

revvity

# Standards of Business Conduct

April 2023





**PRAHLAD SINGH, PRESIDENT AND CEO**

## INTRODUCTION

With our transformation into Revvity, Inc., we remain committed to conducting business with honesty, integrity, fairness and the highest ethical standards. Following this approach will ensure the Company operates effectively, consistently and morally, and that we build and sustain relationships with our colleagues, customers and collaborators to achieve results we can be proud of.

Even as we look forward to developing new, cutting-edge tools for life sciences researchers and healthcare providers, and expanding our menu of assays for disease, we are simultaneously implementing expanded policies and procedures to ensure we provide these products and services in compliance with all applicable laws and regulations. This is not only a matter of doing what we have to do. It is a matter of doing what is right. Every employee is expected and empowered to use good personal judgment when making decisions, and be mindful of our actions and the impact they have on our marketplace, environment and community. We will not tolerate behavior contrary to our values, and will make every effort to ensure we have processes and systems in place to prevent breaches of our trust, and to rapidly identify and quickly respond to any issues that may arise nevertheless.

We will hold each other, our suppliers and collaborators accountable. In doing so, we will continue to ensure that the way we do business is as meaningful as the solutions we provide.

Sincerely,

A handwritten signature in black ink, appearing to read 'Prahlad Singh', with a horizontal line underneath.

Prahlad Singh  
President and CEO

# TABLE OF CONTENTS

REVVITY'S ETHICAL AND BUSINESS VALUES

3



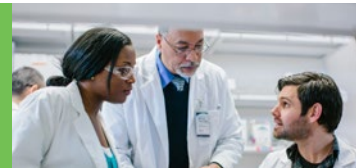
REVVITY'S RELATIONSHIPS

4



COMPLIANCE WITH LAWS AND REGULATIONS

6



CONFLICTS OF INTEREST

9



PROTECTION OF REVVITY'S ASSETS

12



INVESTOR RELATIONS AND  
CORPORATE COMMUNICATIONS

14



ENFORCEMENT OF STANDARDS  
OF BUSINESS CONDUCT

16



# REVVITY'S ETHICAL AND BUSINESS VALUES



## Purpose

The Revvity Standards of Business Conduct (“Standards”) identify the values and principles that guide our business relationships. We do business and work together with a strong sense of ethics. Revvity is committed to honesty, integrity and fairness in everything we do, so our activities reflect positively on our stockholders, the marketplace we serve, the community, and ourselves. These principles are not new at Revvity. They are simply the restatements of our long-standing policy that all business conducted by Revvity employees and representatives will be conducted ethically and in compliance with all applicable laws.

Ethical decision-making requires an understanding of personal and Revvity values and principles coupled with good personal judgment. You play the most important role in the ethical decision-making process and, therefore, in the implementation of the ethical standards of Revvity.

## Applicability

Revvity managers are responsible for discussing these Standards with all employees in their organization and for ensuring that its provisions are understood and observed. Each manager is responsible for practicing diligent supervision to ensure the ethical and legal business behavior of those employees for whom the manager has operational responsibility. Each employee also has direct personal responsibility for following the provisions of these Standards and for taking the initiative to seek help or clarification to avoid unethical or illegal business decisions.

When in doubt about an ethical issue, it helps to ask yourself:

- If this action were known, would it damage Revvity’s reputation or that of any individual, including myself?
- Would I be embarrassed if others knew I had taken this action?
- If the situation were reversed, how would I feel as the recipient of this action?
- Is there an alternative action that does not pose an ethical conflict?
- Should I talk with someone in authority at Revvity before I take this action?

Your manager can be your first source of counsel on ethical matters. Alternatively, you may also report any ethical or compliance concern by telephone or electronic mail to the Revvity Ethics Hotline or directly to any of the company officials listed at the end of this document. For more details, see “Reporting Procedures” at the end of these Standards.



# REVVITY'S RELATIONSHIPS



## You and Revvity

As a Revvity employee, you will be viewed as a reflection of the Company. This will be true during nonworking hours as well as working hours. You are expected to be loyal and faithful to the Company's principles of honesty, integrity and fairness and the duties of your job, and to behave in an ethical manner that does credit to yourself and the Company.

Ethical decision-making requires an understanding of personal and Revvity values and principles coupled with good personal judgment. You play the most important role in the ethical decision-making process and, therefore, in the implementation of the ethical standards of Revvity.

## Relations with and between Employees

Revvity is firmly committed to equal opportunity without regard to age, gender, race, religion, color, sexual orientation, national origin, disability or other protected status. We respect the differences in backgrounds, experiences and perspectives that individuals bring with them to Revvity. We are interested in employing people of integrity whom we believe will be superior performers.

We expect all employees to respect each other as equals, with an attitude of cooperation, courtesy, and consideration. No individuals or groups are to be considered "second class." Revvity will not tolerate conduct by any employee that harasses, disrupts, or interferes with another's work performance or which creates an intimidating, offensive, abusive, or hostile work environment.

