

MySHARE 2023

Employee share plan



bioMérieux

IN KEY FIGURES



13 800
employees



Present in
45 countries



16 bio-industrial sites



14 R&D centers in the world
and **3** joint public/private
research laboratories.



Around **20** patents filed each year. As of December 31st, 2022,
bioMérieux had **511** patents issued in the United States of America
and **246** patents issued in Europe.



3.589 billions euros turnover in 2022.

Data refer to the Universal Registration Document (2022)

THE MYSHARE 2023 PROGRAM



You are one of the 14,000 employees worldwide committed to serving public health through your activities at bioMérieux.

Through this commitment, each of you participates in the development of our Company, regardless of your position. You are the driving force behind our performance.

Therefore, with the support of the Board, and following the success of the two previous editions, we invite you to participate in the MySHARE operation, which will allow you to be more closely associated with the Company's capital.


bioMérieux is your company and it is your commitment and initiatives that help it grow.

Together, let's continue to improve health around the world.

ALEXANDRE MÉRIEUX

Chairman & CEO

WHEN TO SUBSCRIBE

A woman with glasses and a black hoodie is smiling while operating a black forklift in a warehouse. The forklift has blue lights on top. In the background, there are metal shelving units and stacks of wooden pallets.

Subscriptions from
May 3rd to
May 22th 2023

The subscription period will be open from May 3rd to 22th.

Subscriptions outside of this period won't be honored.

After the subscription period, your order is final and irrevocable, therefore you won't be able to change it.

For more information, please refer to the Plan Rules.

WHO CAN SUBSCRIBE?



It is bioMérieux's wish that any employee may benefit from the proposed offer.

However, employees must have an unlimited contract and must have been employed by bioMérieux for a minimum of three months by the last day of the subscription period.

Should an employee leave the Company before the end of the subscription period, they will not be eligible to subscribe.

As counterpart for the offered advantages, your investment will be blocked for a period of **4 years**.

The decision to subscribe, or not, is entirely yours and will not affect your employment. In addition, the materials communicated or made available to you linked with this offer do not in any way alter your terms of employment. Benefits received through this offer will not be deemed to be part of your compensation for purposes of calculating your future benefits or entitlements. The opportunity to participate in this offer does not in any way presuppose the existence of any future offers or benefits or the opportunity to participate in them.

WHY SUBSCRIBE TO MYSHARE?

MySHARE 2023 is a preferential share-purchase opportunity dedicated to employees including:

- a **20% discount** on the share's reference price;
- a **matching contribution of one share for each share** invested up to **€750**.



The price you will subscribe to (subscription price) is not known yet. It will be based on the share's reference price to which a 20% discount will be applied.

The reference price corresponds to the average daily closing share value in euro on the twenty (20) Euronext trading days preceding the date on which the Purchase Price is determined, expected to be April 28th, 2023 and communicated on May 2nd, 2023.



* These numbers are given as an exemple and are not linked to bioMérieux's stock price.

Shares will be delivered to employees on a personal UPTEVIA bank account hosted in France (former BNP Paribas) and blocked for 4 years

except in early release case:

- He or she is no longer an Employee of bioMérieux Group and Participating Companies. A transfer from bioMérieux to another company of the Group Institut Mériex, is not a valid exception to the Holding Period.
- He or she, or his/her spouse, civil partner has died. In case of death, the legal heir or heirs of the deceased Eligible Employee may request the sale of such Employee's Shares.
- He or she, or his/her spouse, civil partner or child has suffered a disability as defined under applicable French law or, in the discretion of the employer of the Eligible Employee, in accordance with relevant local law of the Participating Companies.
- The Participating company in which he or she is employed ceases to be a member of the Group.
- He or she gets married, enters into a civil partnership
- Divorce, separation or dissolution of a civil partnership when accompanied by a judgement providing for the sole of shared habitual residence of at least one (1) child at the home of the Participant.
- Birth or arrival in the home of a child with a view to adoption, provided that the home already has at least two (2) dependent children.
- Violence committed against the Participant by his or her spouse, or partner, or his or her former spouse or partner (as from the decision of a judge).
- Allocation of the sums for the acquisition or enlargement of the main residence.
- Allocation of the sums for the creation or takeover, by the Participant, his or her children, spouse or civil partner, of an industrial, commercial, artisanal or agricultural enterprise.
- The Participant's situation of over-indebtedness as approved by a judge.

A Participant should not presume the availability of an exception without first checking with his or her local HR, based on his or her detailed facts and circumstances.

IF YOU WANT TO LEARN MORE

Visit bob :

My Essentials / HR Hub / Corporate HR / MySHARE 2023

to better understand the offer with the Plan Rules and a simulator.

Don't hesitate to ask your local HR Business Partner!

Select your currency

Select your language and country

Plug in your base salary (+bonus) to check your maximum investment**

Enter the number of shares you wish to buy*

In the case you have a personal tax rate, enter your usual tax rate

Simulator employee share plan MySHARE 2023			
Currency	USD	Please select your currency	
Exchange rate EUR / USD		1,2082	
Gross Annual Base salary + targeted bonus in USD	100,000	Enter your annual Base salary + targeted bonus in USD	
Max investment in USD		25,000	
Market price in USD		108,74	
Discounted price in USD		86,99	
Number of shares you wish to buy	10	(minimum 4, maximum 287)	
Amount to be paid to purchase the shares in USD	869,90		
Total number of shares delivered	20		
Amount added by bioMérieux in USD	1,304,86		
Value of portfolio	2,174,76		
Social Contributions if applicable	0,00%	0	
Default country tax rate if applicable on your pay slip	35,00%	0	
Or Personalized tax rate to key in (if applicable) on your payslip			
Estimated taxes to be collected and recorded in payroll USD	456,70	This is an estimation	
Net value of portfolio if share stay at same price	1,718,06	98%	
Value of portfolio if share price goes down 20%	1,283,11	48%	
Value of portfolio if share price goes up 10%	1,935,54	123%	
Cell in purple can be modified			

The figures in the above simulator **are given as an example** and are not representative of MySHARE 2023.

