Philadelphia, bioMérieux supports the NGO Science Center's FirstHand™ STEM (Science, Technology, Engineering and Mathematics) program, which offers free year-round learning to middle and high school students and connects them to the local entrepreneurial and innovation ecosystem. A dozen of our team members are taking part in this program, and a donation was presented to the Science Center's president in October 2024.

In the Field with the bioMérieux Endowment Fund for Education

39
ongoing projects in **21** countries

€2.2M
allocated in 2024

Around
1,000
one-off volunteers

Created in 2020, the bioMérieux Endowment Fund for Education aims to promote equal opportunities by reducing inequalities through and in education. The Fund supports a variety of educational projects for disadvantaged children, aged 0-8, in regions where bioMérieux operates. Two flagship projects at a glance.

COLLECTING AND DISTRIBUTING GOODS FOR CHILDREN IN VIETNAM

As part of our partnership with Children of the Mekong, our teams in Vietnam collected and distributed toys, clothing, school supplies, milk and snacks to over 300 children in several schools in Gia Lai province.



CONSTRUCTION OF AN ELEMENTARY SCHOOL IN IVORY COAST

Since 2023, we have been supporting the Fondation d'Augustin to finance the construction of an elementary school in the small village of Yapokoi, located in the southeast of Ivory Coast, in order to provide children with access to education. Inaugurated on November 8, 2024, in the presence of Alexandre Mérieux, and our local team, this school will provide a safe and engaging learning environment for around 3,000 students (over a period of 10 years).



46. CSR Performance
48. Financial Performance
50. Governance

Corporate Overview

CSR* PERFORMANCE

CSR ROADMAP

HEALTH

+30%
of patient results (1)
supporting AMS
by 2025

+19% **

≥80%
of antibiotics
addressed by our
AST solutions (2)

**EUCAST 91%
CLSI Tier I to Tier IV
94.5%** **

PLANET

-50%
absolute GHG emissions
in 2030 vs. 2019,
in scopes 1 & 2

-13.3% **

-45%
water
consumption (3)

-50%
energy
consumption (3)

-50%
waste
generation (3)

**Water: -51%
Energy: -45%
Waste: -45%** **

EMPLOYEES

Lost Day
Incident Rate
÷2 to 0.6
in 2025
vs. 1.2 in 2020

1.5 **

Corporate leadership
team in 2025 (4)
>40%
women
>35%
international profiles

**38% women
34.2% international
profiles** **

HEALTHCARE ECOSYSTEM

Collaboration
projects with **patient associations**
in 2025 vs. 2021
x2

x2.8 **

Materiality assessment
updated every
3 years

**Double
materiality
assessment
performed in 2024** **

EXTENDED COMPANY

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

1.67% **

Provide CSR
training by 2025
to **distributors**
representing
55%
of indirect sales (5)

59% **

** Corporate social responsibility. ** Results end of year 2024.*
1. 2019 estimate: 183 million results. 2. At least 80% according to the EUCAST list, 90% according to the CLSI Tier I to Tier IV list. 3. Per million euros of sales, in 2025 versus 2015.
4. Members of the Executive Committee and N-1 with a global role. 5. Sales realized through the distributors network.

SUSTAINABLE DEVELOPMENT GOALS OF THE UNITED NATIONS

3 GOOD HEALTH AND WELL-BEING · 8 DECENT WORK AND ECONOMIC GROWTH · 10 REDUCED INEQUALITIES · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 13 CLIMATE ACTION

5 SUSTAINABLE DEVELOPMENT GOALS

Our CSR strategy supports in particular five Sustainable Development Goals (SDGs) of the United Nations. We are fully in line with bioMérieux's commitment to the United Nations Global Compact, which has been renewed each year since 2003.

