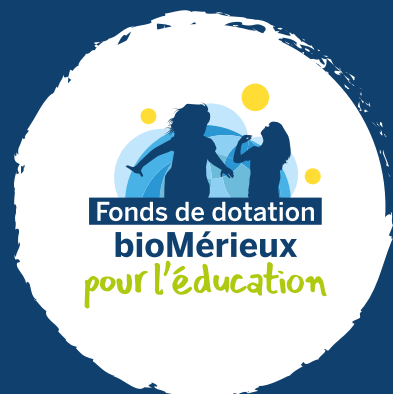




FONDS DE DOTATION
BIOMÉRIEUX

5 ans d'action pour
l'éducation des
enfants vulnérables







Our mission

The bioMérieux Endowment Fund for Education works to promote equal opportunities in the countries where bioMérieux teams operate, with the ambition of reducing inequalities through and within education so that everyone can find their place in the world.

Its primary purpose is to support and fund projects dedicated to the youngest children, those aged 0 to 8, from families facing severe economic hardship, with the aim of giving them confidence, a desire to learn, and the means to move forward.

As of December 31, 2025, the bioMérieux Endowment Fund for Education had already supported 62 projects in 25 countries and reached more than 85,000 beneficiaries, including 64,000 children, 16,000 families and caregivers, and 5,000 professionals.



How did we get to where we are today?

Because education is one of the most powerful levers for sustainably reducing inequalities, we chose to act as close as possible to the most vulnerable children. This founding decision, made five years ago, has shaped each of our commitments and has guided us over the years.

Today, as we celebrate our fifth anniversary, we wish to look back on the journey we have taken and share this story, our story, rich in encounters, lived experiences, successes, and constructive doubts, so that it may inspire other commitments, other projects, and new waves of solidarity. For we are deeply convinced that it is by uniting our actions and our strengths that our impact grows, and inequalities are reduced.

SUMMARY



01 The foundations
of the Mérieux family _____ p.6



02 The Endowment Fund:
a vision rooted in bioMérieux's
philanthropic heritage _____ p.9



03 Team members: at the heart
of the model and our work _____ p.18

04 Building strong, high-impact,
sustainable, and supportive
partnerships _____ p.32

05 Selection of projects supported
by region since the Endowment
Fund's creation _____ p.39



✦ **06** Enhancing the visibility of the
Endowment Fund and its stakeholders _____ p.54

07 Impact measurement: a key step in
ensuring the effectiveness of actions _____ p.56

08 What does the future hold for the
Endowment Fund and its stakeholders? _____ p.61





01



The foundations of the Mérieux family

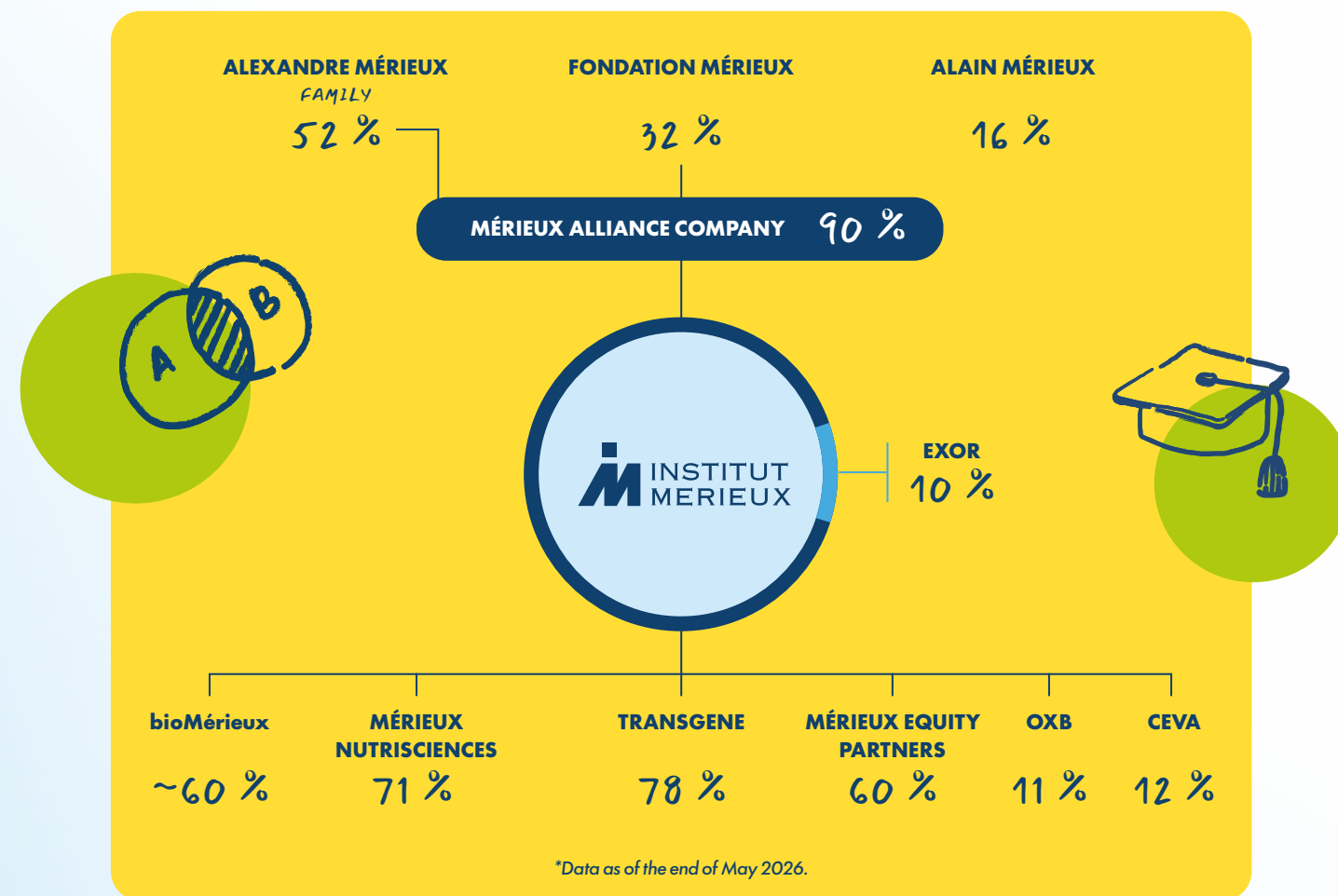
Humanist values passed down through four generations

The creation of the bioMérieux Endowment Fund for Education in 2020, under the impetus of Alexandre Mérieux, Chairman of the Board of Directors of bioMérieux, reflects the humanist and entrepreneurial spirit that has long driven the Mérieux family.

The Endowment Fund is indeed part of the history of a family-owned group committed to public health since 1897, the year the Institut Mérieux was founded in Lyon by Marcel Mérieux, a student of Louis Pasteur. Four generations of entrepreneurs have since succeeded one another, exploring new frontiers in biology to combat infectious diseases worldwide, first through vaccination, and later through diagnostics.

Today, the Institut Mérieux Group, chaired by Alain Mérieux, imagines and develops new approaches in the fields of diagnostics, immunotherapy, food safety, and nutrition to fight infectious diseases and cancers.

Through its various entities (see diagram page 7), the Institut Mérieux brings together more than 26,000 people worldwide, operates in 50 countries, and generates revenues of €4.9 billion.



Alongside its core business activities, the Institut Mérieux is distinguished by its strong commitment to helping the most disadvantaged people around the world through philanthropic initiatives. The Mérieux Institute counts the Mérieux Foundation among its shareholders, via the family holding company Compagnie Mérieux Alliance. This independent foundation recognized as being of public interest and founded by Charles Mérieux in 1967, combats infectious diseases in resource-limited countries by strengthening their capacities, particularly in clinical biology.

The Group is also a founding member of L'Entreprise des Possibles, an initiative launched in 2019 in Lyon by Alain Mérieux. This collective brings together companies from the Lyon metropolitan area, mobilizing them and their team members to support homeless people.

bioMérieux, a company dedicated to serving public health

bioMérieux, founder of the bioMérieux Endowment Fund for Education, is the Group's largest bio-industrial

company. This family-owned company, founded in 1963 in Marcy-l'Étoile near Lyon, is a global leader in in vitro diagnostics. Its core purpose is to contribute to improving health outcomes for populations around the world. Today, it employs 15,000 people, operates in 46 countries, and serves more than 160 countries through its distributor network.

Philanthropy has always been part of bioMérieux's DNA and is now embedded in its Corporate Social Responsibility (CSR) strategy, with the ambition of increasing its positive impact on local communities. Convinced of the importance of sharing to help build a more equitable world, bioMérieux has implemented numerous initiatives and long-term partnerships to support the most vulnerable populations.

In its 2026–2028 CSR roadmap, bioMérieux commits to allocating at least 1.5% of the Group's net income to philanthropic actions, including support for the bioMérieux Endowment Fund for Education.

SINCE 1897

GENERATIONS OF ENTREPRENEURS

Marcel Mérieux Charles Mérieux Alain Mérieux Alexandre Mérieux



02



The Endowment Fund: a vision rooted in bioMérieux's philanthropic heritage



From exceptional COVID-19-related philanthropy to the creation of the Endowment Fund

In 2020, the bioMérieux teams mobilized strongly to very rapidly develop COVID-19 diagnostic tests and make them accessible to as many people as possible in order to combat the pandemic. At the same time, unable to remain indifferent to the economic and social crisis triggered by this health emergency, the company's Board of Directors decided to launch a large-scale solidarity program to support those made vulnerable or weakened by this unprecedented health crisis.

A remarkable commitment from the teams

In all regions where bioMérieux operates, teams took part in selecting the 60 projects financially supported by the company.

This momentum of solidarity revealed the strong desire among team members to engage locally, meaningfully, and sustainably. It planted the seed for a long-term international solidarity program.

Building on this experience, the bioMérieux Endowment Fund was established in November 2020 with an initial endowment of €20 million. The creation of this independent structure, with its own Board of Directors, embodied the wish of Alexandre Mérieux, then Chairman and Chief Executive Officer of bioMérieux, to sustain this momentum through a dedicated "tool".

Half of the dividends due for the 2019 financial year were therefore reallocated to an exceptional philanthropic initiative in France and around the world.		
12 MILLION allocated to the Mérieux Foundation	2 MILLION to L'Entreprise des Possibles	
8 MILLION to 60 selected projects worldwide covering themes ranging from support for vulnerable individuals to the fight against domestic and sexual violence.		

His ambition was twofold: to provide the financial resources needed to support large-scale humanitarian projects promoting children's education, by leveraging bioMérieux's global network, and to offer volunteer team members, regardless of their role, position, or location, the opportunity to get actively involved in meaningful solidarity projects within their own regions and local communities.



