

## MeridianLink Environmental Policy

MeridianLink, Inc. and its subsidiaries (collectively, the “Company”) recognizes the importance to address environmental risks by adopting sustainable and responsible practices. The Company has established this policy and initiatives with the objectives of promoting responsible consumption and waste management to reduce the environmental impact of our business activities. Our objective is to align with the United Nations Sustainable Development Goal of responsible consumption and production and support environmental improvement activities in the communities we live in and serve. This policy applies to all employees, independent contractors, directors and our suppliers.

### Our Mission

Our goal is to minimize the impact of our business activities on the environment and find ways to continually improve our environmental preservation actions as we carry out our day-to-day activities.

Working in partnership with our team, customers, and suppliers, we will continually raise awareness of environmental issues and work together to make continuous improvements to our operations, ensuring compliance with all current environmental legislation at a minimum.

### Governance

The Environmental, Social, Governance (ESG) Steering Committee (“the Committee”) is responsible for maintaining and updating this policy as developments occur. The Committee provides quarterly updates to the Nominating & Corporate Governance Committee of our Board of Directors on our ESG and sustainability strategies, including our related initiatives, policies, guidelines and practices.

### Environmental Objectives

Comply with environmental laws and regulations	<ul style="list-style-type: none"> <li>Where we have touchpoints with environmental laws and regulations, and review to ensure compliance</li> </ul>
Manage and reduce environmental burden	<ul style="list-style-type: none"> <li>Measure and reduce electric power consumption by operating as a remote first company and reducing our footprint to one small shipping and receiving office by 2025.</li> <li>As a remote first company, continue investment in collaboration tools as an alternative to travel</li> <li>Assess the environmental preservation commitment of our suppliers through their acknowledgement of our Supplier Code of Conduct</li> <li>Partner with cloud providers committed to increased usage of renewable energy</li> </ul>

Promote environmental education and communication related to environmental issues

- Quarterly ESG Steering Committee meetings and review of accomplishments and gaps related to our ESG initiatives. Quarterly updates to the Nominating Corporate Governance Committee of the Board of Directors who provides oversight.
- Communicate ESG information and updates on the Company’s website and to customers and partners requesting information

**While we have already made progress in reducing our energy consumption and responsibly manage our waste through our current and developing efforts we will continue to assess and identify where we can make improvements in the following areas:**

**Energy Consumption**

We use energy for cooling, heating, and lighting in our leased buildings and third-party data centers. In 2020, we became a remote first company and have reduced our leased office footprint, maintaining one office as our headquarters, as well as any office leases adopted via acquisitions until we sublease the space, or it terminates. Our energy usage and waste disposal has been significantly reduced as a result. We will continue to evaluate those needs as we grow and will incorporate an assessment of the need compared to the environmental impact if we were to pursue increasing our leased office footprint.

In 2025, we committed to reduce our footprint further by reducing the size of our leased office space to one small shipping and receiving office.

In addition, we moved approximately 90% of our data center operations to cloud providers in 2022. These actions are intended to positively impact our energy consumption through moving to shared services and partnerships with cloud providers committed to net zero emissions.

**Air Emissions**

We do not produce Scope 1 emissions. Our methodology to calculate our overall Scope 2 emissions focuses primarily on our data center usage, as that is the source of our highest consumption. We use five separate colocation providers, two of which are cloud-based, and our emissions reflect their efforts in reducing consumption and increased usage of renewable energy. As a remote first company, we have invested in our unified communication and collaboration technology to foster efficient remote work experience. Our Scope 3 emissions are primarily related to our business travel, air and rental cars utilized for travel. Beginning in 2024, we began to calculate and report our Scope 3 emissions, including business travel related and shipping related purchased services emissions.

**Waste to Landfill**

We use our IT equipment until no longer supported and when we do need to dispose of IT equipment, we arrange for it to be recycled by a Department of Defense (DOD) certified vendor.



## Logistics

We rely on several logistics services for delivery to our customers and we recognize that this has an impact on the environment. We are committed to using logistics businesses with sound environmental policies wherever feasible. We require our material suppliers to acknowledge and comply with our Supplier Code of Conduct (see Supplier Environmental Impact).

## Supplier Environmental Impact

We will work wherever possible with suppliers who have demonstrated their commitment to reducing their impact on our environment in their activities, helping drive sustainability throughout our supply chain. We require our material suppliers to acknowledge and comply with our Supplier Code of Conduct.

## Reporting

MeridianLink expects our employees, directors, independent contractors, and suppliers to follow this Policy and report any violation or concern to the company. Reports can be made in the following ways:

- Discussing with your Human Resources Business Partner or with another member of the Human Resources department.
- Reporting it to the Compliance Officer or General Counsel.
- Reporting it to our reporting website at <https://ir.meridianlink.com/whistleblower-information/default.aspx>
- Reporting it to our 24-hour, toll-free Ethics Hotline (800)916-7037

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