

Diasorin

DIASORIN INC.

2023 Fighting Against Forced Labour and Child Labour in Supply Chains Act Report

Introduction

This statement is made in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") by Diasorin Inc. together with its wholly owned subsidiary Luminex Corporation (together "Diasorin", "we" or "our") for the financial year ended December 31st, 2023.

As used in this report, "Child Labour" and "Forced Labour" have the meanings ascribed to them in the Act.

Steps taken to prevent and reduce of Child Labour and Forced Labour risk

Diasorin addresses the risks of Child Labour and Forced Labour in its business and supply chains primarily by adopting policies that require our employees and suppliers to respect human rights, training our employees on these principles and imposing legal and regulatory compliance obligations on our suppliers during the contracting process. In general, Diasorin considers the risk of Child Labour and Forced Labour in its business and its supply chain to be low. Diasorin's business requires a high skilled in-house workforce, resulting in a low risk of exploitation and violation of human rights. Additionally, Diasorin's supply chain is primarily composed of consolidated multinational companies that are located in areas that do not present a high risk of involving Child Labour or Forced Labour.

Diasorin's structure

Diasorin Inc. is a subsidiary of Diasorin S.p.A., a holding company comprised of 34 companies and four branches on five continents (the "Diasorin Group"). The Diasorin Group manufactures its tests in seven facilities around the world. It has over 3,233 employees worldwide and a global annual turnover of Euro 1,148 million. In North America, Diasorin Inc. and its wholly owned subsidiary Luminex Corporation each qualify as "entities" under the Act. Diasorin Inc. is a Delaware corporation with corporate headquarters in Stillwater, Minnesota. Luminex Corporation is a Delaware corporation with corporate headquarters in Austin, Texas.

Our businesses activities

The Diasorin Group is a leader in the market for in vitro diagnostics; developing, producing and commercializing diagnostic tests for a wide range of clinical areas. DiaSorin Group tests are designed for hospital and private testing laboratories in the immunodiagnostics and molecular diagnostics markets. Diasorin Inc. is focused primarily on the immunodiagnostic market segment, while Luminex Corporation is focused primarily on molecular diagnostic products.

Supply Chain

As a global leader in the market for in vitro diagnostics with production facilities in the United States, we consider the risk of Child Labour and Forced Labour within our business to be low. We apply robust policies and procedures concerning employment screening (including employment eligibility checks).

Our supply chains are complex and have considerable scale. Goods and services are provided to our facilities as part of research and development, office operations, and in the production, marketing and the sale of

Diasorin

products. Some supplies could involve potentially higher levels of risk where goods or raw materials are ultimately sourced from sectors and jurisdictions at higher risk of modern slavery. We address these risks by undertaking the measures described in this report.

Policies and due diligence

Diasorin fully supports the aims of the Act and is committed to operating free from Child Labour and Forced Labour. We have a zero-tolerance approach to any form of Child Labour or Forced Labour in any part of our business and supply chain.

Sustainable practices are firmly anchored within DiaSorin's corporate culture. These practices are founded on our corporate values of being responsible, excellent and innovative.

We act responsibly to support economic, environmental, and social progress in the geographies and communities in which we operate. Through the Diasorin Group's Ethical Code (available here: https://int.diasorin.com/sites/default/files/2023-06/diasorin_group_-_ethical_code_and_guidelines_2%20%281%29.pdf) we apply principles that require our employees to behave in an ethical, law-abiding manner. The Diasorin Group's Ethical Code specifically outlines our expectations for suppliers, including that they observe all applicable laws, respect the human rights of their employees and comply with prohibitions against child labour.

All members of the Diasorin Group are guided by principles and values established by international institutions and conventions that concern the protection of human rights, work, and health and safety. Accordingly, Diasorin operates in accordance with the United Nations Universal Declaration of Human Rights and fully supports the United Nations' commitment to ensuring human rights and fundamental freedoms are recognized and respected by every individual and part of society, as formalized in the Diasorin Group Policy on Sustainability and Respect of Human Rights (available on the Company's website <https://int.diasorin.com/en/sustainability/report>). The Diasorin Group also applies the eight fundamental conventions and additional recommendations of the International Labour Organisation all of which serve to ensure that individuals can work freely, safely and with dignity.