Why an Endowment Fund? Choosing the right legal structure

Given the intention to create an independent legal structure to carry out these philanthropic actions, several options were available (corporate foundation, sheltered foundation, Endowment Fund, etc.). The Endowment Fund format was preferred as it offers major advantages:

- Rapid creation;
- Flexible governance;
- No long-term financial commitment (unlike a corporate foundation, in particular).



Operating internationally with local partners in different countries requires compliance with certain conditions to meet French tax regulations, in particular:

- The eligibility of the structure;
- The eligibility of the action;
- Compliance with the operating procedures used to implement activities.



What you need to know before getting started

In practice, the term "Endowment Fund" can sometimes be difficult to understand in certain languages, and confusion with the term "foundation" is common.

The operational team of the Endowment Fund:

The Endowment Fund is led by a Managing Director, supported by a team of three people (2.5 full-time equivalents). As team members of bioMérieux, they are seconded to the Endowment Fund and are fully dedicated to it.



Christine Hostache,
Executive Director



Sophie Ablott,
Partnerships Manager



Justine Bordjah,
Communications Manager



Laura Muselle,
Administrative Coordinator

The core team is complemented by a regional team (France, Europe, the Middle East, Asia-Pacific, the United States (or North America/East Coast, North America/West Coast), Latin America and Africa), composed of six regional coordinators, bioMérieux team members based internationally and seconded part-time, who closely monitor projects in the field:



Raffaella Catena,
Europe and Middle East Coordinator



Emily Zhang,
Asia-Pacific Coordinator



Patricia Ayandokun,
Africa Coordinator



Maya Balakrishnan,
North America/East Coordinator



Jackie Patton,
North America/West Coordinator



Paula Macias,
Latin America Coordinator

The team is supported by an accounting firm for its accounting and financial management, and by a law firm responsible for drafting agreement templates, validating the legal framework of calls for projects, ensuring that supported projects in each country meet the French tax public-interest requirements, and assisting the Endowment Fund with legal and tax compliance.



What you need to know before getting started

Choosing a specialized and available law firm is crucial when setting up an international initiative.

Positioning of the Endowment Fund: the culmination of a structured approach

The Endowment Fund was established out of Alexandre Mérieux's personal conviction that education is a powerful lever for change, capable of generating a positive impact on the world.



"Education from a very young age can be a game-changer, enabling the personal development of every individual, contributing to a stable society, reducing poverty, and supporting regional economic development," he emphasizes. "Unfortunately, access to education is not the same for everyone. It is therefore important to act from a very young age to help restore equal opportunities."

ALEXANDRE MÉRIEUX
Chairman of the Board of Directors of bioMérieux
President of the bioMérieux Endowment Fund for Education

GOVERNING BODIES OF THE ENDOWMENT FUND

The Endowment Fund is administered by three governing bodies:



Board of Directors

Legal and statutory governing body

ROLE

Administers the Endowment Fund and makes all decisions in its best interest (in particular, sets/approves the action program, defines strategic orientations, approves the annual accounts, and amends the bylaws).

COMPOSITION

Minimum of 3 members (including the founding member):
Alexandre Mérieux
Valérie Leyldé
Michel Baguenault

FORMALISM

Minutes of Board meetings.



Advisory Committee

Legal and statutory governing body

ROLE

Provides the Board of Directors with proposals and recommendations on investment policy and ensures their follow-up. May propose studies and expert analyses to the Board.

COMPOSITION

Minimum of 3 qualified external members appointed by the Board:
Ana-Maria Bonduelle
Vincent Fauvet
Sidonie Mérieux

FORMALISM

Minutes of Advisory Committee meetings.



Selection Committee

Optional governing body

ROLE

Prepares the annual action program and selects projects following the call for projects (subject to Board approval).

COMPOSITION

Group composed of members of the Board and of the Advisory Committee (total of 6 members).

FORMALISM

Meeting report.

With this in mind, we have undertaken an in-depth review to clarify the role of the Endowment Fund, its missions, and clearly define its purpose.



What do we mean by education?

Education is the process of shaping a person, particularly a child or teenager, by developing their intellectual, physical, moral, emotional, and interpersonal qualities, as well as their knowledge of and engagement with society, in order to help them flourish so that they can approach their personal and social lives with confidence and find their place in the world. It relies on the person's entire environment: family, school, culture, society and all the material, financial, and human resources required to put it into practice.

Taking action as soon as possible in early childhood to have a greater impact

We first established that contributing to the United Nations Sustainable Development Goal 10, 'Reduce inequality within and among countries', was a starting point for the Endowment Fund's positioning. This positioning

was refined through the reading and meetings of the Managing Director and the Board of Directors to focus on reducing inequalities through and within the education of the youngest children, aged 0 to 8. Indeed, the early years of life are a crucial period: it is at this stage that the educational, emotional, and social foundations essential to a child's future development are laid. Acting early helps to support their development, boost their self-confidence, and facilitate their future social integration. It is at this very young age that interventions have the strongest and most lasting impact: according to UNICEF, **85% of brain development takes place before the age of 5!** Yet, despite this major challenge, pre-primary education remains the least funded level of education worldwide, even though early support could significantly reduce the inequalities that emerge from a very young age. The figures speak for themselves: **175 million children aged 3 to 5 are not enrolled in pre-primary education* and, on average, governments worldwide allocate only 6% of their education budgets to pre-primary education.**

We have conducted extensive research and drawn on leading reports and studies, such as those by UNESCO and the economist James Heckman, to deepen our understanding of education and our thinking on the subject. These studies highlight two key aspects underpinning the Fund's work: on the one hand, the lasting and vital impact of projects that intervene from the earliest years of a child's life; on the other, the lack of financial support allocated to projects dedicated to quality early childhood education worldwide.

**2019 UNICEF study*

BRAIN DEVELOPMENT IN CHILDREN

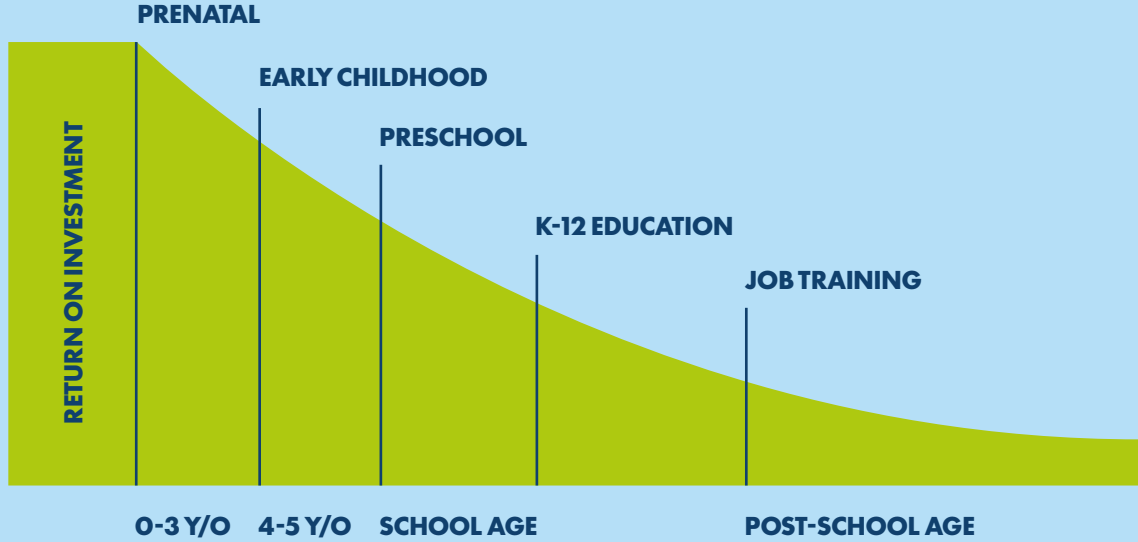
According to UNICEF, 85% of brain development occurs before the age of 5.

6 months
Creation of neural connections (synapses)

9 months
Neural connections become specialized and strengthen

Young child
Neural connections increase rapidly up to age 2, become structured up to age 6, and continue to consolidate as the child grows.

ECONOMIC IMPACT OF INVESTING IN EARLY CHILDHOOD LEARNING: THE HECKMAN CURVE



The Heckman Curve shows that the greatest economic and social benefits come from early investment in skill development." / heckmanequation.org

PROVIDING LOW-INCOME FAMILIES WITH HIGH-QUALITY CHILDCARE RESULTS IN:

Reduced social costs

Stronger families

Higher achievement

Stronger national economy

<https://heckmanequation.org/resource/shareable-graphics-gender-differences-benefits-influential-early-childhood-program/>

Developing a systemic approach to generate a lasting impact

The work of experts in the social and solidarity economy (SSE) has also convinced us of the importance of adopting a systemic approach to our work in order to tackle problems at their root, rather than their symptoms. This is what we aim to implement: through the projects it supports, the Endowment Fund targets direct or indirect beneficiaries (children, families, education professionals and educational institutions, the early childhood ecosystem, etc.) and seeks to tackle the causes of inequality.



**The term "organization" is used generically to refer to "non-profit organizations" throughout this document.*

From theory to action: operational roll-out

When the Endowment Fund was launched in late 2020, the Board of Directors decided to support six projects across eight countries. These projects were identified through a direct approach. Three of the organizations* supported are still receiving funding five years on.

During 2021, the project selection process was refined, and from 2022 an annual call for projects was introduced. This new approach has helped foster a participatory dynamic among bioMérieux team members, involving them more closely from the very start by identifying organizations close to their local areas that are committed to early childhood. Team members, based in 46 countries, act as valuable and effective liaisons, providing insight into the local realities of children's education, identifying projects to support, assisting organizations in implementing their projects, and visiting sites in the field.

How does the call for projects work?

The call for projects process follows specific rules.



01 — Applications

Only the following may apply: public interest organizations:

- meeting the eligibility criteria under French tax law;
- with a project dedicated to early childhood education, targeting children aged 0–8 from families in severe financial hardship;
- supported by an identified bioMérieux team-member sponsor;
- and whose geographical scope will be as close as possible to a site where bioMérieux teams are located, anywhere in the world.

02 — Selection criteria

We clearly set out the selection criteria from the call for projects stage onwards to prevent ineligible organizations from investing time in preparing an application that would not be accepted. The main criteria are:

- Projects aimed at reducing inequalities;
- Run jointly with local partners;
- Inclusive of their target audiences;
- The ability to measure their impact;
- The ability to involve bioMérieux team members.

03 — Instructions

Following the six-week online application phase, we proceed to assess the applications. This comprehensive review covers the organization's and project's eligibility under the French tax regime for corporate philanthropy, the project's coherence and impact; the organization's ability to carry out regular and accurate monitoring of its activities, budget and funding; the potential for involving bioMérieux team members, and the organization's financial health. Eligible projects are then invited to an interview, after which they are presented to the Selection Committee, which selects the winners. These winners may receive financial support ranging from €30,000 to €200,000 for a period of 1 to 3 years.

