



EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY STATEMENT

AlloSource is committed to providing a workplace free of unlawful discrimination and to ensuring equal employment opportunity for all employees and applicants.

Employment decisions at AlloSource are based on merit, qualifications, and business needs. The Company does not make employment decisions based on any characteristic protected by applicable federal, state, or local law.

The Company strictly prohibits discrimination, harassment, or retaliation on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions), sexual orientation, gender identity, national origin, age, disability, protected veteran status, or any other characteristic protected by applicable law.

This policy applies to all aspects of employment, including recruitment, hiring, promotion, compensation, benefits, training, discipline, and termination.

AlloSource complies with all applicable federal anti-discrimination laws, including Title VII of the Civil Rights Act, Section 503 of the Rehabilitation Act of 1973, and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA).

The Company takes affirmative action to employ and advance in employment qualified individuals with disabilities and protected veterans and ensures that applicants and employees are treated without discrimination.

The Company does not implement or support employment practices that provide preferences, quotas, or differential treatment based on protected characteristics, except as permitted or required by law.

Employees and applicants who believe they have been subjected to discrimination, harassment, or retaliation are encouraged to report concerns through Dora Yost, Head of Recruiting and Employee Relations or AlloSource Hotline at 800.461.9330. All complaints will be promptly reviewed, and appropriate action will be taken.

Retaliation against any individual for raising a concern or participating in an investigation is strictly prohibited.

AlloSource will continue to evaluate its employment practices to ensure compliance with applicable laws and to promote a workplace grounded in equal opportunity and merit-based decision-making.

Dean Elliott
President and CEO
March 31, 2026