We support and respect the protection of international human rights within the sphere of our influence, ensure that we are not complicit in human rights abuses, and make efforts to require that our business partners and suppliers do the same. We comply with local child labor laws and requirements for workers.

Revvity ensures that no forced, bonded or involuntary prison labor is used in the production of Revvity products or services; and that the overall terms of employment are voluntary. We respect the rights of workers to organize in accordance with local laws and established practice.

Revvity is dedicated to maintaining a work environment that is safe and compliant with laws regulating workplace safety and health. You should always follow the established safety, environmental, and health rules, and you should feel that proper precautions for health and safety in all occupations are made by yourself and by the Company. Report immediately to the appropriate management any incident or injury sustained on the job, or any environmental, health or safety concern you may have. Appropriate and timely action will be taken to correct unsafe conditions.

For the sake of safety, quality, and consideration of other employees, all workplaces throughout the Company will be free of alcohol and illegal drugs. No work shall be performed nor any machine operated by anyone under the influence of such substances. Similarly, violent acts or threats of violence will not be tolerated.

Your manager's principal job is to make it possible for you to do your job in a superior and efficient way, for you to perform in a manner that produces superior products and services that deliver customer satisfaction. If you find that circumstances beyond your control make it impossible for you to perform in this manner, talk to your manager at the earliest opportunity so he or she can take corrective action.

## Relations with Customers

Revvity is proud of the strong and reputable relationship we have built with our customers as we work with them to meet their changing needs. These relationships are key to our success and building such successful ties has taken time. Our goal is to supply superior products, services, and follow-on support at appropriate prices. We will prosper only if we anticipate our customers' changing requirements and are prepared to respond to and meet those needs.

We will comply with the laws and regulations that govern the acquisition of goods and services by our customers. We will compete fairly and ethically for all business opportunities. If we are involved in proposals, bid preparations, or contract negotiations, all statements, communications and representations to prospective customers must be complete, accurate and truthful. Once awarded, all contracts must be performed in compliance with applicable contract specifications and requirements.

## REVVITY'S RELATIONSHIPS



Quality and integrity of our products and services are also of prime concern. Our customers buy from Revvity because we provide superior quality products and services. Superior means that our products and services perform better than others available in the marketplace and that we treat our customers fairly, with honesty and respect. Quality is built into our products, starting with the concept and design, through manufacturing engineering, production, and testing. Quality means our services are performed in compliance with our high standards and customers are provided with complete and accurate information. Quality is the responsibility of each of us who handles the product or performs a service throughout the life cycle of the product or service. You should bring to management's attention any lapse in quality control or testing and inspection procedures.

### Relations with Vendors

Vendors who provide quality components and services are an important part of Revvity's ability to create superior products and services for our customers. We expect our vendors to be people of integrity who produce components of excellent quality, with timely deliveries, and at competitive prices. Revvity will always employ the highest ethical business practices in source selection, negotiation, and administration of all purchasing activities. We will respect and safeguard the proprietary information and trade secrets of our vendors.

### Relations with Competitors

Relations with competitors are always a delicate subject. The issue of antitrust law is always present and is discussed in further detail in these Standards. We are naturally interested in any information concerning our competitors that can be obtained through public sources or other sources that respect the personal privacy and proprietary interests of the competitors. We will observe accepted standards of fair conduct and legality when obtaining this information.

We will compete on the basis of the price and performance of our products or services, our service, support, and warranties, and our timeliness and responsiveness.

### Relations with the Community

We hope to provide the communities where we live and work with capable people who will help with leadership tasks within the community. To the extent that these outside tasks suit your interests and do not interfere with your job performance, we encourage you to undertake them.

For any outside task that involves a significant amount of time during normal working hours, prior approval must be obtained from your manager. Be certain that you understand the demands of any outside task, and that you and your manager feel there will be no impairment of your ability to perform your Revvity duties in a superior manner if you proceed with the task in or out of normal working hours.

# COMPLIANCE WITH LAWS AND REGULATIONS



## General

We conduct our business in accordance with all applicable laws and regulations. Each one of us is personally responsible for meeting this obligation. Managers must ensure that employees know what the law requires and understand the importance of conforming their conduct to the law. Compliance with the law does not comprise our entire ethical responsibility; it is a minimum, absolutely essential condition for performance of our duties. If you have any questions on specific laws or regulations, you should contact the Revvity Legal Department.

## Antitrust

We comply fully with the antitrust laws that apply to our operations throughout the world. The underlying principle behind these laws is clear: a person who purchases goods in the marketplace should be able to select from a variety of products at competitive prices unrestricted by artificial restraints among competitors, such as, for example, price fixing, customer allocations, agreements to restrain output, illegal monopolies and cartels, boycotts, and tie-ins. We believe in these principles of free and competitive enterprise and are firmly committed to them.