Generally speaking, we give priority to projects lasting 2–3 years to give them time to be implemented and to achieve significant and measurable results.





What you need to know before getting started

It may be appropriate to use a dedicated online platform to manage the call for projects, particularly to organize the collection of applications and facilitate their analysis.

However, for the project monitoring phase, such tools are often less suitable: they do not always meet the specific needs of an Endowment Fund or pilot foundation. Other simpler and more agile solutions may be considered.



Feedback on operating via a call for projects (CFP)

Several methods exist for identifying and selecting partner organizations. The CFP is the solution best suited to our Endowment Fund, despite its drawbacks.



Advantages

Visibility at the outset

The CFP offers effective visibility to a new sponsor with limited connections within the voluntary sector in a large number of countries.

International engagement

The CFP, which relies on team members' involvement, enables teams to be mobilized annually and partners to be reached who are closest to the needs, in all countries where the company operates.

A familiar process for the voluntary sector

Charities are quite familiar with this selection process and are often on the lookout and very responsive.

Tailored terms of reference

By defining the terms of reference for the CFP, selection criteria are standardized and projects are selected simultaneously via a scoring system, which tends to be fairer for applicants.

Annual cycle tailored to the team

For the Endowment Fund's team, the annual call for projects makes it easier to manage the workload, which is concentrated in the period from mid-June to the end of September.



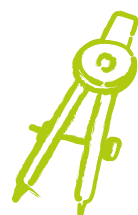
Drawbacks

Time spent by organizations

The time taken to put together an application can be lengthy for an outcome that is not guaranteed, as not all eligible projects are selected by the Selection Committee.

Restrictive annual cycle for organizations

If an organization misses the deadline, or if its project is not selected, it must wait a full year to apply again.



Aware of the drawbacks of calls for projects for applicant organizations, we strive to mitigate these by:

- Publishing the application pack on our website in advance;
- Sharing the eligibility and selection criteria in a fully transparent manner;
- Allowing sufficient time for organizations to respond under the best possible conditions;
- Offering discussions prior to the application to ensure that the project meets expectations from the outset.



Team members: at the heart of the model and our work

The commitment of bioMérieux team members worldwide is one of the cornerstones of the Endowment Fund and the reason for its success. Right from the positioning phase, we conducted a survey among the company's team members to encourage their support, invite volunteers to take part in this new initiative and gain a better understanding of the challenges relating to education in their local areas. The questionnaire confirmed the desire of team members to get involved, with 1,300 of them immediately expressing their willingness to volunteer.



Lessons from an inspiring foundation: the Decathlon Foundation

A conversation with Jean-Pierre Haemmerlein, Director of the Decathlon Foundation, made a strong impression on us. This foundation, established in 2005, aims to "have a positive impact on the lives of vulnerable individuals and communities through the benefits of sport". It supports sports and community projects in partnership with local NGOs and in coordination with Decathlon team members on the ground. These sustainable and impactful projects also provide opportunities for meaningful human connections. *"We were particularly impressed by the incredible commitment of Decathlon team members who, all over the world, are launching concrete projects that forge bonds of solidarity through sport. This meeting was a turning point; our eyes lit up," says Christine Hostache. "Jean-Pierre Haemmerlein confirmed what we had sensed: it is indeed by involving volunteer team members that our Endowment Fund will have the greatest meaning for bioMérieux teams and the greatest impact on society."*

Far beyond a mere supporting role, bioMérieux team members are fully committed stakeholders, actively involved at every level of the initiative. Their involvement is based on a dynamic of proximity, co-creation, and action on the ground at an international level. bioMérieux's geographical network spanning 46 countries is a real asset for the Endowment Fund, as it enables it to have a physical presence in all these regions where children's living and educational conditions vary greatly.

This active involvement not only increases the impact of the projects supported but also acts as a powerful driver of internal engagement: By 2025, 100% of team members committed to the Endowment Fund over the long term believe that their role within it fully strengthens their sense of belonging to bioMérieux*. Team members involved in the Endowment Fund often speak of the pride and gratitude they feel towards their company, the opportunity they are given to make a difference to children's education, the satisfaction of contributing to their development, and the energy and motivation at work that this brings them.

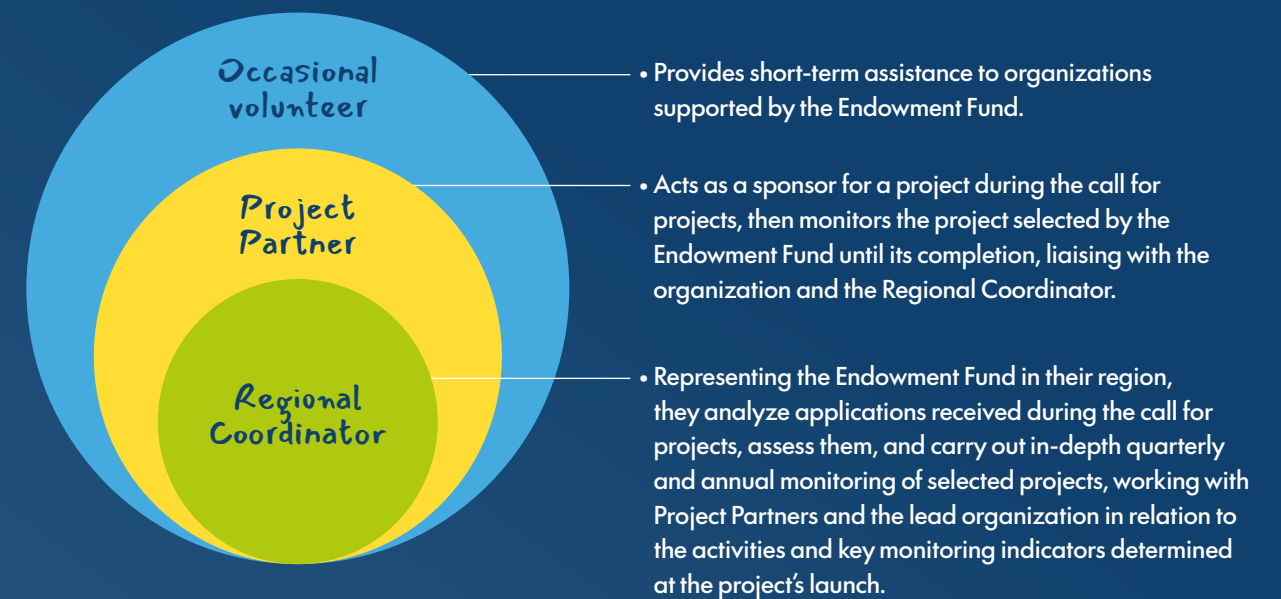
This approach creates a genuine virtuous circle that benefits the community, partners, and the company's team members.

Key roles based on volunteering

The Endowment Fund aims to offer bioMérieux team members the opportunity to get involved in practical initiatives carried out in collaboration with the supported partner organizations that they identify in their local communities. To this end, we provide a secure and structured framework to help them contribute to a project of public interest by bringing their energy and skills to bear.

*Data from the 2025 survey of bioMérieux team members (Project Partners and Regional Coordinators) involved in the Endowment Fund.

**SEVERAL LEVELS OF INVOLVEMENT ARE POSSIBLE,
ALWAYS ON A VOLUNTARY BASIS.**



THE FUND IN A FEW FIGURES AS OF DECEMBER 31, 2025





interviews with team members at the three levels of involvement

“For me, being a Project Partner means aligning my personal values with those of bioMérieux. It’s an opportunity to have a real impact on children’s lives, to mobilize people, to create inspiring initiatives, and to help transform lives.”

What motivated you to sponsor a non-profit organization and take on the role of Project Partner?

I’ve always been involved in volunteering, but more from a distance: helping out during campaigns, encouraging colleagues, contributing as best I could. When the opportunity arose to become a Project Partner for the Arca do Saber non-profit organization, I felt it was time to experience this commitment in a more direct, more human, and more transformative way.

What have been the highlights of your four years as a Project Partner?

Being there on the ground, taking part in workshops and fun activities with the children, supporting fundraising drives and mobilizing the team for collective actions allowed me to gain a deep understanding of the real impact we can make. Seeing my daughter take part in Arca do Saber’s Christmas party was a transformative moment, a meeting point between my personal values and the project’s mission.



Viviane Dias

PROJECT PARTNER
BRAZIL

What were the main benefits you gained from this commitment?

Being with the children, experiencing these moments, and sharing this adventure with so many wonderful people will remain for me one of the greatest gifts I have ever received. Taking on the role of Project Partner opened the door to an adventure that went far beyond the scope of volunteering. Every interaction, every smile, and every initiative showed me that, as colleagues, we have immense power to transform realities, particularly those of children who need more opportunities and attention. These four years have shown me that even though we help many people, it is we, in the end, who learn, grow, and transform the most.

Would you recommend this role to your colleagues, and why?

Yes, without a doubt! Being a Project Partner is so much more than just supporting an initiative. It is a transformative experience that reminds us of the immense power we have when we come together around a common goal. It’s about connecting with people, stories, and experiences that make us better professionals and, above all, better human beings. It’s an invitation to exchange, care, a sense of belonging and the putting into practice of values that few companies embody so sincerely.



Ghislain Bourseau

OCCASIONAL VOLUNTEER

“For me, volunteering for the Endowment Fund is a privilege.”

“I had the opportunity to volunteer at Atys School, a non-state-funded, shared-time school for autistic children aged 3 to 12 that combines specialized care with integration into mainstream settings. I helped organize their end-of-term party in July 2025. More specifically, I helped set up the marquees, install the stands for the various activities, and run these stands for the children. It was a real joy, a time of complete and total sharing with the children and their parents. It made me want to continue with future projects. We are fortunate that bioMérieux supports these projects and allows its team members time off to take part in these initiatives.”

“For me, being an Asia-Pacific Coordinator means turning a mission into concrete actions within one of bioMérieux’s most diverse regions and converting collective goodwill into real and meaningful impact.”

What motivated you to apply for the role of Regional Coordinator?

I firmly believe in the Endowment Fund’s purpose and in how it reflects bioMérieux’s commitment to solidarity, inclusion, and long-term positive impact. I wanted to play a more active role in implementing these initiatives and help ensure that teams feel connected to a cause that goes beyond their day-to-day work.

What are the specific characteristics of this role?

It combines coordination, execution, and internal advocacy. It involves close coordination between local, regional, and global teams. For me, it’s an ideal opportunity to collaborate with colleagues I might never have worked with had I not been involved in the Endowment Fund.

What experiences and benefits have you gained from it?

