

Whistleblower Policy

NEOGEN is committed to conducting business with the highest ethical standards and in strict compliance with all applicable laws and regulations. All NEOGEN colleagues are expected to report known or suspected violations of applicable laws, regulations, or our Code of Business Conduct & Ethics. Examples of reportable concerns include, for example:

- Instances of corporate fraud,
- Unethical business conduct,
- Violation of applicable law,
- Danger to a colleague's or the public's health and safety,
- Violation of regulatory requirements,
- Unlawful employment practices, and
- Illegal activity or a violation of the Code of Business Conduct & Ethics, including bribery, anticompetitive behavior, conflicts of interest, or insider trading.

It is our duty to report any such incidents to a supervisor, the supervisor's manager, a Human Resources representative, Legal & Compliance at LegalCompliance@NEOGEN.com, or using NEOGEN's anonymous reporting tool:

- Call 1.877.778.5463 or use a local contact number accessible [here](#)
- Via web at www.reportit.com
Username: Neogen
Password: Neog

To facilitate an investigation, you are encouraged to provide as much specific information as possible, including names, dates, places, the events that took place, and your perception of why the incident(s) might be a violation.

No Retaliation. NEOGEN will never retaliate, harass, or tolerate retaliation against anyone reporting a concern in good faith or for seeking clarification on any action or contemplated action.

Anonymity. Reports can be made on an anonymous basis. However, providing your information will enable those responsible for investigating your concern to contact you for additional information or to clarify your concern.

Confidentiality. It is important that you feel secure making a report or assisting with an investigation. Confidentiality is important; however, during the course of an investigation, it may become necessary to share information, including your identity, on a need-to-know basis. Further, NEOGEN can be required by law to report certain activities.

Financial and Accounting Matters. Any complaints received regarding financial statement disclosures, accounting, internal accounting controls, or auditing matters will be forwarded promptly to NEOGEN's Audit Committee of the Board of Directors. The Audit Committee will take such action as it deems appropriate. The Audit Committee can enlist other NEOGEN colleagues and/or outside legal, accounting, or other advisors as appropriate to conduct any investigation of complaints regarding financial statement disclosures, accounting, internal accounting controls, or auditing matters. The Audit Committee will retain as a part of the records of the Audit Committee any such complaints or concerns for a period of no less than two years. If you feel a complaint regarding financial statement disclosures,

accounting, internal accounting controls, or auditing matters is not being handled properly, you can write to “Chairman of the Audit Committee of Board of Directors” at the following address:

c/o General Counsel & Corporate Secretary
620 Leshar Place
Lansing, MI 48912

July 2021