Antitrust and competition laws are very technical and vary from country to country. The brief summary of the law below is intended to help employees recognize situations that may have antitrust implications so they can consult the Revvity Legal Department.

Discussion of any of the following subjects with competitors, whether relating to Revvity's or the competitors' products, is prohibited: past, present, or future prices, pricing policies, lease rates, bids, discounts, promotions, profits, costs, terms or conditions of sale, royalties, warranties, choice of customers, territorial markets, production capacities or plans, and inventories.

Competitive prices should be obtained only from legitimate sources other than competitors, such as published lists and our customers.

If, at any trade association meeting, you become aware of any formal or informal discussion among competitors regarding, for example:

- Prices
- Discounts
- Customer allocations
- Agreements to restrain output
- Exclusion of members
- Terms and conditions of sale
- Refusal to admit members or to deal
- With a customer
- Standardization among members of terms, warranties, or product specifications

You should immediately leave the meeting, and bring the matter to the attention of the Revvity Legal Department. The restrictions on discussing product specifications would not apply to recognized standard setting organizations that set standards other than for the purpose of excluding market participants.

Consult with the Revvity Legal Department and appropriate senior sales management before creating or terminating a relationship with, or refusing to sell to, a dealer, distributor, customer, or prospective customer. While Revvity is free to select its own customers, terminations and refusals to sell could lead to real or claimed antitrust violations.

Distributors and dealers may resell Revvity products at prices they independently establish, and may handle competitive merchandise. You may not come to any understanding or agreement with a distributor or dealer that would establish the price the distributor or dealer must charge its customers. Limits on a distributor's territory or classes of customers must be reviewed with the Revvity Legal Department prior to implementation.

It is against Revvity policy to make our purchases from a supplier dependent on the supplier's agreement to buy from us.



# COMPLIANCE WITH LAWS AND REGULATIONS

Mergers, acquisitions and joint ventures may be restricted or prohibited by the antitrust laws in some circumstances. Since complex legal and economic factors may bear on the assessment of these activities, every such transaction must be reviewed in advance with the Revvity Legal Department.

## AntiBribery/AntiCorruption

The Foreign Corrupt Practices Act, the UK AntiBribery Act and many similar laws, prohibit Revvity from offering or paying any money or other thing of value, directly or indirectly, to any foreign government official, foreign political party or its officials, or candidate for public office, for the purpose of improperly obtaining or maintaining business or influencing governmental action favorable to Revvity. We also will not make, or allow our collaborators to make, such payments, under the guise of consulting, broker's, finder's or other fees. We will not directly or indirectly make or permit payments if there is reason to believe that any part of them will be distributed to, or for the benefit of, foreign officials or political parties for those improper objectives.

These prohibitions do not bar reasonable and bona fide expenditures to provide meals or travel to foreign officials, as long as those expenditures are made for the purpose of introducing relevant government employees to Revvity products, services or information, are legal within that country and comply with local Revvity procedures. In addition, facilitating payments or tips of nominal value to low level foreign government employees may be acceptable under local Revvity procedures where it is the custom or practice in that country to expedite the performance of routine ministerial duties. Any payment for travel, accommodations, or related activities on behalf of a government official must be approved by the beneficiary's employer in writing, and in no event shall they be offered where the purpose is to obtain favored treatment or special benefits to which Revvity is not entitled. You must properly record the purpose of any of these expenditures and consult with the Revvity Legal Department before making any such payment.

## Import/Export Laws

As an international company, Revvity must comply with the laws and regulations affecting import and export activities. Failure to comply with these regulations may have very serious consequences for Revvity, including heavy administrative and/or criminal penalties, seizure of goods and denial of export privileges.

The sale or transfer of Revvity products (including software), services and technical information are subject to export control laws and regulations and may require licensing or other approval. Such transfers could be subject to strict terms and conditions and may, in certain cases, be prohibited.

It is our policy not to do business (directly or indirectly), without prior government approval with countries or third parties that have been identified as embargoed, restricted, denied or barred from import or export activity. Our products must also not be sold, directly or indirectly, for use in support

of prohibited activities such as proliferation of chemical and biological weapons, missile technology, nuclear weapons or other nuclear explosive devices.

In addition, the access to or the transfer (whether within our network of subsidiaries or to our dealers, other representatives or customers around the world) of certain technical data (for example, blueprints, manuals) or technical knowledge and skills, which are considered as "controlled technology" for export purposes, may be restricted or require license approval under the laws and regulations of the U.S. or those of other countries where we currently operate. Every Revvity manager is responsible to ensure their employees are eligible for access to controlled technology.

U.S. law also prohibits U.S. companies (and their controlled foreign subsidiaries) from complying with international economic boycotts against nations friendly to the U.S. and from providing information concerning business relationships with boycotted countries. We must report any direct or indirect request to participate in an unsanctioned boycott or for prohibited boycott-related information to the U.S. Department of Commerce. If the terms of any transaction refer to such a boycott or if you are uncertain whether that may be the case, you should seek appropriate advice from the Revvity Legal Department.