This role has broadened my understanding of social-impact initiatives in our region and strengthened my perspective on how meaningful initiatives take shape across different cultures. It has also allowed me to build deeper relationships with colleagues. On a personal level,



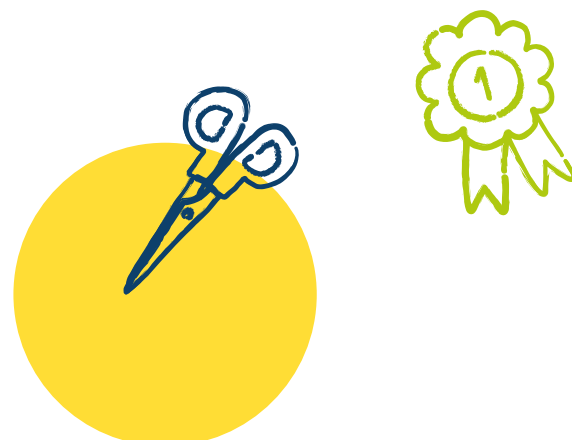
Emily Zhang

REGIONAL COORDINATOR
ASIA-PACIFIC

it is very rewarding to know that my work contributes to something useful, tangible, and sustainable for people and communities.

What advice would you give to colleagues who might be interested in a role like this?

I would encourage them to approach it with curiosity and an open mind. You don’t need to be a CSR expert to make a meaningful contribution. All it takes is a desire to connect with people, amplify impact, and support initiatives that really matter.



Support and assistance for team members making a commitment

Flexible working arrangements

As support for the Endowment Fund forms an integral part of bioMérieux's CSR strategy, specific HR measures have been put in place to provide staff with the best possible support in their various roles. This is an important, indeed essential, factor in team members' engagement, as they need to feel supported by their employer and to have the right conditions to be fully involved in volunteering.

bioMérieux allows team members to adjust their working hours, with arrangements varying according to their role:

- Regional Coordinators are allocated 10 days per year to carry out their role. They sign a two-year addendum to their employment contract, co-signed by bioMérieux's Human Resources department. Their line manager is informed by bioMérieux's Global Human Resources Department, thereby formalizing the time dedicated to project monitoring within their workload.
- Project Partners are allocated 6 days per year. They sign a commitment charter for a period of 1 to 3 years, co-signed by the Endowment Fund. Their line manager is informed by bioMérieux's Global Human Resources Department so that this allocated time can be factored into their workload.
- Team members based in France are entitled to 2 days per year for one-off voluntary or charity work, subject to their manager's approval. This type of scheme is specific to each bioMérieux country.

Training dedicated to supporting projects

In addition, we provide bioMérieux team members with several online training courses, accessible via the company intranet. These courses, essential for anyone involved in the Endowment Fund, provide the key tools to help them take on their role and support them in their mission.

From 2022, four topics were offered: "Challenges in early childhood education", "The reality of NGOs", "Measuring impact and monitoring projects", and "Monitoring tools". This program was supplemented by two further training courses from 2024: "Communication: rights and responsibilities" and "Child Protection Policy".

Links with the operational team

The Endowment Fund team maintains close and regular contact with the Regional Coordinators and Project Partners. We identify their needs, support them throughout their projects and offer turnkey solutions (assistance with monitoring project activities and financial aspects, organizing events and volunteering trips, calls for volunteers, etc.).

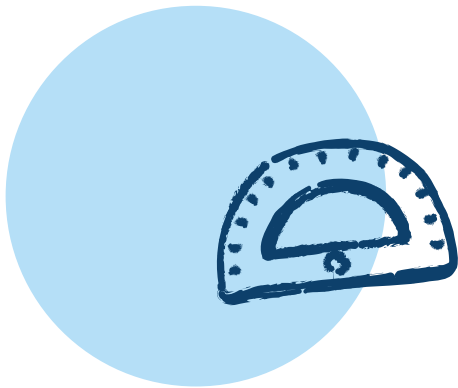
Fostering a community of committed team members

We bring the community of contributors to life through various events, for example:

- Onboarding sessions for new Project Partners joining the Endowment Fund;
- Twice a year, a discussion session for Project Partners to share experiences and activities carried out as part of their projects;
- An internal channel dedicated to the Endowment Fund community to facilitate discussions and exchanges.

Team members who are actively involved, working closely with the realities faced by the non-profit organizations and beneficiaries

Throughout the year, Project Partners and their partner organizations organize volunteering initiatives to engage other bioMérieux team members, helping to strengthen solidarity within the company while also bringing an extra touch of soul to all the supported projects. These are genuine opportunities for sharing, enabling collective and friendly activities, whilst supporting the organizations we assist.



"bioMérieux, firmly committed to global public health, has always sought to share the value it creates with vulnerable populations through philanthropic initiatives. This humanitarian commitment is continued through its Endowment Fund, which translates it into concrete actions by mobilizing employees and offering them the opportunity to get involved with partner organizations during their working time."

VALÉRIE LEYLDÉ

Executive Director, Human Resources, Communications & CSR at bioMérieux, and member of the Board of Directors of the Endowment Fund

Organizing collections and donation campaigns

On bioMérieux sites, team members regularly organize collections of material donations (books, school supplies, clothing, etc.) for children and families.



In Spain, teams donated toys to the non-profit organizations A la Par and APADIS.



In Argentina, volunteers collected balls, board games, toys and books, painted wooden toys, and made educational gloves to accompany a song in aid of the Fundación Sí and the Fundación Kaleidos.



In the United States, team members collected clothes and toys to donate to the Children's Center Utah at Christmas.

Concrete actions on the ground

Project Partners regularly invite bioMérieux team members who wish to do so to take part in one-off volunteering initiatives. This form of community engagement has proved highly successful and helps to raise awareness of the non-profit organizations supported by the Endowment Fund.



In the United States, the San José team came together to assemble hands-on science experiment kits for pre-school children in disadvantaged communities supported by the "Science is for Me!" project.



bioMérieux volunteers in Chile took part in activities for the "Curiosity" project, supported by the bioMérieux Endowment Fund, designed to spark curiosity and interest in science among young children.



In Belgium, bioMérieux team members generously gave their time to help organize a day out for single parents supported by the Le Petit Vélo Jaune non-profit organization.



In France, more than 200 team members attended a talk given by ATYS, an organization that aims to change society's perception of autism by promoting the early inclusion of autistic children in mainstream schools and society.



In Ivory Coast, the team organized a handwashing awareness activity for 110 children with partners from the Fondation d'Augustin project.



Team-building events with a charitable focus

bioMérieux team meetings are also great opportunities to raise team members' awareness of the Endowment Fund's actions and enable them to take part in solidarity initiatives.



In France, the Global Commercial Capabilities and Performance team took part in an event with the children from Ma Chance Moi Aussi. It was a deeply moving experience of magical interaction between generations, where everyone was able to dance, laugh, and be moved.



In France, during the Industrial Applications Management Days, teams took on challenges that allowed them to earn points for a good cause: offering a visit to the Palace of Versailles for 20 children from the Salvation Army.



During a seminar for bioMérieux's Intellectual Property team, participants built birdhouses and assembled and decorated wooden planters for the organization L'Oiseau Bleu, near Grenoble, to enhance the non-profit organization's garden and run gardening workshops.



In France, members of the Global Legal team took part in a workshop to make Christmas chocolates, which they then personally handed out to children supported by several of our partner organizations.



Testimonial from a Project Partner involved in a project in France

"With the Endowment Fund, we allowed the Prête-moi tes ailes organization to launch an educational support project"

Isabelle Pons is a partner in the project run by the Lyon-based organization Prête-moi tes ailes, which combats the isolation of families affected by cognitive disabilities, particularly Down's syndrome, by offering:

- Regular family gatherings to build connections and break the cycle of isolation;
- Respite and support for carers;
- Activities tailored to children (workshops, academic support, playtime);
- Support from the moment of diagnosis;
- Awareness-raising initiatives to change perceptions of disability.

How did you help Prête-moi tes ailes structure the project supported by the Endowment Fund?

I have always been sensitive to issues surrounding disability, and after the Covid period, I felt the need to make myself useful. When I discovered the Prête-moi tes ailes non-profit organization, it had just received a donation of teaching materials from a teacher who had set up an inclusive school and was retiring. With the Endowment Fund, we enabled Prête-moi tes ailes to launch an educational support project. Together with its President, Clotilde Jenoudet-Henrion, we set up the 'Respire! Educational Support' project, dedicated to children with Down's syndrome who, unfortunately, receive little or no schooling due to a lack of places in schools in France. Thanks to the support of the Endowment Fund, Prête-moi tes ailes was able to find premises in Lyon and hire a teacher specializing in cognitive disabilities and Down's syndrome. The program began in January 2026 with three children.



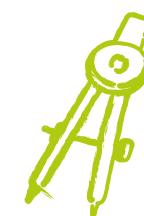
Isabelle Pons
PROJECT PARTNER

How has this project strengthened your commitment to volunteering?

Being a Project Partner is a very rewarding role: we act as the link between the organization and the Endowment Fund, and we're at the heart of sharing information and driving the project forward. At the same time, I've become a volunteer member of Prête-moi tes ailes. I help welcome families on Saturday afternoons. These are really amazing moments, full of energy, where you receive as much as you give. I'll also be helping to organize an inclusive event for Christmas 2026. Working alongside families and children affected by disability also allows you to step back from your daily routine, put many things into perspective and, ultimately, be happier.

How do you get other colleagues on board?

The Endowment Fund and I regularly share updates on the organization's activities. This visibility has helped raise awareness among colleagues: two people have joined me as Project Partners for the organization at bioMérieux, and others volunteer at events organized by Prête-moi tes ailes.



WE ACT FOR THE Children



An extraordinary mobilization for bioMérieux's first global solidarity event



In November 2025, to mark International Children's Rights Day, bioMérieux and the Endowment Fund organized "We Act for the Children", the company's first global solidarity event.

For two weeks, bioMérieux team members were invited to take part in charitable, sporting, and creative challenges, both individual and group-based, with the aim of raising funds to support the Endowment Fund and its partner organizations. As many initiatives and challenges as they themselves have imagined and implemented across all bioMérieux sites.

The scale of the event was unprecedented: bioMérieux offered its 15,000 team members worldwide 2 hours of volunteering time during working hours. Each solidarity action accomplished contributed to accumulating points on a collective tally via a dedicated app.

The event was a collective success: over 6,600 team members took part. Thanks to their efforts, bioMérieux donated €70,000 to the Endowment Fund, which decided to allocate this donation to the launch of a major project in Ivory Coast, in partnership with the Fondation d'Augustin. This initiative aims to create a safe, inclusive, and sustainable learning environment by renovating classrooms, building latrines and a canteen, and installing electricity. These improvements will enable 144 vulnerable children to access quality education.

In addition, the Endowment Fund made a one-off donation of €5,000 to each of the six non-profit partner organizations selected by the company's local teams in Africa, Latin America, Asia-Pacific, the United States, France, and Europe-Middle East.