GENDER BREAKDOWN OF HEADCOUNTS

OVERALL HEADCOUNT	MANAGER HEADCOUNT
49% Women	**43%** Women
51% Men	**57%** Men

MAIN SUSTAINABILITY INDICATORS

GROSS GREENHOUSE GAS EMISSIONS (GHG)(1)

(in thousands of t CO_2e (± uncertainty))

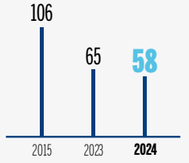
Scopes	Significant emissions categories	2024	2023	Reference Year 2019
Scope 1	Direct emissions	22	23	26 (good)
Scope 2	Energy procurement (Market-based)	34	38	39 (good)
Total (Scopes 1 and 2)	**Market-based**	**56**	**61**	**65**
Scope 3		1,127	1,124	891 (high)
Total (Scopes 1, 2, 3)	**Market-based**	**1,183**	**1,185**	**956**
GHG emissions intensity t CO_2e/€m of sales		0.30	0.32	0.36

Definition of incertainties:
Good incertainty: incertainty <±20% – Average: ±20%< incertainty <±50% – High: incertainty >±50%

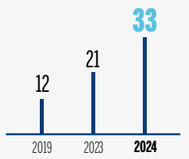
(1) Scopes 1, 2 and 3 and total GHG emissions.

TOTAL ENERGY CONSUMPTION IN RELATION TO SALES

(MWh per million euros)

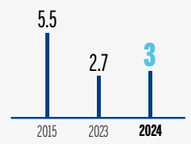


PERCENTAGE OF ENERGY CONSUMPTION FROM RENEWABLE SOURCES

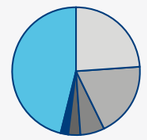


WASTE PRODUCTION COMPARED TO SALES

(Metric tons per million euros)



BREAKDOWN OF RENEWABLE ENERGY PURCHASES AND ON-SITE PRODUCTION

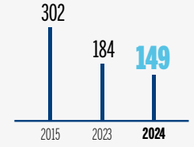


46% GO/REC* Solar power
24% GO/REC Wind power
19% GO biomethane
6% On-site production Solar electricity
3% PPA** Solar power
2% GO/REC Hydroelectricity

** GO: Guarantees of Origin.*
REC: Renewable Energy Certificates.
*** PPA: Purchase Power Agreements.*

WATER CONSUMPTION (ALL SOURCES) IN RELATION TO SALES

(m^3 per million euros)



INDEXES AND LABELS

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

FTSE4Good
Renewal of our certificate of inclusion on the index

EthiFinance
Score 83/100

CDP Disclosure Insight Action
Score C for Climate change
Score B for Water security

Vigeo Eiris
Score 62/100
No. 1 in our sector
Sector average 41/100

EcoVadis
Score 80/100 – Platinum
Top 1% of companies evaluated

Gender equality index
Score 94/100

Dow Jones Sustainability Index
Score 70/100
No. 1 in our sector
Inclusion in the *DJSI Sustainability Yearbook 2025*
Top 1% for S&P CSA score

Feminization of SBT 120 management bodies
Score 78/100

RECOGNITION

Science Based Targets initiative (SBTi)
Since November 2021: Approval of the road map to 1.5°C

FINANCIAL PERFORMANCE

In 2024, our performance demonstrated bioMérieux's ability to reach its GO•28 ambition. The four growth drivers of our strategic plan delivered performances above mid-term guidance.

SPOTFIRE® sales accelerated significantly, BIOFIRE® maintained its market leadership in sales and new installations, and we continued to gain market shares in microbiology and industrial applications.

We have also delivered a strong profitability improvement, demonstrating an excellent roll-out of our simplification and efficiency initiatives.