Import/export laws change frequently and can be quite complex. If you are involved in the international sale of Revvity products, you must ensure that all transactions are properly authorized and fully and accurately documented. If you have questions regarding restrictions on international sales, license requirements, what might constitute an "export" or any other import/export-related issue, contact the Revvity Legal Department.

## Securities and Insider Trading

In the course of your employment with Revvity you may become aware of information about Revvity or other companies (for example, suppliers, vendors or subcontractors) that is not known to the public. The use of or trading on any such material non-public or "inside" information about Revvity or another company for your financial or other benefit is a violation of law and of Revvity's policies. U.S. law makes it unlawful for any person who has "material" non-public information about a company to trade the stock or other securities of that company or to disclose such information to others who may trade.

Material inside information is information that is not available to the general public and that reasonably can be expected to affect the market value of a corporation's securities or to influence investor decisions. Such information may include non public information about financial performance including earnings and dividend actions; acquisitions or other business combinations; divestitures; major new product announcements; significant litigation; and other significant activities. Either positive or negative information may be material.



# COMPLIANCE WITH LAWS AND REGULATIONS



In addition to obeying the laws on insider trading, you must also comply with Revvity's Securities Trading Policy, which is more restrictive. For example, you may not engage in "short" sales of Revvity stock (sales of Revvity stock that you do not own), unless as part of a permitted "cashless" exercise of stock options, and you may not trade in options, warrants, puts, calls or any form of derivative security or instrument linked to Revvity stock.

If you are a Revvity director, officer or designated "restricted" employee, you are also subject to additional restrictions set forth in Revvity's Securities Trading Policy. For example, this Policy restricts your ability during certain periods to buy Revvity stock, sell stock acquired pursuant to stock option exercises, or engage in "cashless" stock option exercises. Also, this Policy requires you to obtain advance approval from Revvity's General Counsel before trading in Revvity stock.

## Environmental, Safety and Health

Revvity is committed to protecting the environment and the health and safety of its employees, their families, their communities and the public. Revvity establishes and maintains sound environmental, safety and health management practices to accomplish this goal and to assure compliance with the laws, regulations, and orders of the responsible governmental authorities wherever Revvity and its subsidiaries operate. Every manager is responsible for helping to achieve these goals and to ensure that Revvity operates in compliance with law and Revvity policy. The Environmental Safety and Health group within Revvity's Legal Department provides consultation, education, oversight and audit worldwide. Each Revvity employee is responsible to act with an awareness of environmental, safety and health requirements and sound judgment. If you know of a situation that creates a hazard or potential hazard or a violation of law, no matter how minor, report the matter immediately to your manager or the Environmental Safety and Health group within Revvity's Legal Department.

## Political Activities

Revvity encourages all employees to vote and be active in the political process. However, various laws regulate the use of corporate funds and resources in connection with elections. Political contributions by or in the name of Revvity are prohibited. "Political contributions" include direct or indirect payments in support of candidates for elected office, elected officials or political parties. In addition to cash payments, political contributions are also deemed to include work performed by Revvity employees during paid working hours, use of Revvity facilities or equipment, the purchase of tickets to fund raising events, and payment for advertisements, printing or other campaign expenses. In certain circumstances, where a candidate may compensate Revvity or is not running for federal office, exceptions may apply.

This policy applies solely to the use of Revvity assets and is not intended to discourage or prevent individual employees from making political contributions or engaging in political activities on their own behalf, so long as such contributions or activities are not linked in any way to Revvity. No employee may be reimbursed directly or indirectly by Revvity for personal political contributions.

If you are considering using Revvity corporate assets or if you have any questions about what is or what is not proper, you must contact the Revvity Legal Department before taking action.

# CONFLICTS OF INTEREST



## General

Revvity expects you to work loyally and faithfully during your assigned working hours for Revvity and to avoid any conflict of interest, which is prohibited. A conflict of interest occurs when your private interest interferes in any way, or appears to interfere, with the interests of the corporation as a whole. For example, you should avoid any relationship, influence, outside interest or activity that might impair your ability to make objective and fair decisions when performing your job, or might lead others to believe that your decisions were not objective. You must also avoid any situation in which you or a member of your family receives improper personal benefits as a result of your position in Revvity. At no time should you undertake any activity or investment which raises any question of conflict of interest between that activity or investment and your assigned job at Revvity.

Any time a conflict appears, or you believe that such conflict might develop, you should fully disclose the matter to the General Counsel of Revvity or the General Counsel's designee, using the Employee Conflict of Interest Waiver Form, to determine if a conflict of interest exists, and if so, can your employment duties be structured such that the conflict or even the appearance of a conflict does not interfere with your job performance, or is a waiver from the conflict of interest needed.