+400

ACTIVITIES ORGANIZED
WORLDWIDE

+6 600

TEAM MEMBERS
ENGAGED



62

TEAMS ACROSS
45 COUNTRIES



+25

FUNDRAISING DRIVES
ORGANIZED TO SUPPORT
LOCAL CHARITIES



04



Building strong, high-impact, sustainable, and supportive partnerships

Support for projects focused on six key thematic priorities

With a view to adopting a holistic approach to education, we structure our support around six key thematic priorities:

- Inclusive education;
- Access to education, nutrition, and healthcare;
- Socio-emotional development;
- Parenting support;
- Academic and extracurricular support;
- Early childhood cognitive and language development.



OUR 5-YEAR ACHIEVEMENTS

INCLUSIVE EDUCATION

1 447

CHILDREN BENEFITED FROM AN ADAPTED AND INCLUSIVE EDUCATIONAL PATHWAY

ACCESS TO EDUCATION

67

SCHOOLS/EDUCATIONAL CENTERS BUILT OR RENOVATED AND EQUIPPED

SOCIO-EMOTIONAL DEVELOPMENT

1 470

PROFESSIONALS TRAINED IN DEVELOPING CHILDREN'S SOCIO-EMOTIONAL SKILLS

PARENTING SUPPORT

11 207
FAMILIES OR CARERS SUPPORTED THROUGH 3,593 WORKSHOPS

ACADEMIC AND EXTRACURRICULAR SUPPORT

11 183
HOURS OF ACADEMIC SUPPORT PROVIDED

COGNITIVE AND LANGUAGE DEVELOPMENT

13 235
YOUNG CHILDREN SUPPORTED IN THEIR COGNITIVE AND LANGUAGE DEVELOPMENT THROUGH 4,767 WORKSHOPS



Interview with Christine Hostache



Christine Hostache
MANAGING DIRECTOR
OF THE ENDOWMENT FUND

How were these six priority thematic areas selected?

From the very start of the Endowment Fund, we made a simple commitment: to invest in the early years of life, when everything is decided, to give every vulnerable child the best possible chance to reach their full potential. As we worked alongside our partners on the ground, one thing became clear: behind the diversity of projects, the same challenges kept recurring, and the same levers for impact emerged.

From the end of 2024, we identified six key themes within our project portfolio, along with common indicators for each theme to facilitate their aggregation. Not to pigeonhole projects, but to foster a common language, shared indicators, and a stronger overall vision. This framework allows us to group all our projects by theme, better support project leaders, better measure collective impact, and, above all, refine our strategy for the coming years, whilst bearing in mind that the reality on the ground often extends far beyond a single dimension.

These themes are indeed often interconnected; in what way is this a strength?

It is, in fact, one of our greatest assets. Working for children and families means embracing the complexity of reality: school enrollment, emotional development, nutrition, parenting... everything is intertwined.

We carry out regular monitoring of projects using our set of indicators for each of the identified themes. Of course, each project prioritizes one theme but often addresses two or three others as well. And it is precisely this intersection that makes the approach more relevant. Take, for example, a support program for children with disabilities: it falls primarily under inclusive education, but it almost always involves enhanced support for parenting. Workshops dedicated to parents, whether they are concerned with disability or other educational challenges, thus contribute to a comprehensive and coherent vision.

This structure gives us a more nuanced, accurate, and clear understanding of everything we do. It reveals the scope of our activities and highlights what we already know: when we act for a child, we are always acting on several fronts at once. And it is this holistic approach that enables us to amplify the reach of our projects in the field.



So, rather than the theme, is it the expected outcomes that primarily guide the selection of projects?

Absolutely. When we assess a project, our first instinct is not to check which thematic category it falls into, but to measure what it can change, in concrete and sustainable terms, in the lives of children and families. Impact is our compass.

We primarily seek initiatives that bring about transformative change, rather than one-off interventions. Projects whose human, educational, or social value far exceeds the sheer number of beneficiaries. Building a school, for example, generates immediate and multifaceted impact: hundreds of children gain access to education, teachers are trained, and often a nutrition program is included... It represents a profound shift in trajectory for an entire community.

But the impact can also lie in the patient and regular support of a small number of children. In certain contexts, supporting ten children over several years, in a continuous and personalized manner, makes more sense than reaching a thousand on a one-off basis during an annual event. Transformation then lies in the depth of the connection, not in the scale of the numbers.

That is why we select projects that deliver tangible results and demonstrate their impact, even if they cannot be immediately rolled out on a large scale. What matters is their ability to make a lasting difference.

The Endowment Fund does not just finance projects; it helps organizations to steer them

This approach is at the heart of our identity: we do not simply want to fund initiatives; we want to build genuine partnerships and play an active role in the projects we support. That is why we talk about steering and partnerships. For each project, we first seek to understand the initial need, the expected outcomes, and how they will be measured. This preparatory work enables us to build a shared vision and ensure that every action genuinely serves the desired impact.

This close relationship with our partners is essential. It helps us to understand the realities on the ground in all their complexity: the constraints faced by teams, the necessary adjustments, and the opportunities that arise along the way. Thanks to this relationship of trust, we can take the most appropriate action, propose solutions when difficulties arise, reorient certain initiatives, and celebrate the progress made together.

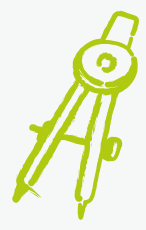
For us, being a key player means actively contributing to the success of projects, not from above, but alongside the organizations, with the firm belief that is through collaboration that the most sustainable changes emerge.



GUILLAUME MARIAU
Deputy Director of Children of the Mekong,
a partner of the Endowment Fund.

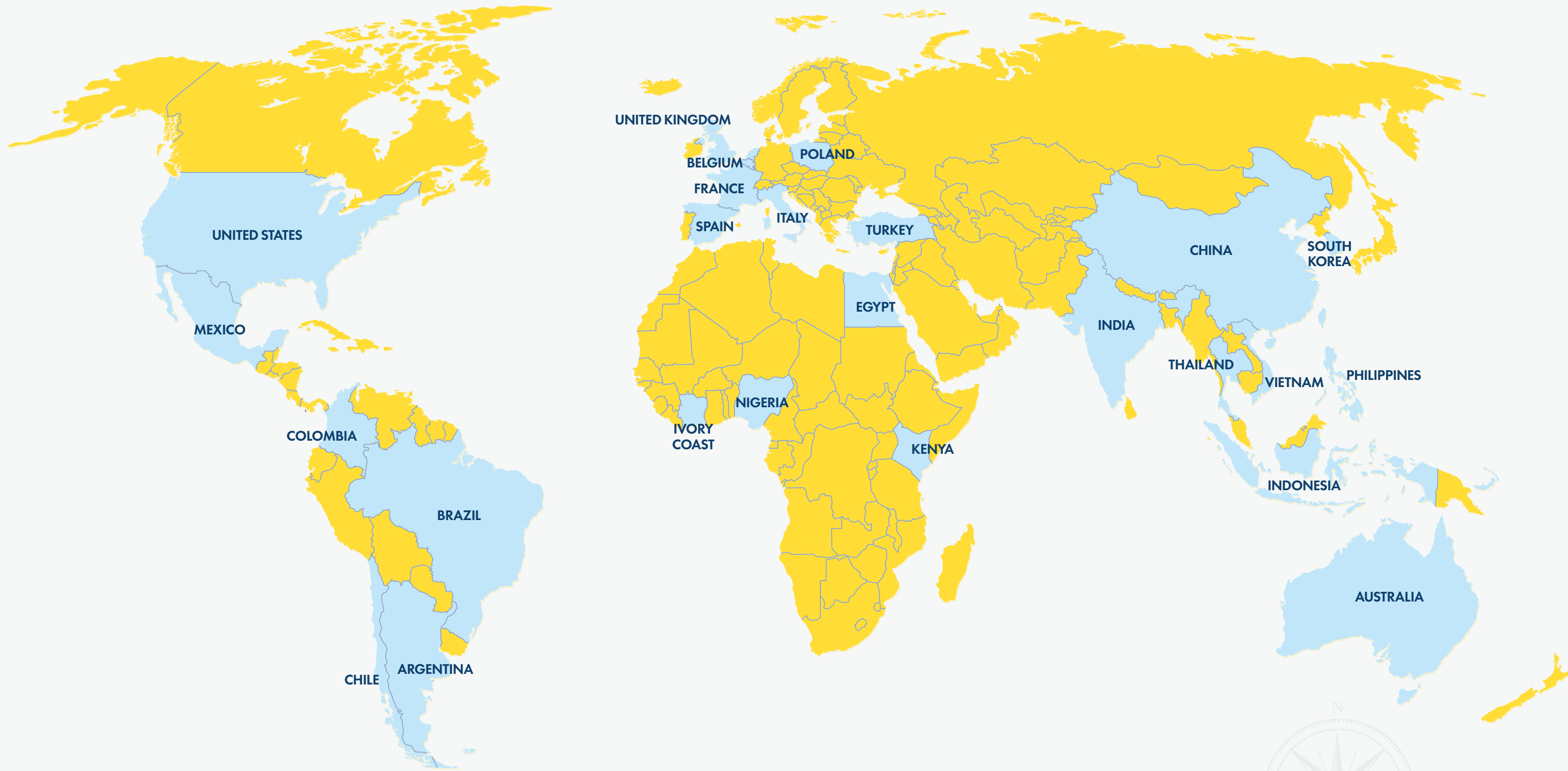
"A holistic approach to education has always been at the heart of our action. Thanks to the support of the bioMérieux Endowment Fund for Education, we carried out an audit of our initiatives with very young children, which enabled us to better structure our activities within nurseries."

Scientific studies show that we must not wait until children start preschool to take action. Very poor children who do not receive an education from a very young age are at risk of struggling to socialize and suffering from developmental delays."



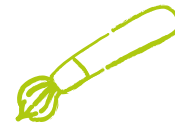
Project overview map

● Countries in which the Endowment Fund has implemented at least one project between 2021 and 2025.



05
Selection
of projects supported
by region since
the Endowment
Fund's creation.

Inclusive Education



ATYS Organization
(France)



Project
The ATYS School, a shared-time school dedicated to the inclusion of children with autism

Support period
2024 — 2026



Project description

ATYS specializes in care, education, and support for the inclusion of children with autism spectrum disorders (ASD) from a very young age.

The ATYS School, a specialized school that operates on a time-sharing basis with a “regular” school, offers part-time non-medical, educational, and therapeutic care tailored to the needs of 22 young children with autism to enable them to make significant progress and gain greater independence. The project, supported by the Endowment Fund, specifically aims to provide care for **six children from extremely disadvantaged families who have ASD and associated neurodevelopmental disorders preventing them from attending regular school.** The ATYS School offers a shared schedule with the regular school, as well as educational, sports, and cultural activities.