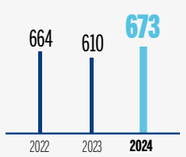
2024 **Sales**

€3,980M

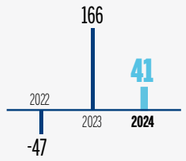
2023 €3,675M
2022 €3,589M
2021 €3,376M

FINANCIAL INDICATORS

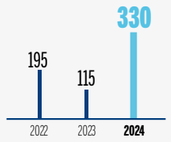
CONTRIBUTIVE OPERATING INCOME BEFORE NON-RECURRING ITEMS
(in millions of euros)



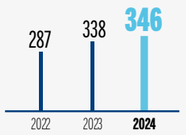
CHANGE IN NET DEBT
(in millions of euros)



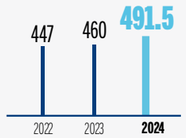
FREE CASH FLOW[1]
(in millions of euros)



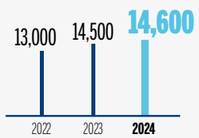
INVESTMENTS
(in millions of euros)



R&D EXPENSES
(in millions of euros)

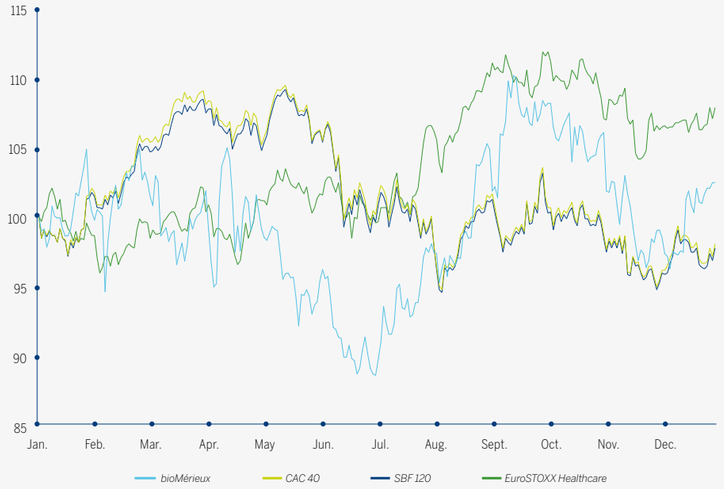


HEADCOUNT AT DECEMBER 31[2]



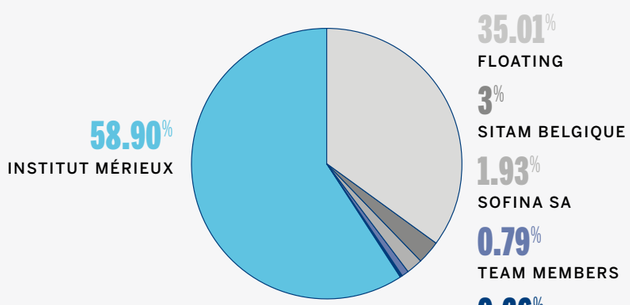
1. Cash flows from ordinary operations, net of capital expenditure needed to maintain or enhance production.
2. In full-time equivalent. Until 2022, the organizational scope was made up of permanent and fixed-term employees, excluding interns, international volunteers (VIE) and temporary employees. From 2023, the organizational scope is made up of permanent and fixed-term employees and apprentices (in France), excluding interns, international volunteers (VIE) and temporary employees.

CHANGE IN BIOMÉRIEUX SHARE PRICE DURING 2024*



** In euros compared with benchmark indices.*

BREAKDOWN OF CAPITAL AS OF DECEMBER 31, 2024



The bioMérieux share

bioMérieux shares have been traded publicly since July 6, 2004 in the CAC Mid 60®, SBF 120®, CAC Mid & Small®, CAC All-tradable® and CAC All-Share® French market indices. bioMérieux is also included in the MSCI France Index and the STOXX® Europe 600 Index. The Company's shares are listed on compartment "A" of the Euronext market and are eligible for deferred settlement service (Service de Règlement Différé – SRD).

At the end of December 2024, the closing rate for the bioMérieux share was €103.5 (€100.6 at the end of December 2023), and bioMérieux's market capitalization was €12.2 billion. In 2024, 24,524,539 of the Company's shares were traded on Euronext compared with 23,129,880 in 2023.

