

Responsible Minerals Policy

Purpose

Meridian Bioscience, Inc. and its global subsidiaries (collectively, “Meridian” or the “Company”) is committed to sourcing minerals responsibly and ensuring that its supply chain does not contribute to human rights abuses, environmental harm, or armed conflict. This policy outlines our commitment to ethical sourcing, enhancing our due diligence, and compliance with international standards as set by OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Due Diligence Guidance) and all other applicable laws and guidance and evolving regulatory expectations.

Scope

This Responsible Minerals Policy (“Policy”) applies to conflict minerals- currently tin, tantalum, tungsten, and gold (3TG)- that may be used within our products. It applies to all suppliers, subcontractors, and business partners involved in the procurement and processing of these materials throughout the supply chain. Meridian recognizes that it does not have direct relationships with smelters and relies on supplier cooperation and industry initiatives to enforce this Policy.

Supplier Expectations

Meridian expects all suppliers to:

- Implement and maintain policies aligned with responsible mineral sourcing
- Conduct thorough due diligence on their supply chains and provide transparency regarding mineral origins
- Avoid sourcing conflict minerals from entities known to fund armed conflict, human rights abuses, or environmental destruction
- Comply with all relevant laws and provide documentary evidence or certification of compliance upon request

Due Diligence Process

Meridian is continuing to enhance its due diligence and responsible sourcing activities, which may include:

- Auditing, identifying and assessing risks in our supply chain
- Engaging with suppliers regarding responsible sourcing practices
- Supporting third-party audits and certification programs
- Reporting our activity to key stakeholders

Continuous Improvement and Accountability

Meridian's continuous improvement goals under this Policy include:

- Reviewing and updating this Policy bi-annually
- Completing due diligence processes with a target 80% of all new suppliers
- Providing training to employees and suppliers on responsible sourcing
- Encouraging stakeholder engagement and feedback through annual internal surveys
- Completing an annual internal audit of compliance with this Policy
- Taking corrective actions against non-compliant suppliers, up to and including termination of contracts or business relationships if necessary

Reporting and Transparency

Our annual sustainability report will include information regarding our efforts to responsibly source minerals in compliance with this Policy.

Reporting Concerns

Concerns or suspected violations of this Policy should be promptly reported to a supervisor, manager, other members of the ELT, a member of the [Human Resources](#) Team, the [Legal and Compliance](#) Team, or to the [General Counsel and Chief Compliance Officer](#). In addition, any Business Partners and members of the general public can make a report under this Policy. Reports can be made anonymously. Reports can be made through the Company's EthicsPoint helpline, available at www.meridianbioscience.ethicspoint.com or via phone: **toll-free, 24 hours/day — 7 days a week at 844-246-9963**. (Reporters outside of the United States can visit our [EthicsPoint](#) page for the phone number in their region). All reports and concerns will be taken seriously and will be investigated.

Meridian does not tolerate retaliation. The Company prohibits any form of adverse action taken against an employee in retaliation for good faith reporting under this Policy. Persons committing a retaliatory act will be subject to disciplinary action up to and including termination of employment.

History

Date	Version	Documentation
2022	1	Initial creation (estimated date as document is undated)
11/1/25	2	Revisions and reformatting
6/1/26	3	Audit revisions

Approval

Role	Print Name	Title	Signature	Date
Reviewed by Compliance Review Board (CRB)	Jaclyn Cox	Compliance and Sustainability Manager		
Legal	Emerson Moser	SVP/General Counsel, CCO		
Executive, Diagnostics	Andy Kitzmiller	President, CEO		
Life Science	Harald Ottenhof, PhD	Executive VP, Life Science		