The goal is to:

- Provide high-quality care for these children who cannot attend regular school full-time, by welcoming them for several half-days a week at the ATYS school, in addition to their regular schooling, and by offering them educational, sports, and cultural activities;
- Support and assist their families through opportunities for discussion, training, and respite;
- Ensure that the ATYS school’s teaching staff are trained in the latest methodologies and pedagogical approaches, and support teachers in mainstream schools to better monitor the children and share experiences and goals.

Results at the end of 2025

- 22 children enrolled, including 16 between the ages of 0 and 8. Among them, 5 disadvantaged children receive specific support from the Endowment Fund, but this financing also benefits more broadly all of the school’s activities;
- Over the course of a year, this represents 930 hours of therapeutic care and adapted sports, as well as 114 educational activities and pedagogical outings offered to children outside the ATYS school;
- 21 families of enrolled children supported;
- 40 professionals trained at the ATYS school and within mainstream schools;
- 34 interventions by educational teams in mainstream schools to support the inclusion of ATYS students in mainstream settings.



Fundación APADIS
(Spain)

Project
NAKAMA, early intervention in the child’s personal environment

Support periods
2023 — 2025, and renewal
2026 — 2028



Project description

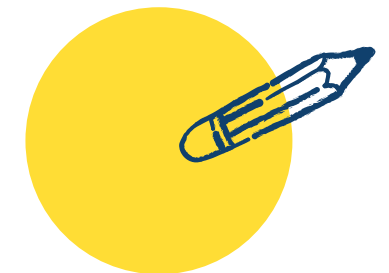
APADIS’s mission is to promote inclusion and improve the quality of life for people with intellectual disabilities and their families by providing them with the necessary support throughout their lives. It operates in the northern part of the Community of Madrid, particularly in its rural areas.

Through the NAKAMA project, APADIS aims to provide home-based support to **children aged 0 to 6 who require early intervention due to disorders, disabilities, developmental difficulties, or a risk of developing such conditions, as well as to their families.**

What sets this project apart is its approach of intervening within the very environments where children live: it is not the child with a disability who must travel to the professional to receive support; rather, the professional comes to the child. The goal is to empower families and caregivers to support their children, always building on their strengths and priorities, and making the most of daily routines and all the learning opportunities that arise each day.

Results at the end of 2025

- 21 families and 24 children supported, the majority of whom have autism spectrum disorders;
- 69 beneficiaries among the children and their relatives living under the same roof (parents, siblings, and, in some cases, grandparents);
- 100% of families responding to the organization’s annual survey are satisfied with the support provided by APADIS and report an improvement in their family’s quality of life.



Access to education

Children of the Mekong (Thailand, the Philippines, Vietnam)

Project
Together, Let's Nurture
Early Childhood

Support periods
2022 — 2024, and renewal
2025 — 2026



Project description

Children of the Mekong's mission is to educate, train, and support children and young people, enabling them to improve their material living conditions and develop intellectually, emotionally, and morally.

The project aims to provide vital support to **children in some of Southeast Asia's most vulnerable regions, particularly in the provinces of Lampang and Tak in Thailand, in the slums of Cebu and Manila in the Philippines, and in Gia Lai Province in Vietnam.** These children come from disadvantaged backgrounds, including refugee, displaced, or ethnic-minority populations.

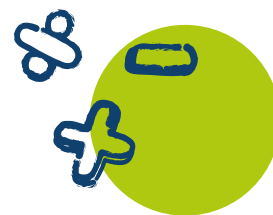
The goal is to support specialized early childhood care facilities through initiatives designed to ensure that these children grow up in a safe and stimulating environment that fosters their development.

Children of the Mekong offers comprehensive support to the children benefiting from the project, including:

- Educational workshops focused on stimulation through play, language, and psychomotor and psychological development;
- Meeting basic needs: providing a daily meal, improving health-hygiene awareness, and performing health monitoring;
- Family support.

Results at the end of 2025

- 1 331 children enrolled in various programs;
- 321 families supported;
- 46 educators/professionals trained;
- 9 kindergartens renovated: repainted and equipment adapted to ensure children's safety.



On the Way to School (Kenya)

Project
Construction of Nossim
Primary School

Support period
2023 — 2026



Project description

The organization On the Way to School (Sur le Chemin de l'École) provides scholarships and supports disadvantaged communities in accessing education. The main objective of the project is to build a primary school for 110 children aged 4 to 8 in the village of Dol Dol.

Since the nearest school is located 20 km from the village—a three-hour walk through the savanna—many children drop out due to the dangers they encounter along the way. Yet learning from a very young age is crucial: without these foundational skills acquired early on, children lose access to education and their opportunities for growth are limited. Now that the school is built, these children have access to a high-quality educational program that will enable them to acquire fundamental skills such as comprehension, reading, and writing.

Results at the end of 2025

- 110 children are now enrolled (53 boys, 57 girls) in the new Nossim school comprising three classrooms and equipped with teaching materials;
- These children have access to daily meals thanks to the cafeteria and vegetable garden, to healthcare through biannual check-ups, and to hygiene via the new sanitation block;
- 3 professionals were trained (2 teachers and 1 cook);
- Families are involved in the program through workshops on parenting and school support.

Education has been provided continuously, and the skills acquired during this first year of schooling have been consolidated. Learning is progressing successfully, and the children demonstrate consistent commitment to their studies. The school now functions as a fully operational educational institution.





Socio-emotional Development



Desafío Levantemos Chile (Chile)

Project
Desafío Curiosity

Support periods
2022 — 2025, with a renewal
2026 — 2028



Project description

Based in Santiago, Chile, Desafío Levantemos Chile works alongside communities in emergency situations to provide them with sustainable solutions.

In 2022, the Endowment Fund partnered with Desafío Levantemos Chile to launch a groundbreaking program developed in collaboration with the Curiosity Foundation: “Desafío Curiosity”, an innovative project aimed at **developing the socio-emotional skills of students from vulnerable backgrounds to address the lack of educational initiatives**, the absence of which has led to an increase in relationship difficulties, violence, and conflicts at school.

This program aims to develop socio-emotional skills through activities focused on science, technology, engineering, the arts, and mathematics (STEAM), using space exploration as a subject of study, and in partnership with NASA experts. It is being implemented in two schools in the Santiago Chile region.

Results at the end of 2025

- 222 children supported, including 44 with special educational needs (learning disabilities, language disorders, intellectual disabilities, autism spectrum disorders, etc.);
- 292 families supported;
- 112 educators trained, including 75 in inclusive education;
- A 3-day immersive study trip was organized for students, teachers, and accompanying people, including visits to the Mamalluca and Cerro Tololo observatories;
- Average progress of students as observed by their teachers: 67.9% improved their socio-emotional awareness, 70% gained greater emotional autonomy, 58.8% demonstrated better emotional regulation.



Saint Louis Crisis Nursery (United States)

Project
Early Social-Emotional Learning for Lasting Success

Support periods
2022 — 2025, with a renewal
2026 — 2028



Project description

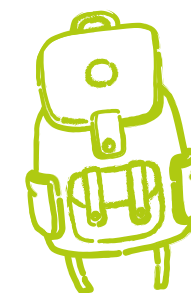
Saint Louis Crisis Nursery works to prevent child abuse and neglect by providing emergency care and support to children and families in crisis.

The organization has developed a program aimed at providing young children facing difficult circumstances—such as homelessness, domestic violence, extreme poverty, parental substance abuse, or mental health issues—with therapeutic support based on play and art.

The goal is to **offer supported children aged 0 to 8 artistic, recreational, musical, and occupational therapy activities so that they can develop new skills** in emotional regulation, appropriate social interaction, and distress management.

Results at the end of 2025

- 1 art therapist hired thanks to funding from the Endowment Fund, enabling support for 1,227 children during 2,749 art-therapy and play-therapy sessions;
 - 838 parents or guardians who also benefited indirectly from the program.
- With the support of the art therapist, the organization observed that:**
- 96% of these children developed new coping and resilience strategies after participating, thereby reducing their risk of socio-emotional, academic, and health difficulties in adulthood;
 - 91% of children saw an improvement in their self-esteem during the sessions.





Parenting Support

Fundación Kaleidos
(Argentina)

Project
Jardín Maternal Jakairá

Support period
2025 — 2027



Project description

Fundación Kaleidos is dedicated to protecting and restoring the rights of children, adolescents, and young families facing social exclusion in Argentina.

The Jardín Maternal Jakairá daycare center's mission is to **provide free, full-day care for pregnant teenagers and children (ages 0–3) of teenage parents.**

Its mission is to strengthen parenting skills and offer a high-quality educational program, including artistic and musical projects that stimulate creativity and cognitive development. The daycare center serves a dual purpose: it allows teenage parents to continue their education while providing a caring, high-quality environment conducive to the overall development of young children.

The “Jardín Maternal Jakairá” project offers free childcare to 26 children of teenage parents. Through music, art, and play, it promotes early childhood development while allowing young parents to continue their education and strengthen the parent-child bond.

Results at the end of 2025

- 22 children aged 0 to 3 receiving educational support and daily meals;
- 31 teenage parents supported;
- 20 educators trained.

Following this support, the organization observed that 92.9% of the children supported maintain a stable maternal bond, a key indicator of attachment stability.



CARE
(Thailand)

Project
Improving child development through educational and community empowerment

Support periods
2024 — 2025, with a renewal
2026 — 2028



Project description

Since 2015, CARE (Raks Thai) has been developing programs in partnership with the Ministry of Education and the Ministry of Public Health to support early childhood development centers and primary schools in five regions of Thailand. The goal is to improve the quality of these centers and schools and increase access to education for poor and isolated communities.

This project aims to **strengthen teaching capacities and the quality of education in early childhood development (ECD) centers and primary schools serving children aged 3 to 8 from isolated and disadvantaged communities in seven provinces of Thailand**, in rural areas where needs are greatest.

The goal is to provide educational tools, improve the infrastructure of the centers and primary schools, and empower educators, parents, and communities to actively support children's development.

Results at the end of 2025

- 373 children, 627 parents/guardians, 146 teachers, and 115 community representatives directly benefited from the project;
- 16 schools and early childhood development centers were renovated and equipped with new educational equipment;
- 888 unique participants attended training sessions on early childhood development and children's rights and protection;
- Improvements to the physical environment contributed to a 14.21% increase in children's learning outcomes. Teachers observed better attendance and increased engagement, and caregivers expressed greater confidence in their children's schooling.





Academic and extracurricular Support

Ma Chance Moi Aussi
(France)

Project
Grandir ensemble
(Growing Together)

Support periods
2022 — 2024, with a renewal
2025 — 2026



Project description

Ma Chance Moi Aussi works to promote equal opportunities and combat social determinism in deprived neighborhoods. By supporting highly vulnerable children from families facing educational challenges, the organization is committed to providing them with comprehensive and preventive support starting at age 6 and continuing through middle school if necessary.

By working hand in hand with families, schools, and local communities, it aims to unlock their potential and instill essential civic values so that they can choose their own future, despite the social and educational obstacles they may face.

