

7.5.3 bioMérieux historical share price performance

Period	High (in euros)	Low (in euros)	Closing (in euros)
2020	144.8	75.00	115.40
2019	83.15	53.10	79.35
2018	83.15	53.10	57.50
2017	74.80	47.52	74.69
2016	47.45	32.67	47.30

Source: Thomson Reuters Eikon, price recalculated after 1 to 3 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.

To respond to the unprecedented solidarity and liability issues imposed by the situation, the Board of Directors decided in mid-2020 to exceptionally cut by half the 2019 dividend, which it had initially set at €0,38 per share. The

difference, *i.e.* approximately €22 million, was intended for solidarity actions in the countries where it operates (see section 3.7.3.1).

At the Annual General Meeting to be held on May 20, 2021, the Board of Directors will recommend a dividend of €0.62 per share, representing a total of €73,4 million to be paid on June 8, 2021.

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

Financial year ended	Dividends distributed (in euros) *	Dividend per share (in euros) *
12/31/2019	22,488,632	0.19
12/31/2018	41,426,427	0.35
12/31/2017	40,242,815	0.34

* 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 (*Code de Commerce*). 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 2020. At the date of this report, no stock options are exercisable.

For the financial year ended December 31, 2020, the Board of Directors granted 126,026 free shares under share grant plans set up by the Board – after consulting with the Human

Resources and CSR Committee – pursuant to the authority granted to it by the Ordinary and Extraordinary Annual General Meetings of June 30, 2020.

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 thus allocated 6,375 free shares to Pierre Boulud, Chief Operating Officer (EC 2020 A&B plan).

The table below details the free shares granted at the end of the 2020 financial year:

Grant date	Number of shares granted	Share price (in euros)
September 1, 2020	126,026	125.00

The table below shows the number of free shares granted and not fully vested at the end of 2020:

Grant date	Share price (in euros)	Company employing the beneficiary	Number of shares granted	Beneficiary category
September 1, 2020		bioMérieux SA	29,000	8 members of the Executive Committee, of which 1 corporate officer
TOTAL EC 2020 PLAN (A&B)	125.00		29,000	8 MEMBERS OF THE EXECUTIVE COMMITTEE, OF WHICH 1 CORPORATE OFFICER
September 1, 2020		Astute Medical Inc.	1,182	3 employees
		BioFire Diagnostics LLC	25,426	100 employees
		bioMérieux Algeria	141	1 employee
		bioMérieux Argentina	378	3 employees
		bioMérieux Australia P/L	218	2 employees
		bioMérieux Belgium	589	2 employees
		bioMérieux Brasil SA (Brazil)	954	4 employees
		bioMérieux Chile Spa	817	2 employees
		bioMérieux China limited	589	2 employees
		bioMérieux Colombia SAS	365	1 employee
		bioMérieux Diagnostik AS	224	1 employee
		bioMérieux Dubai	218	2 employees
		bioMérieux Greece Hellas SA	817	2 employees
		bioMérieux Inc.	17,788	60 employees
		bioMérieux India	1,628	5 employees
		bioMérieux Italy Spa	813	4 employees
		bioMérieux Japan Ltd	743	4 employees
		bioMérieux Korea Co.	730	3 employees
		bioMérieux Mexico SA de CV	506	2 employees
		bioMérieux Polska Sp Zoo	224	1 employee
		O.O.O bioMérieux (Russia)	77	1 employee
		bioMérieux SA	33,532	98 employees
		bioMérieux Saudi Arabia	141	1 employee
		bioMérieux Shanghai Biotech co. Ltd	224	1 employee
		bioMérieux Singapore	1,460	6 employees
		bioMérieux South Africa	141	1 employee
		bioMérieux Spain SA	2,076	7 employees
		bioMérieux SSC Europe Sp Zoo	365	1 employee
		bioMérieux UK Ltd	1,064	2 employees
		bioMérieux China Ltd – TW Branch	141	1 employee
		bioMérieux Shanghai	3,090	11 employees
		Invisible Sentinel	365	1 employee
TOTAL TPGL 2020 PLAN (A&B)	125.00		97,026	335 TALENT POOL & GLOBAL LEADERS
GRAND TOTAL			126,026	443

Vesting period

In the 2020 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 financial year, the Board of Directors decided, at the recommendation of the Human Resources and CSR Committee, to grant free shares that are fully vested,

(i) subject to a continuous employment condition and (ii) subject to continuous employment and 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 2020 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, 2020, 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	Acquisition date of the shares	End date of the lock-up period	Cumulative number of forfeited or lapsed shares	Free shares granted during the financial year	Free shares remaining at the end of the financial year
June 30, 2020	2020 EC Plan	September 1, 2020	29,000	8	1	September 1, 2023	September 1, 2023	0	0	29,000
June 30, 2020	2020 TPGL Plan	September 1, 2020	97,026	335	0	September 1, 2023	September 1, 2023	2,500	0	94,526
May 17, 2018	Invisible Sentinel Plan	February 26, 2019	22,300	10	0	February 26, 2022	February 26, 2022	0	0	22,300
May 17, 2018	2019 EXCOM Plan	February 26, 2019	80,510	12	0	February 26, 2022	February 26, 2022	27,220	0	53,290
May 17, 2018	2019 BioFire Plan	February 26, 2019	26,250	7	0	February 26, 2022	February 26, 2022	11,250	0	15,000
May 17, 2018	2019 Global Leader/TP Plan	September 3, 2019	137,129	358	0	September 3, 2022	September 3, 2022	5,021	0	132,108
May 17, 2018	2018 Global Leader ^(a) Plan	December 20, 2018	8,412	39	0	December 20, 2021	December 20, 2021	375	0	8,037
May 17, 2018	2018 Global Leader ^(b) Plan	September 4, 2018	105,273	212	0	September 4, 2021	September 4, 2021	7,675	0	97,598
May 17, 2018	2018 Global Leader ^(a) Plan	May 17, 2018	15,000	1	0	May 17, 2022	May 17, 2022	0	0	15,000
May 17, 2018	2018 EXCOM Plan	May 17, 2018	20,000	1	0	May 17, 2022	May 17, 2022	0	0	20,000
May 26, 2016	2018 Global Leader BFX Plan	February 27, 2018	21,000	7	0	February 27, 2021	February 27, 2021	9,000	0	12,000
May 26, 2016	OPUS International Plan	December 15, 2017	7,716	417	0	December 15, 2021	December 15, 2021	1,148	0	6,568
May 26, 2016	2017 Global Leader ^(a) Plan	February 28, 2017	9,300	2	0	February 28, 2021	February 28, 2021	0	0	9,300
May 26, 2016	2017 Global Leader Plan	February 28, 2017	15,000	1	0	February 28, 2021	February 28, 2021	0	0	15,000
May 26, 2016	2017 Global Leader Plan	February 28, 2017	6,000	1	0	February 28, 2020	February 28, 2020	0	6,000	0
May 26, 2016	2017 Global Leader ^(b) Plan	February 28, 2017	1,500	1	0	February 28, 2020	February 28, 2020	0	1,500	0
May 28, 2015	2015 Global Leader Plan	March 1, 2016	2,700	3	0	March 1, 2020	March 1, 2020	1,800	900	0

(a) Free shares granted subject to performance criteria.

(b) Free shares granted subject to performance criteria except for 24,200 shares subject solely to continuous employment criteria.

(c) Additional two-year period for French beneficiaries.

Performance share grants to employees during the 2020 financial year

In financial year 2020, the 10 non-corporate officer employees who were granted the most performance shares received a total of 28,917 shares.