The General Counsel, in collaboration with other members of senior management and Internal Audit, shall evaluate the information provided, the conflict of interest presented and such other facts and circumstances as deemed appropriate in order to make a determination that is consistent with the Standards. The General Counsel shall then inform the employee and the employee's supervisor, as well as the Chief Executive Officer, of the determination that has been made. Note that a conflict of interest situation involving an executive officer or director will be handled in accordance with the "Investigation Procedures" section of the Standards.

Conflict of interest situations may arise in many ways. Some examples include the following:

- Any financial interest (other than small amounts of stocks or bonds in publicly traded companies) in any supplier, vendor, service provider, distributor or dealer, customer or competitor
- Any consulting, contract or employment relationship with any customer, supplier, vendor, service provider, distributor or dealer, or competitor
- Any outside business activity which is competitive with Revvity, or is materially impacted by the business activities of Revvity
- The receipt of gifts, gratuities or entertainment of other than modest value from any company with which we have business dealings any executive officer or director
- Any loans by Revvity to, or guarantees of obligations of, any family member of
- Any outside activity of any type which calls into question your ability to devote appropriate time and attention to your job responsibilities with Revvity
- Service on the board of directors of any for-profit company, unless such board service has been approved in advance by Revvity's chief executive officer
- Being in the position of supervising, reviewing, or having any influence on the job evaluation, pay, or benefits of any close relative or person with whom you have a close personal relationship, within Revvity
- Being in the position of placing or influencing the placement of business of Revvity with a firm in which you or your family has an ownership interest or a significant role in management

# CONFLICTS OF INTEREST

## Family Members

Anything that presents a conflict for you would probably also present a conflict if it relates to a member of your family or someone with whom you have a close personal relationship. Neither you nor any member of your family should have a personal interest in any business you deal with as part of your job assignment at Revvity, unless either the interest is very small (such as ownership of less than 1% of the common stock of a public company) or you obtain a waiver of the conflict of interest from the General Counsel of Revvity or the General Counsel's designee or, in the case of any executive officer or director, from the Board of Directors.

## Corporate Opportunities

Each Revvity employee and director owes a duty to the company to advance its legitimate interests when the opportunity to do so arises. You must not take advantage of an opportunity that you learned of in the course of your employment with Revvity to the detriment of the present or prospective business interests of Revvity, such as by acquiring property that Revvity may be interested in. You must not compete with Revvity.

## Outside Employment

From time to time, opportunities may present themselves to Revvity employees for some part-time employment or consultation outside of Revvity. Revvity has no objection to such activities so long as they do not interfere with your productivity or job performance during your assigned working hours, and so long as they do not interfere or appear to interfere with your judgment or ability to act in the best interest of Revvity, or otherwise represent a conflict of interest. To avoid any misunderstanding, we recommend that you obtain your manager's approval before beginning any part-time employment or consulting activity. Also, remember that you are required at all times to protect Revvity's proprietary and confidential information and its intellectual property, as further described below.

## Bribes, Gifts and Entertainment

Revvity employees may not give or accept any gift that might, or that might appear to, improperly influence a business relationship or decision. Gifts can range from widely distributed promotional novelties of nominal value, which you may give or accept, to bribes, which you unquestionably may not give or accept. No gift or entertainment should be given to any U.S. federal government employee or any health care providers, regardless of your intent or the appearance of the interaction, unless you have checked first with the Revvity Legal Department. Giving or receiving inappropriate gifts or unauthorized payments clouds objectivity, compromises business relationships and may be illegal.

## Business Amenities

In commercial business, the exchange of customary business amenities, such as meals and entertainment, between suppliers, customers and Revvity employees is acceptable when reasonably based on a clear business purpose and when the expenses involved are kept at a modest and reasonable level, are not prohibited by law or known customer business practice. It is the personal responsibility of each employee to ensure that the acceptance of such meals or entertainment is proper and could not reasonably be construed in any way as an attempt by the offering party to secure favorable treatment.

## Receiving Gifts

Neither you nor any member of your family may solicit or accept from a supplier, customer, or other person with whom the Company has a business relationship, money or a gift that could influence or could reasonably give the appearance of influencing Revvity's business relationship with that supplier or customer. You may accept a gift of nominal value, such as a promotional novelty that is customarily offered to others having a similar relationship with the customer or supplier. If you are offered a gift that has more than nominal value or that is not customarily offered to others, or money, you must tell your manager immediately. Appropriate arrangements will be made to return or dispose of what has been received, and the supplier or customer will be reminded of Revvity's gift policy.

# CONFLICTS OF INTEREST



## Giving Gifts

You may not give money or any gift to any supplier, customer or any other organization if doing so would influence or could reasonably give the appearance of influencing the organization's relationship with Revvity. You may, however, provide a gift of nominal value, such as a Revvity promotional novelty, if it is not prohibited by law and complies with applicable Revvity procedures. Such gifts may not be given to health care providers unless permitted by local law.