The project, renewed in 2025, aims to support a class of 12 children facing educational challenges by providing them with the right tools to make choices and succeed in life, through long-term support every evening after school, on Wednesdays, and during half of the school breaks, as well as support for their families through parenting workshops.

More specifically, the project aims to:

- strengthen the acquisition of basic academic skills, develop socio-emotional competencies, and foster a sense of civic responsibility in the children being supported;
- support the parents and families of these children to enable them to provide a framework and educational environment conducive to their child's healthy development.

Results at the end of 2025

- 12 children aged 5–7 supported in a new class in Décines (close to Lyon);
- 131 homework help and learning-support workshops, 31 psychoeducational workshops, 38 days of care during school breaks, 18 extracurricular outings, and 5 weeks of organized vacations;
- 112 families supported through parenting support workshops and parent-child outings;
- 4 educators/professionals trained (2 educational coordinators, 1 teacher, 1 music education instructor).

Additional data shared by the organization on the support provided:

- Over 80% of children show significant academic progress after two years of support;
- 92% of children say they enjoy coming to the organization;
- 3 out of 4 families feel more comfortable supporting their child's education.



Arca do Saber
(Brazil)

Project
Growing Together

Support periods
2022 — 2024, with a renewal
2025 — 2027



Project description

Arca do Saber, a Franco-Brazilian organization located in the heart of the favela in the Vila Prudente neighborhood of São Paulo, is dedicated to giving children, adolescents, and their families the chance for a better future.

The project aims to **support approximately 40 children aged 6 to 8 from this highly vulnerable neighborhood by promoting their academic, physical, digital, and socio-emotional development, as well as to train educators by strengthening their teaching skills.**

The children are welcomed year-round from Monday to Friday, in addition to their half-day schooling at the public school. This schedule ensures the continuity of their learning and significantly improves their chances of academic success.

Results at the end of 2025

- 442 children aged 6 to 8 benefiting from a comprehensive program promoting their overall development;
- Daily access to meals;
- 42 families supported through training sessions on key topics such as child-abuse prevention, hygiene, period poverty, the climate crisis, and environmental awareness;
- 12 educators and professionals trained in educational practices, socio-emotional development, and parenting support (core team in direct contact with the children).



Cognitive and language development



Book Harvest (United States)

Project Book Babies Durham

Support periods
2023 — 2025, with a renewal
2026 — 2028



Project description

Book Harvest aims to ensure that every child has access to books, discovers the joy of reading, and acquires the language and reading skills necessary for academic, professional, and personal success.

The “Book Babies” program, a cornerstone of its action, **provides families with reading support and over 100 books over a five-year period, from birth through kindergarten.**

It aims to provide books and ongoing literacy support to families and their children from birth to transform early reading and writing skills and ensure that children become lifelong readers and learners.

Results at the end of 2025

- 834 children under the age of 8 directly benefited from the program: at the three participating sites, they received books, a home visit, or support with the transition to kindergarten;
- 821 families have received direct “coaching” since the project began to best support early learning and development and ensure a successful transition to preschool;
- 14 educators trained;
- 96% of families who responded to the organization’s annual survey expressed increased confidence in their ability to support their child’s learning.

YWCA Utah (United States)

Project Lolie Eccles Preschool

Support period
2024 — 2026



Project description

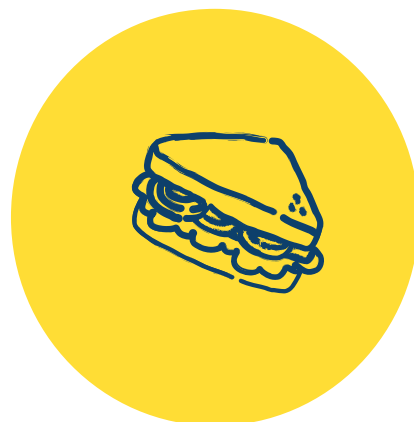
The Salt Lake City YWCA provides services dedicated to combating domestic violence and supporting survivors as they rebuild their lives. In particular, it offers long-term housing to victims and their children.

The project specifically supports **five highly vulnerable families and children who are housed on-site.**

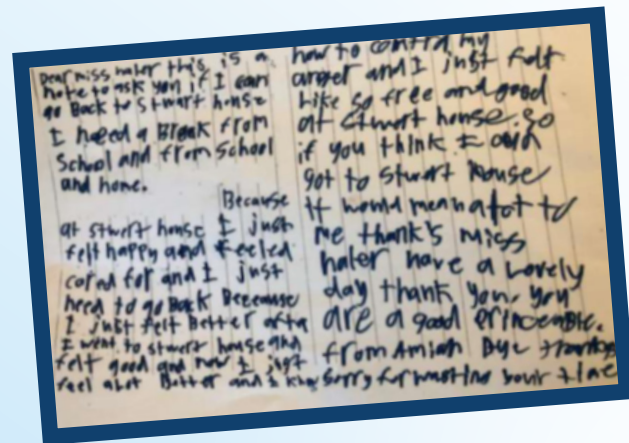
The children thus have access to quality daycare, preschool education, and kindergarten services at the Lolie Eccles Preschool Center at YWCA Utah. The mothers, meanwhile, receive support to discuss their needs regarding psychological support, re-entry into the workforce, or return to school, as well as educational solutions for their children.

Results at the end of 2025

- 8 children received daily lessons in language, vocabulary, reading, science, and mathematics, as well as snacks and lunch daily;
- 8 parents received direct support services; In 2025, 100% of the parents receiving support made progress in their job search, the achievement of their educational goals, or their attendance at follow-up appointments, such as therapy sessions or meetings with lawyers, etc;
- Anecdote shared by the organization: “Since starting school, a child had struggled to manage her emotions, often reacting to frustration by screaming or running away. With unwavering patience, her teachers consistently applied strategies tailored to those who have experienced trauma, thereby creating a safe space where these techniques were practiced daily. The classroom has become a place of healing and growth for her daughter. Today, she is learning to express her needs calmly and recently turned to her teacher, saying, “Ms. Marie, I need help.”



Stories of our end beneficiaries



Project 1

Here is a letter from a beneficiary of Stewart House, a partner of the bioMérieux Endowment Fund in Australia which offers a short-term residential program to children facing difficult situations in their daily lives.

In her letter, the beneficiary asks to be able to return to Stewart House because it is a place where she feels at ease, where she is learning to manage her anger, and where she feels safe.



Project 2

Elena is supported by the A la Par Foundation in Spain as part of the "Niños Felices, Madres Capaces" program, supported by the bioMérieux Endowment Fund.

This project aims to strengthen the parenting skills of 46 mothers with intellectual disabilities and to foster a secure emotional bond to ensure the overall development of their children. Elena lives with her son Iker in one of the apartments managed by the Foundation and works full-time in one of its special employment centers. Thanks to her efforts and the support of the program, she has been able to increase her independence to such an extent that her family no longer requires support from social services.



Zane and her mom Angelyn

Project 3

A success story shared by Save the Children, as part of the ABLÉ project in the Philippines. This program aims to improve the care provided to young children with developmental delays or disabilities, as well as the support offered to their families.

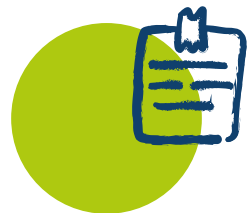
Angelyn, mother and primary carer of Zane (daughter, aged 5), who has been diagnosed with autism spectrum disorder (ASD), attended parenting support sessions which helped her to meet Zane's needs with greater patience and self-confidence. Thanks to the ABLÉ project, Zane continues to make progress and feels safer and more understood. Angelyn says:

"I'm very happy. Before, I could hardly sleep because I was so worried. Now, she's made huge progress."

Sheryl, from Save the Children, adds: "Previously, Zane avoided eye contact and struggled to respond. Today, during her seventh therapy session, she expresses herself more openly, communicates her needs more clearly, and interacts with growing confidence, supported by her mother, Angelyn, in a safe and caring environment focused on her development."



Thank you messages from children of the Salvation Army Foundation, supported by the Endowment Fund in France



06



Enhancing the visibility of the Endowment Fund and its stakeholders

Highlighting Partners and Achievements

We have implemented a dynamic, experience-driven communication strategy focused on “doing before communicating” in order to showcase both the initiatives led by the Endowment Fund and the actions of our stakeholders.

The objective is to shine a light on our partner organizations, the projects we support, and the commitment of bioMérieux team members, strengthening their sense of pride while engaging new ambassadors across the company. Over the first five years, the focus was on promoting their achievements and tangible impact in the field through testimonials, portraits, and video reports shared across the internal and external communication channels of both the Endowment Fund and bioMérieux.

Developing alliances with other foundations

The credibility we have built within the early childhood and public interest ecosystem is essential for fostering alliances, encouraging cross-learning, and contributing to collective momentum. While we continuously learn through our interactions with networks dedicated to educational innovation and early childhood experts who help shape our initiatives, we now also contribute, in our own modest way, to enriching this ecosystem. As part of this commitment, we contributed to a study on inequalities from early childhood, led by the Break Poverty Foundation (2023–2024). The study resulted in five concrete recommendations addressed to public authorities and private funders in response to an alarming reality: in France, 1 in 5 children lives below the poverty line, and inequalities emerge from the earliest years of life.

1 - Reduce the financial burden and level of deprivation faced by vulnerable households.

2 - Create a supply-side boost to improve access to formal childcare services for the most disadvantaged families.

3 - Make PMI centers (Maternal and Child Protection services) key hubs for identifying the needs of vulnerable families and providing them with appropriate support.

4 - Strengthen the capacity of nonprofit organizations to support vulnerable families in their parenting journey.

5 - Develop a “PISA” for early childhood in order to highlight inequalities from the earliest years and anchor the issue in public debate.

As a continuation of this study, we contributed to the creation of the Collectif de la Petite Enfance, a consortium of philanthropic organizations bringing together the Break Poverty Foundation, the Fondation Groupe ADP, the Fondation Rothschild, the Fondation Pierre Bellon, and the Fonds de dotation bioMérieux. Its mission is to implement operational projects capable of creating meaningful change in the field of early childhood. From its inception, two concrete initiatives were launched: a social experiment conducted across two French departments aimed at improving the identification and support of vulnerable families from the earliest months of pregnancy; an awareness initiative designed to engage public decision-makers on key early childhood issues.

COLLECTIF
petite enfance



Organizing meetings between organizations

The Endowment Fund also aims to create a ripple effect by encouraging the sharing of best practices between organizations, fostering synergies, and promoting collaboration and the emergence of joint projects.

In this spirit, we organized the first meeting between our partner organizations in October 2025: six sessions were held, either in person or via video conference, covering all regions (France, Europe, the Middle East, Africa, the United States, Asia-Pacific, and Latin America).

Initial collaborations between organizations have already emerged. For example, in the United States, Guadalupe School adopted a podcast system developed by The Walking Classroom to provide children benefiting from its programs with access to new educational content.