Due Diligence

Our Diasorin Group Ethical Code requires our suppliers, contractors, agents, distributors and all other third parties acting on our behalf (collectively "suppliers") to comply with all applicable laws and observe and respect the Diasorin Group's values and principles of ethical conduct. We consider this to be of fundamental importance in establishing and continuing our business relationships.

During the supplier onboarding process, suppliers are asked to confirm that they comply with the anti-slavery and anti-human trafficking laws in the countries that they operate. We also inform suppliers during this process of our expectations that they adhere to the Diasorin Group Ethical Code.

It is very important to us to ensure that we obtain certain contractual commitments in this regard from our suppliers. Through our contracting process, our suppliers commit to:

observing and adhering to all applicable laws;

not engaging in corruption and bribery;



respecting the human rights of their employees;

not engaging in human trafficking; and

complying with anti-slavery laws in the jurisdiction in which they operate

In some cases, our suppliers (such as of antigens and proteins, manufacturing services for diagnostic tests, and of instruments) are other companies in the Diasorin Group and are required to meet the same high standards as suppliers from outside the Diasorin Group.

Increased Risk

Diasorin is not aware of areas in its supply chain that carry an increased risk in the incidence of Child Labour or Forced Labour.

Remediation

Diasorin is not aware of any instances of Child Labour or Forced Labour within its own business or its supply chain. If such activities were discovered, Diasorin would consider, among other things, termination of the business relationship with the applicable business partner.

Measures taken to remediate the loss of income to the most vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour

Diasorin is not aware of any instances where the most vulnerable families have lost income due to measures taken to eliminate the use of Child Labour or Forced Labour in our business or supply chain, including the policies described in this statement.

Employee Training

We provide appropriate training to our employees on the Diasorin Group Code of Conduct to ensure that our staff understands the stance we take against Child Labour and Forced Labour in our supply chains and business,

All our employees are required to comply with our Diasorin Group Code of Conduct which requires them to respect every individual's dignity and personal rights, and to act with integrity and in accordance with the law.

Additionally, as part of our employment process, each employee is required to sign a statement confirming that they have read and understood the Diasorin Group Code of Conduct.

Our effectiveness in eliminating Child Labor and Forced Labour

We will review the effectiveness of the measures we take in ensuring that there is no modern slavery or human trafficking in our supply chains and we will use this to inform the development of our procedures and best practices.

Our commitment



Diasorin

We will continue to apply a zero-tolerance approach to any form of Child Labour or Forced Labour in our business and supply chain.

By working collaboratively with our suppliers, continuing to promote a culture of transparency both within and outside of DiaSorin and using information from our existing procedures we aim to strengthen our supplier risk assessment and due diligence process further.

To encourage employees to report, among others, potential instances of modern slavery, a Whistleblowing Policy has been implemented to reinforce the commitment DiaSorin has towards combatting modern slavery.

For additional information about the above subjects, please also refer to the Consolidated Non- Financial Disclosure published by the DiaSorin Group pursuant to Directive 2014/95/EU and Legislative Decree no. 254/2016, covering the positive steps DiaSorin is taking on environmental, social and employee matters, and in respect of human rights, anti-corruption and bribery matters (and included in the Annual Financial Report 2023, available on the Company's website <https://int.diasorin.com/>).

This statement has been approved by the DiaSorin Inc. board of directors as of May 31, 2024.



Diasorin

Attestations

Attestation for Diasorin Inc.

In accordance with the requirements of the Act, in particular Section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

Name: Kay Williams

Title: VP Legal Affairs

Date: Sep 6, 2024 | 7:28 AM PDT

Signature [I have the authority to bind Diasorin Inc.]:

DocuSigned by:
Kay Williams
F9CB03C3E753411...