## Relationships with Government Employees

Revvity will adhere to all laws, rules and regulations pertaining to government employee gratuities in all localities and countries where Revvity operates. Acceptable practices in the commercial business environment may be entirely unacceptable, and may even violate certain laws and regulations, when we are dealing with government employees or those who act on a government's behalf. Therefore, you must be aware of, and adhere to, the relevant laws and regulations governing relations between government customers and suppliers.

You must not give gifts, payments or services to any government official, employee or designee without first consulting the Revvity Legal Department. See "Bribes, Gifts and Entertainment" above. Giving money or items of value to a foreign official or candidate for political office for the purpose of influencing a foreign government is prohibited. See "AntiBribery/AntiCorruption" above.

U.S. law also prohibits the giving of "kickbacks," that is, the offer or acceptance of anything of value to any U.S. or foreign government employee or an employee of a higher-tier contractor to the U.S. or any foreign government for the purpose of obtaining favorable treatment in connection with a government contract.

You may not make prohibited payments, even if the failure to pay puts Revvity at a competitive disadvantage or even if you are operating in a country where bribes or gifts to government officials are customary. If you are unsure whether an expected payment is legal and proper, always seek advice from Revvity's Legal Department.



# PROTECTION OF REVVITY'S ASSETS



## General

You are responsible for protecting Revvity's assets, including its physical assets such as facilities, equipment and inventory, and intangible assets such as patents, copyrights and trade secrets. This requires that you safeguard any Company-owned equipment assigned to you or any supplier or customer-owned equipment entrusted to Revvity. Use and maintain these assets with the utmost care and respect, guarding against waste, abuse, theft and carelessness. Be cost conscious and alert to opportunities for improving performance while reducing costs. Revvity assets may only be used for legitimate business purposes. Use of Revvity property, facilities, equipment, and information for non-Revvity purposes is permitted only with the approval of managers having authority to permit such usage. You are responsible for complying with requirements of software copyright licenses used in fulfilling job requirements and for ensuring that unauthorized copies of licensed computer software are not made.

## Accuracy of Books and Records and Public Reports

Employees, officers and directors must honestly, accurately and completely report all business transactions. You are responsible for the completeness and accuracy of your records and reports. Accurate and complete information is essential to the Company's ability to meet legal and regulatory obligations.

All Company books, records and accounts shall be maintained in accordance with all applicable regulations, standards and Revvity accounting and financial policies, and must accurately reflect the true nature of the transactions they record. This is mandatory, regardless of whether these records would disclose disappointing results or a failure to meet anticipated profit levels. Any attempt to mask actual operating results by inaccurately reflecting revenues, expenses, assets or liabilities cannot and will not be tolerated. The financial statements of the Company shall conform to generally accepted accounting rules and the Company's accounting policies. No undisclosed or unrecorded account or fund shall be established for any purpose. No false or misleading entries shall be made in the Company's books or

records for any reason, and no disbursement of corporate funds or other corporate property shall be made without adequate supporting documentation.

It is the policy of the Company to provide full, fair, accurate, timely and understandable disclosure in reports and documents filed with, or submitted to, the Securities and Exchange Commission and in other public communications.

Many of you are asked to record the time spent each day on each job on which you worked. This record is vitally important. It is to be a true and honest record of the hours you spent on each job. In addition to being records of your attendance and hours worked for the purpose of computing your pay, time records are often the basis for billing our customers. Falsifying records is fraudulent, and can lead to civil or criminal liability. Business expenses should be documented with receipts, as required by Company regulations and only legitimate business expenses shall be included in your expense reports. You are responsible for the accuracy of your individual records and reports. If you have problems with your time record keeping system, please consult with your manager immediately.

## Dealings with Independent Auditors

No employee, officer or director shall, either directly or indirectly, knowingly make any materially false or misleading statement or omit to state any material fact to an accountant in connection with any audit, review or examination of Revvity's financial statements or the preparation or filing of any document or report with the SEC. In addition, no employee, officer or director shall, either directly or indirectly, take any action to coerce, manipulate, mislead or fraudulently influence any independent public or certified public accountant engaged in the performance of an audit or review of Revvity's financial statements.

# PROTECTION OF REVVITY'S ASSETS

## Employee Privacy

Revvity respects your privacy. Personnel and medical records, salary, fringe benefits, and terms of employment are considered confidential and access to such information is restricted. Personal information is normally released to outside parties only with employee approval, except that Revvity and authorized individuals may also release personal information to verify employment, to satisfy the legitimate requirements of a company or other entity which is acquiring some of Revvity's business operations, or for appropriate investigatory, business or legal reasons.

Personal items, messages or information that you consider private should not be placed or kept anywhere in the Revvity workplace, such as in telephone systems, computer systems, desks or offices. Revvity management has the right to access these areas and any other Revvity facilities. Employees, however, should not access another employee's workspace, including electronic files, without prior approval from management.

