



LUMINEX CORPORATION

CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT DISCLOSURE

The California Transparency in Supply Chain Act of 2010 (SB 657) requires qualifying companies manufacturing or selling products in California to disclose the extent to which they take efforts to address the issues of human trafficking and slavery when dealing with their supply chains—allowing consumers to make more informed choices regarding the products they buy.

Luminex Corporation and its subsidiaries (collectively “Luminex”) strive to adhere to the highest standards of corporate integrity and ethical behavior. Luminex expects that its suppliers will conduct their business in a lawful manner with high ethical standards. Luminex has put in place several procedures to require our suppliers to adhere to such standards, including the avoidance of slavery or human trafficking. Specifically, Luminex has both policies and terms and conditions applicable to suppliers that prohibit unlawful behavior including slavery and human trafficking. Luminex has procedures for verification and audit that require suppliers to disclose on an annual basis their compliance with laws against slavery and human trafficking and Luminex performs its own (not through a third party) random audits on select suppliers on an ongoing basis. Part of these audits is designed to confirm that the audited supplier is in compliance with this requirement. Luminex further takes steps to certify the materials incorporated into component parts bought from suppliers through its efforts to comply with the conflict minerals reporting requirements arising from the Dodd-Frank Wall Street Reform and Consumer Protection Act.

Luminex further trains its suppliers on these requirements at company-sponsored events at its headquarters. Suppliers who are unable to attend this training are provided further information about the requirements through periodic communications on the topic.

Luminex has also established a Code of Compliance (the “Code”), which applies to all Luminex personnel. The Code requires Luminex employees to comply with all applicable laws and regulations, including but not limited to those relating to human trafficking and slavery, and holds them strictly accountable for violations. Luminex provides training on the Code and, while such training does not specifically cover slavery and human trafficking, it instructs employees needing guidance on a legal or ethical question or who have witnessed or otherwise become aware of illegal or unethical activity, to report it under established reporting procedures. Reports are investigated and appropriate remedial measures are taken, which can include turning results over to applicable authorities in appropriate circumstances. Luminex expects its business partners and contractors to share the general principles stated in the Code of Compliance.

Luminex takes the issue of slavery and human trafficking seriously and will continue to do its part by responsibly managing its supply chain in an effort to eradicate the practice.