(source : Thomson Reuters Eikon)

COMMITTED GOVERNANCE



Alexandre MÉRIEUX
Chairman of the Board of Directors[a]



Philippe ARCHINARD
Non-independent director[a]



Jean-Luc BÉLINGARD
Non-independent director[a]



Harold BOËL
Non-independent director[a][b]



GROUPE INDUSTRIEL MARCEL DASSAULT
represented by
Marie-Hélène HABERT-DASSAULT
Independent director[a][c]



Marie-Paule KIENY
Independent director[a][c]



Fanny LETIER
Independent director[a][b][c]



Viviane MONGES
Independent director[a][b]



Sylvain ORENGA
Director representing employees[a][c]

(a) Strategy Committee.
(b) Audit Committee.
(c) HR, Compensation and CSR Committee.
(d) Four of the eight directors are women – percentage calculated excluding the director representing employees, pursuant to the provisions of Directive (EU) 2022/2381, transposed by the order of October 15, 2024.

Board of Directors at December 31, 2024

The Board of Directors benefits from the varied, complementary skills of the individuals who serve on it:

- Governance
- International experience
- Executive management of major groups or listed companies
- Strategy / M&A
- Finance / audit
- Health sector
- R&D / innovation
- CSR
- Digitalization

60
years old
AVERAGE AGE

9
MEMBERS

94%
ATTENDANCE RATE ON BOARD

8.5
years old
AVERAGE TERM OF OFFICE

3
INDEPENDENT DIRECTORS OR 37.5%

1
EMPLOYEE DIRECTOR

4
WOMEN OR 50%[d]

Executive Committee at December 31, 2024

The Executive Committee is responsible for implementing the Company's general strategy validated by the Board of Directors. The committee is responsible for overseeing strategic projects, deciding on priorities and implementing the necessary resources within the Company's various departments, such as deciding on significant capital expenditure. It also reviews the Company's operations, regulatory and quality situation, financial position, sales, headcount and major projects. It meets every month.



Pierre BOULUD
Chief Executive Officer



Guillaume BOUHOURS
Chief Financial Officer, Executive Vice President, Purchasing & Information Systems



Pierre CHARBONNIER
Executive Vice President, Global Quality, Manufacturing & Supply Chain



Charles K. COOPER
Executive Vice President, Chief Medical Officer



Audrey DAUVET
Executive Vice President, Legal, Corporate Integrity and Public Affairs



Valérie LEYLDÉ
Executive Vice President, Human Resources, Communication and CSR



Yasha MITROTTI
Executive Vice President, Industrial Applications



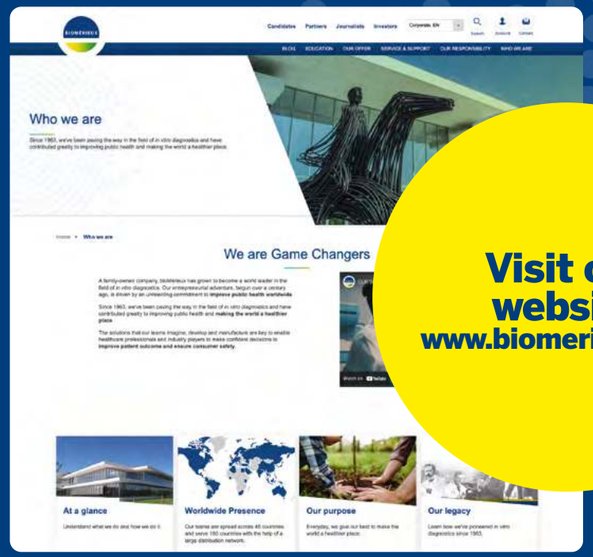
Céline ROGER-DALBERT
Executive Vice President, Research & Development



Jennifer ZINN
Executive Vice President, Clinical Operations



Discover our 2024 Universal Registration Document



Visit our website
www.biomerieux.com

BIOMÉRIEUX

pwc

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