## Proprietary Information

Revvity safeguards its proprietary and other confidential information and trade secrets, and you are responsible for protecting these assets. They are Company property not to be disclosed or given away to people outside the Company even after leaving Revvity employment.

"Proprietary and other confidential information" includes such things as: Revvity's technical or scientific information relating to current and future products, services or research; business or marketing plans or projections; earnings and other financial data; information about customers or vendors; and customer or vendor-supplied information.

To avoid inadvertent disclosure, you should never discuss with any unauthorized person information that Revvity considers confidential or which Revvity has not made public. Furthermore, you should not discuss such information even with authorized Revvity employees if you are in the presence of others who are not authorized. You should also not discuss such information with family members or with friends, who might innocently or unintentionally pass the information on to someone else.

Proprietary information received from customers and suppliers must also be protected. If you have come to Revvity from another company, we would expect you to have this same consideration for the trade secrets of your former employer. Revvity respects your former employer and its trade secret rights. We expect you to disclose nothing that borders on a proprietary product or process for the same reasons that we expect you to help keep Revvity rights exclusive. If there are any restraints on your activity as a result of prior employment, these should be disclosed in writing to your manager prior to the beginning of your employment with Revvity.

Never provide confidential information about Revvity to any outside party or accept such information from anyone unless Revvity has a binding confidentiality agreement with that party.

When you have knowledge of confidential information belonging to Revvity or another company, you must keep it confidential. It should not be disclosed even to Revvity personnel, unless authorized under the agreement and unless disclosure is necessary for the purposes of the agreement.

## Revvity Intellectual Property Rights

One of the things employees are paid for is to be thoughtful about their jobs; to wonder and to think about how to provide products with better quality, longer life, or lower costs. Some employees are specifically assigned to develop new products or new methods. Occasionally, some new products, methods, or ideas for improvement will be patentable.

When you joined Revvity, you were required to sign an agreement under which you, as an employee of Revvity, assumed specific obligations relating to intellectual property as well as the treatment of confidential information. Among other things in the agreement, you assign to Revvity all of your right, title, and interest in intellectual property you develop when you are employed in certain capacities. The intellectual property you assign includes such things as ideas, inventions, computer programs and documents which relate to Revvity's business, research or development or that are suggested by, or result from, work on tasks you perform for, or on behalf of, Revvity. That intellectual property must be reported to Revvity, and the property must be protected like any other proprietary information of Revvity. All patent applications relating to that intellectual property should be filed by or with the approval of the Revvity Legal Department. If, however, you believe that your idea, invention or computer program neither falls within the area of Revvity's actual or anticipated business interests, nor resulted from nor was suggested by, any of your work assignments at Revvity, you should discuss it with the Revvity Legal Department.



Revvity is a publicly traded corporation and the securities laws regulate communications with Revvity stockholders. Communications from any stockholder or investment advisor requesting information relating to Revvity should be forwarded to Revvity's Investor Relations Department for proper handling. Any employee asked for any statement from

any member of the media should likewise refer the request to Revvity's Corporate Communications Department. It is the policy of Revvity not to comment on or respond to inquiries or rumors concerning a prospective corporate development or transaction until such time as a formal public announcement has been made.

# ENFORCEMENT OF STANDARDS OF BUSINESS CONDUCT

As a director, officer or employee of Revvity, you have an obligation to Revvity to report conduct that you, in good faith, believe to be a violation of laws, regulations, these Standards, or Revvity policies, including any accounting and auditing matters. Those reports may be made anonymously.

You will not be subject to reprisal for reporting, in good faith, information that you believe violates the law, regulations or these Standards. Revvity will not discipline, discriminate against or retaliate against any employee who reports a complaint or concern, unless it is determined that the report was made with knowledge that it was false.

We are all accountable for our business conduct and risk losing our jobs if we fail, even in the first instance, to obey the laws that apply to our business and live up to the Standards expressed in this document. The fact that our competition may behave differently is not an excuse for failing to meet the level of business conduct required of Revvity employees. We do not compromise these responsibilities in order to meet financial plans or maximize profits.

## Reporting Procedures

Revvity encourages employees to discuss with their managers questions concerning the interpretation and application of these Standards and to report to their manager any suspected violations. Each Revvity manager has a special responsibility to create and maintain a work environment that encourages ethical behavior and open communication regarding ethical issues and concerns. You are invited to discuss all questions or concerns freely with any Revvity manager.

If, however, you are not comfortable going to your manager or if your questions or concerns are not handled satisfactorily by your manager, you may instead:

- Contact your local Human Resources or Finance leader
- Contact directly one of the resources referred to in this document or the individuals and departments listed at the back of this document
- Call and leave a message on the Revvity telephone Ethics Hotline:  
United States:  
866-723-0561  
Outside of the United States:  
(+1) 781-663-6905
- This call is free in the United States, but is a toll call outside the United States
- Send a message by electronic mail to [ethics.hotline@revvity.com](mailto:ethics.hotline@revvity.com)

Both the Hotline and the electronic mailbox are monitored by Revvity's Legal Department and access to information submitted is strictly limited to those with a need to know the information.

