

7.5.3 bioMérieux historical share price performance

Period	High (in euros)	Low (in euros)	Closing (in euros)
2023	102.60	84.54	100.60
2022	125.55	79.66	97.92
2021	133.20	88.86	124.90
2020	144.8	75.00	115.40
2019	83.15	53.10	79.35

Source: Thomson Reuters Eikon, price recalculated after 3-for-1 stock split.

7.6 Dividend policy

The distribution policy is decided in light of the yearly analysis of the Company's profits, its financial position and other factors that the Board of Directors considers relevant.

Dividends that remain unclaimed five years after their payment date are time-barred and remitted to the French government.

At the Annual General Meeting to be held on May 23, 2024, the Board of Directors will recommend a dividend of €0.85 per share, representing a total of €100.6 million to be paid on June 11, 2024.

The table below presents the dividends (in euros) paid by the Company for each of the past three fiscal years.

Fiscal year ended	Dividend distributed (in euros)*	Dividend per share (in euros)*
12/31/2022	100,607,037.00	0.85
12/31/2021	101,702,602.85	0.85
12/31/2020	73,383,956.40	0.62

* The Company did not receive any dividends on treasury shares held on the ex-dividend date. The corresponding dividend amount was allocated to "retained earnings." Individuals domiciled in France for tax purposes benefit from a tax deduction on the annual dividend in accordance with paragraph 2 of Article 158.3 of the French Tax Code (Code général des impôts).

7.7 Special report on free share grants and stock options

This report was prepared in accordance with the provisions of Articles L. 225-184 and L. 225-197-4 of the French Commercial Code. The Company does not currently have any stock option plans. No stock options were granted to corporate officers or employees by the Company or Group companies in 2023. At the date of this report, no stock options are exercisable.

For the fiscal year ended December 31, 2023, the Board of Directors granted 287,538 free shares under free share grant plans set up by the Board – after consulting with the Human Resources, Compensation and CSR Committee – pursuant to the authority granted to it by the Combined General Meeting of May 20, 2021.

In this connection, the Company allocated free shares to a corporate officer in respect of his office held in the Company. The Board of Directors has allocated 11,500 free shares to Pierre Boulud, Chief Executive Officer (230831 EC plan).

The table below details the free shares granted at the end of the 2023 fiscal year:

Grant date	Number of shares granted	Share price (in euros)
August 31, 2023	287,538	95.60

The table below shows the number of free shares granted and not fully vested at the end of 2023:

Grant date	Share price (in euros)	Number of shares granted	Beneficiary category
August 31, 2023 Total 230831 EC plan	95.60	48,125	8 members of the Executive Committee, of which 1 corporate officer
August 31, 2023 Total 230831 plan	95.60	239,413	480 employees
GRAND TOTAL		287,538	488

Vesting period

In the 2023 free share grant plans, a three-year vesting period applies from the date of the decision to grant the shares before the beneficiary becomes the owner of the shares granted.

Eligibility and performance conditions

During the fiscal year, the Board of Directors decided, at the recommendation of the Human Resources, Compensation and CSR Committee, to grant free shares that are fully vested, (i) subject to a continuous employment condition and (ii) subject to performance conditions.

Delivery of shares

At the end of the vesting period and provided that the vesting conditions and criteria set by the Board of Directors are met, the Company will transfer to the beneficiary the number of free shares granted by the Board of Directors.

Lock-up period

Free share grant plans for 2023 have no lock-up period.

Beneficiaries' rights

If the shares are not transferable, like any other shareholder, the beneficiaries of vested shares are entitled to exercise all other rights attached to such shares during the lock-up period, including:

- pre-emptive subscription rights;
- right to information;
- right to attend Annual General Meetings;
- voting rights;
- right to dividends and, if applicable, distributed reserves.

History of free share grants (Table 10)

The table below summarizes, at December 31, 2023, all the terms and conditions of the free share grants and the performance share grants, subject to the fulfillment of the presence conditions and, for certain grants, the performance criteria laid down by the Company's Board of Directors:

Date of Annual General Meeting	Name of plan	Date of Board meeting	Total number of free shares granted	Number of beneficiaries	Of which a corporate officer	Vesting date of the shares	End date of the lock-up period	Cumulative number of forfeited or lapsed shares	Free shares granted during the fiscal year	Free shares remaining at the end of the fiscal year
May 20, 2021	230831 EC and 230831 plan	August 31, 2023	287,538	488	1	August 31, 2026	August 31, 2026	2,542	0	284,996
May 20, 2021	220830 EC and 220830 TPGL Plan	August 30, 2022	272,218	457	1	August 30, 2025	August 30, 2025	9,635	0	262,583
May 20, 2021	2021 EC and TPGL Plan	August 31, 2021	175,315	367	1	August 31, 2024	August 31, 2024	19,128	0	156,187
June 30, 2020	2020 EC Plan	September 1, 2020	29,000	8	1	September 1, 2023	September 1, 2023	2,000	27,000	0
June 30, 2020	2020 TPGL Plan	September 1, 2020	97,103	336	0	September 1, 2023	September 1, 2023	17,383	79,720	0

Performance share grants to employees during the 2023 fiscal year

In fiscal year 2023, the 10 non-corporate officer employees who were granted the most performance shares received a total of 45,362 shares.