The exact offer will be based on the reference price which will be set on April 28th and communicated on May 2nd.

The plan rules is the only document you have to refer with the legal informations of the plan.

* Minimum investment: 4 shares

** Your maximum investment equals 25% of your gross annual salary (target bonus included) or €25,000.00, whichever comes first.

WHAT ARE THE RISKS LINKED TO THIS INVESTMENT?

An equity investment involves substantial risk, including the loss of all or a portion of your investment. All risks, losses and costs associated with MySHARE, including potential loss of total principal investment, are your responsibility.

The value of bioMérieux shares may fluctuate up or down depending on stock prices.

The past performance of the bioMérieux shares is not indicative of, nor does it guarantee future performance.

Caution requires diversifying investments. We invite you to consult a professional in order to verify the diversification of your portfolios, as well as the interest of this investment in regards to the incurred risks.

If the total of subscriptions requested exceed the maximum amount of proposed shares, a reduction rule will be carried out.

In the case a reduction rule should apply, the reduction method (by capping) prioritizes the small and medium subscriptions to satisfy as many subscribers as possible.

The highest subscriptions will be reduced first in order to reach a maximum ceiling of Shares per subscriber. All subscriptions below this ceiling will be met and those subscriptions above this ceiling will be capped to it.

Be aware that, depending on your state of residence, taxes may apply at several levels of this offer (matching contribution, discount on share prices, when entering and/or exiting the program).

Your placement will be blocked for 4 years except in cases of early release provided by law (see page 6).

bioMérieux as an employer is not intending to advise employees on personal investments. We invite you to consult the bioMérieux registration document on strategy, objectives, risk factors related to activity, etc. at <https://www.biomerieux.com/corp/en/investors> and reach for financial expertise in order to assess your risks.

SPECIAL SECTION 409A RULES FOR U.S TAXPAYERS

With respect to any Participant who is a United States taxpayer, the Plan and the benefits provided hereunder are intended to comply with Section 409A of the United States Internal Revenue Code of 1986, as amended (the “Code”).

Notwithstanding any other provision of the Plan to the contrary, the Plan shall be interpreted and construed consistent with this intent. Without limiting the generality of the foregoing, to the extent required for the purchase of Shares to be treated as a short term deferral under Code Section 409A, the purchase and delivery of Shares pursuant to the Plan shall occur no later than end of June 25, 2023.

In no event shall the Company be required to assume any increased economic burden in connection with compliance with Code Section 409A. Although the Company intends to administer the Plan so that it will comply with the requirements of Code Section 409A, the Company does not represent or warrant that the Plan will comply with Code Section 409A or any other provision of federal, state, local, or non-United States law.

None of the Company or any of its subsidiaries, its affiliates nor any of their respective directors, officers, Employees or advisers shall be liable to any Eligible Employee (or any other individual claiming a benefit through a Participant for any tax, interest, or penalties the Participant may owe as a result of participation in the Plan, and the Company shall have no obligation to indemnify or otherwise protect any Participant from the obligation to pay any taxes pursuant to Code Section 409A.

GOVERNING LAWS

MySHARE 2023 International Plan is subject to the laws of the French Republic and shall be interpreted in accordance with such laws. In the event of any dispute regarding the interpretation, validity or application of the Plan, the relevant parties will strive to find an amicable solution. If such a solution cannot be found, the dispute shall be heard by a competent court in France.

HOW DOES IT WORK?

BEFORE AND DURING THE SUBSCRIPTION

This offer is on a voluntary basis; it is not mandatory to subscribe.

For the duration of the subscription period, you can retract or change your initial pre-assignment choice. However, after the last day of the subscription period, you won't be able to revoke your participation.

If you want to participate, it is mandatory to register your subscription on Natixis's platform.

If you have any questions, please refer to your local HR Partner. All official documents are available on bob:
My Essentials / HR Hub / Corporate HR / MySHARE 2023

ESTIMATED TIMELINE



SUBSCRIPTION PERIOD

May 3rd 2023

Start of the subscription on the Natixis Interépargne website.



bioMérieux
team members

Shares acquisition
+ Matching contribution by bioMérieux

AFTER THE SUBSCRIPTION

The shares will be delivered to your UPTEVIA account (former BNP Paribas) at the end of the transaction (from end of June), you will receive a transaction statement indicating the number of shares from MySHARE 2023 you hold and the final total amount invested.

During the duration of the investment, any dividends will be paid to your personal bank account only if you have filled your bank information in Planetshares.

We highly recommend you take the time to do so in order to avoid complex cash instruction

for dividends.

UPTEVIA will send you communications throughout the year (Welcome package, information on dividends...).

If you leave the Company, you will be asked to either move them to a personal account or sell them within 90 days.

Your investment will be blocked until June 2027. After that date, you can sell all or part of your shares or keep all or part of the shares in your account.

RIOD

HOLDING PERIOD

May 22nd 2023

End of June 2023

End of June 2027

End of the subscription on the Natixis Interépargne website.

Shares delivery

Shares unblocking

COLLECT
of the team members'
investments through
HR Collect

Transfer

UPTEVIA becomes
the accounts holder

If you have any questions, please refer to the Plan Rules and glossary, available on *bob*:

My Essentials / HR Hub / Corporate HR / MySHARE 2023 or ask your local HR Business Partner!

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