We hope to go even further and enable the creation of collective projects led by several partners with complementary expertise.



“It was truly inspiring to be able to exchange ideas with so many committed organizations and to learn more about the remarkable work achieved thanks to the support of the Endowment Fund. We are grateful for this partnership and for the opportunity to share such a meaningful experience together.”

AMY BOSWORTH

The Children's Center Utah (United States)

“I was delighted to learn innovative models of program implementation from participating non-profit organizations and explore areas of collaboration. I recommend that this networking opportunity should be sustained.”

ADEKUNLE IDOWU

Slum2School (Nigeria)

“One of the most positive aspects of the meeting was realizing that, despite geographical borders, we share many common challenges and perspectives when working on social issues. In many ways, those borders disappear, and we find ourselves connected by similar questions, experiences, and commitments.”

LUCIA SUCARI

Fundación Kaleidos (Argentina)



Testimonials from partners

“I really enjoyed meeting partner organizations at the network meeting. Despite the late hour in Sydney, the discussion was very inspiring and gave me renewed energy. I plan to contact at least three of the organizations I spoke with, as I am convinced that the community fostered by the Endowment Fund can help strengthen its work, both globally and locally.”

PAUL SOMERS

Stewart House (Australia)

“A valuable opportunity and a much-needed chance to exchange ideas with peers in such a unique context for international solidarity.”

CORALIE LEDOUX

UNICEF France





Impact measurement: a key step in ensuring the effectiveness of actions

Question for Christine Hostache, Managing Director of the Endowment Fund

Achieving significant impact is a priority for the Endowment Fund. How can we maximize this?

Our impact targets four levels.

First, there are **vulnerable children**, who are the ultimate beneficiaries of the supported actions. Measuring the impact on them is particularly complex: lasting changes are built over time, often well beyond childhood, and result from a combination of intertwined factors (such as, for example, the actions carried out by field actors, the family and social environment, etc.). However, on our end, we operate only over a specific and limited period: early childhood, from ages 0 to 8.

This discrepancy between the duration of our support and the time required to observe lasting changes means that we prefer to speak of results observed in the short and medium term, rather than impact in the strict sense.

With regard to our **partner organizations**, we aim to sustainably strengthen their capacity to act and their organizational structure to provide them with a degree of stability and sustainability through medium- to long-term funding, but also to facilitate access to further funding through leverage, or to foster a capacity for innovation by seeking new solutions and devising new types of initiatives.

As for the **team members** engaged with the Endowment Fund, we seek to understand what their role brings them personally in terms of a sense of pride, belonging, and shared values in championing early childhood education...

Finally, we look at how we contribute to the **early childhood community** and, more broadly, to the public interest. The challenge is to nurture our communities and to draw on best practices through collaboration with non-profit organizations, foundations, corporate sponsors, and experts. For example, in France we have established the Collectif de la Petite Enfance, a network of organizations working towards the same objectives as us. The aim is to

create synergies, fund joint projects, and lobby public authorities to convince them of the need to commit to certain issues. We are convinced that the collective benefit we can all derive from this is significant.

To achieve our overall objective – to promote equal opportunities by supporting early childhood education projects in the areas where bioMérieux teams are based – and measure the results achieved, we have established an impact framework.

This document lists, for each of its stakeholders – the direct end beneficiaries, non-profit organizations, bioMérieux team members, and the early childhood community – the levers for action implemented and the desired impacts. Each objective is accompanied by a list of indicators from three categories (activity, outcome, and impact indicators), which are quantitative or qualitative indicators. To monitor these indicators, a questionnaire is sent to stakeholders at the start, midway or end of the project, depending on their roles.



IMPACT FRAMEWORK OF THE BIOMÉRIEUX ENDOWMENT FUND



OVERALL OBJECTIVE

Promote equal opportunities by supporting the development of early childhood education projects in regions where bioMérieux teams operate.

01

LEVER

Support high-impact projects sponsored by bioMérieux team members worldwide

STAKEHOLDERS

Non-profit organizations

bioMérieux team members

EXPECTED IMPACTS

Support the development of educational and potentially innovative projects to contribute to equal opportunities

Engage bioMérieux team members as committed contributors and ambassadors of equal opportunities

02

LEVER

Strengthen practices within the early childhood community and in the general interest

STAKEHOLDERS

Early childhood community / public-interest organizations

EXPECTED IMPACTS

Raise awareness of, strengthen, and share best practices within the early childhood community (research, NGOs, governments, and other stakeholders)



03

LEVER

Support selected partners over the long term

STAKEHOLDERS

Non-profit associations or organizations.

EXPECTED IMPACTS

Contribute to the sustainability of organizations supported to enable them to develop innovative actions that promote equal opportunities



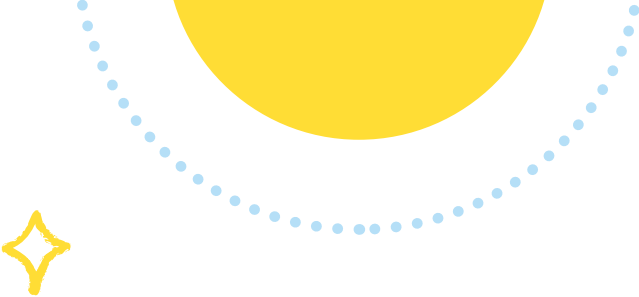
Good to know

for meaningful reporting, always start with the existing monitoring carried out by the non-profit organization!

The data entered into an Excel spreadsheet has been transformed into concrete and tangible results, thanks to the collective commitment of the non-profit organizations and bioMérieux team members on the ground. The indicators in the table below demonstrate the progress made since the Endowment Fund was established. And, beyond the figures, one must imagine all the children's smiles and laughter, the joy of their parents, the satisfaction of their teachers, and the pride of our team members!



The fund in 5 years...



Partners & Projects

- 52 Supported organizations
- 6 Strategic priorities
- 87 % Of projects supported over 2–3 years
- 5 Renewed grants
- 12 Pilot projects supported
- 16 Scale-up (replication) projects supported
- 150 000 € Average budget allocated to projects supported.
- 52 % Of our partnerships aimed at scaling-up
- 47 % Of the supported projects generated a leverage effect* for our partners



Direct end beneficiaries

- 85 695 End beneficiaries, including 64,367 children aged 0–8, 5,000 professionals, 16,328 families/caregivers
- 1 447 Inclusive Education Children benefited from an inclusive adapted pathway
- 1 470 Socio-Emotional Development Professionals trained in children’s socio-emotional development
- 16 096 Socio-Emotional Development Hours of therapy for children needing psychological support
- 67 Access to education, nutrition, health Schools/centers built or renovated
- 4 437 Access to education, nutrition, health Children gained access to school
- 8 585 Access to education, nutrition, health Children gained access to regular nutrition supporting learning
- 3 593 Parenting support Parenting support workshops
- 4 767 Cognitive and language development Language development workshops for young children
- 11 183 Academic & Extracurricular support Hours of academic support

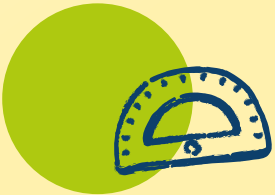
Team members

- 97 Project Partners
- 2 326 Occasional volunteers among bioMérieux’s 15,000 team members
- 6 Regional Coordinators
- 332 Short-term volunteering activities
- 89 % Of our projects organized volunteering activities involving bioMérieux team members.
- +6 600 bioMérieux team members participated in our first global solidarity event.
- 97 % Of Project Partners + Regional Coordinators ready to re-engage
- 100 % Of Project Partners + Regional Coordinators believe that their role strengthens their sense of belonging to bioMérieux
- 97 % Of Project Partners + Regional Coordinators feel that they are ambassadors of equal opportunities

Data derived from the aggregation of results observed by our partner organizations and from the 2025 survey conducted among bioMérieux employees (Project Partners and Regional Coordinators) engaged with the Endowment Fund.

Early Childhood Community

- 1 Early childhood coalition co-created
- 1 Study supported on parenting support as a lever for reducing inequalities
- 1 Action-research project
- 1 Networking event with partner non-profit organizations
- 92 % Of organizations satisfied with this event





Good to know

10 key points to consider for a successful international solidarity initiative that combines social impact with team members' engagement

1. A committed management team that embodies and champions the Endowment Fund's values, translating them into concrete actions with strength, conviction, and sustained long-term commitment.
2. A clear, well-defined, and well-managed fiscal, legal, and financial framework.
3. A rigorous methodology, based on clear and structured processes, ensuring the consistency, quality, and effectiveness of the actions implemented.
4. A dedicated and fully operational team of professionals, ensuring effective and responsive coordination, monitoring, and continuity of projects.
5. Specialized, reliable, and responsive providers to work with as true partners. Relying on external experts is a cost that must sometimes be accepted to achieve the expected level of requirements.
6. A positive, open attitude and a willingness to listen to and collaborate with partner organizations to work in a spirit of co-creation.
7. Targeted reporting, supported by simple monitoring indicators tailored to the realities of the projects, enabling accurate evaluation and clear highlighting of the actions carried out.
8. Active team member engagement made possible by an appropriate framework, including simplified conditions for participation and a role as actors rather than mere spectators.
9. A targeted, impactful communication aligned with the needs of stakeholders, serving the Endowment Fund's mission.
10. A dynamic of openness and dialogue with early childhood stakeholders, to enrich practices, stimulate innovation, and strengthen the impact of the actions undertaken.

08



What does the future hold for the Endowment Fund and its stakeholders?

Over the 2021-2025 period, the Endowment Fund has achieved numerous milestones in terms of its organization, its network of partner organizations, its achievements, and its reputation. These first five years have enabled us to build a solid foundation and gain the maturity needed to structure our action and further strengthen our contribution to the transformations taking place on the ground, around two main areas:

- Defining regional road maps with targeted objectives differentiated by priority;
- Fostering collective intelligence to amplify the impact of initiatives supporting the education of vulnerable children, by nurturing existing partnerships, developing new ones, and encouraging exchanges, collaboration, and knowledge-sharing within our ecosystem.

"A new chapter is now beginning, driven by the desire to go even further and strengthen our contribution to the common good. More than ever, it is among the most vulnerable children—where education can change a life, a future, a destiny—that the heart of our impact and the profound reason for our commitment are measured."

ALEXANDRE MÉRIEUX

President of the bioMérieux Endowment Fund for Education



Thank you to everyone who has contributed to the Endowment Fund

Our Project Partners, volunteers, community partners, and beneficiaries, who are at the heart of our actions and inspire and motivate us every day; the members of the Selection Committee; the other organizations and foundations with whom we collaborate; the advisory bodies that have supported us and continue to do so, all members of the Endowment Fund's operational team, each of whom has contributed to the growth of this initiative, not forgetting our founder, bioMérieux, and its team members.