If the reported violation involves a member of Revvity's Legal Department or you otherwise want to make a report to someone outside the Legal Department, you may contact the Director - Internal Audit at the telephone number listed at the end of this document. If you believe an alleged violation of law, regulations or these Standards involves an officer or director of the corporation or is otherwise sufficiently serious to merit attention by the Board of Directors, you may pursue any of the reporting channels outlined above or you may contact the Lead Director of Revvity's Board of Directors by sending the information to Lead Director, c/o Office of the General Counsel, 940 Winter Street, Waltham, MA 02451.

You may provide information anonymously if you choose. Please be aware, however, that it is often more difficult to investigate fully issues that are raised anonymously and you may not learn the outcome of the investigation.

In implementing its reporting procedures, Revvity strives to comply with foreign laws, including without limitation data protection legislation of the European Union and its member States.

## Investigation Procedures

If Revvity receives information regarding an alleged violation of law, regulation or these Standards, the General Counsel (or his designee) shall, as appropriate, in collaboration with other members of senior management and Internal Audit: (a) evaluate such information, (b) if the alleged violation involves an executive officer or a director, inform the Chief Executive Officer and Board of Directors of the alleged violation, (c) determine whether it is necessary to conduct an informal inquiry or a formal investigation and, if so, initiate such inquiry or investigation and (d) have the results of any such inquiry or investigation, together with a recommendation as to disposition of the matter, be reported to the Chief Executive Officer, or if the alleged violation involves an executive officer or a director, report the results of any such inquiry or investigation to the Board of Directors or a committee thereof. Employees, officers and directors are expected to cooperate fully with any inquiry or investigation by Revvity regarding an alleged violation of the Standards. Failure to cooperate with any such inquiry or investigation may result in disciplinary action, up to and including discharge.



# ENFORCEMENT OF STANDARDS OF BUSINESS CONDUCT

Revvity shall determine whether violations of the Standards have occurred and, if so, shall determine the disciplinary measures to be taken against any employee who has violated the Standards. In the event that the alleged violation involves an executive officer or a director, the Board of Directors shall determine whether a violation of the Standards has occurred and, if so, the disciplinary measures to be taken against such executive officer or director. Please remember that a person who reports an alleged violation of law, regulations or these Standards, even if that report is not anonymous, may not be told whether or not the investigation is ongoing or completed, or the results of the investigation.

Failure to comply with the Standards may result in disciplinary action, including, but not limited to, reprimands, warnings, probation or suspension without pay, demotions, reductions in salary, discharge and restitution. Certain violations of the Standards may require Revvity to refer the matter to the appropriate governmental or regulatory authorities for investigation or prosecution. Moreover, any supervisor who directs or approves of any conduct in violation of the Standards, or who has knowledge of such conduct and does not immediately report it, also will be subject to disciplinary action, up to and including discharge.

## Exceptions and Waivers

While some of the policies contained in these Standards must be strictly adhered to and no exceptions can be allowed, in other cases exceptions may be appropriate. For waivers of conflicts of interest, the procedures described above in "Conflicts of Interest" should be followed. Any employee who believes that an exception to any of these policies, other than those pertaining to conflicts of interest, is appropriate in his or her case should first contact his or her immediate supervisor. If the supervisor agrees that an exception is appropriate, the prior written approval of the General Counsel must be obtained. The General Counsel shall be responsible for maintaining a record of all requests for exceptions to any of these policies and the disposition of such requests.

Any executive officer or director who seeks an exception to any of these policies should contact the General Counsel. Any waiver of these Standards for executive officers or directors or any change to these Standards that applies to executive officers or directors may be made only by the Board of Directors of Revvity and will be disclosed as required by law or stock market regulation.

## DISSEMINATION AND AMENDMENT

The Standards will be translated into multiple languages and will be available to Revvity employees on the Revvity intranet website. Information concerning how to access or obtain a copy of the Standards will also be provided to each new employee, officer and director of Revvity upon commencement of his or her employment or other

relationship with Revvity. The Standards will also be publicly available through the external Revvity website at [www.revvity.com](http://www.revvity.com). Revvity reserves the right to amend, alter or terminate the Standards at any time for any reason. This document is not an employment contract between Revvity and any of its employees, officers or directors.

### For More Information

For additional guidance, the following Revvity resources are also available to you.

Chief Executive Officer:	(+1) 781-663-5523
Chief Financial Officer:	(+1) 781-663-5654
General Counsel:	(+1) 781-663-5775
Regulatory Affairs:	(+1) 781-663-5775
Controller & Chief Accounting Officer:	(+1) 781-663-5642
Internal Audit:	(+1) 781-663-5665
Corporate Communications:	(+1) 781-663-5699
Investor Relations:	(+1) 781-663-5883
Human Resources:	(+1) 781-663-5775