



revvity

Progress with Purpose:

Science and Sustainability

2025 Impact Report

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A message from our CEO



It's my privilege to share Revvity's 2025 Impact Report, highlighting the progress we've made to build a more sustainable and resilient future. Our purpose - to expand the boundaries of human potential through science - guides everything we do. Every day, our teams turn discovery into better outcomes for patients, researchers, and clinicians addressing urgent health challenges.

Over the past year, we strengthened partnerships, advanced our innovation pipeline, and introduced differentiated products shaping the future of medicine. Highlights include launching a solution for Alzheimer's disease typing, unveiling a unified data platform to

accelerate drug discovery, and securing FDA approval for our improved automated latent tuberculosis test. These are just a few examples of how our innovations are driving impact.

Our theme this year, Progress with Purpose: Science and Sustainability, reflects our belief that science must advance responsibly. We're reducing our environmental footprint, strengthening communities, and operating with integrity - all while embracing digitalization and AI to stay ahead in a rapidly evolving industry. In 2024, these efforts helped us achieve a 49% non-hazardous waste diversion rate, surpassing our 2027 goal of 40%, along with continued investment in greener operations, efficient supply chains, and sustainable design.

We're also creating a workplace where employees thrive, supported by health, safety, and professional development programs. Beyond our company, we've championed global health - advocating universal newborn screening at the World Health Assembly and expanding our agreement with Genomics England to sequence newborns for rare conditions. At the same time, we're advancing cancer research by supporting researchers working across the cancer science landscape - from early discovery to translational studies.

Our community engagement remains strong, with expanded partnerships in

volunteerism and STEM education. Through Revvity Access STEM Scholarships, we're helping open doors to the next generation of scientists and technologists worldwide.

Looking ahead, I'm confident in our ability to navigate complexity and deliver for our customers, employees, shareholders, and communities. Together, our science-based approach, differentiated solutions, and commitment to responsible growth will continue to create lasting impact. Thank you for being part of this journey - I'm energized by our progress and excited for what's next.

Regards,

A stylized, handwritten signature in black ink, consisting of several vertical strokes and a horizontal base line.

*Prahlad Singh
President and CEO, Revvity*



About this report

We're pleased to share Revvity's 2025 Impact Report, which demonstrates our continued evolution and strengthened commitments to creating lasting, positive change in the world, while remaining focused on our key operational and financial initiatives.

The information in this report provides an overview of our sustainability, social, and governance strategy, initiatives, and performance, and reflects data from calendar year 2024.

Revvity's 2025 Impact Report represents a purpose-driven shift - from environmental, social, and governance (ESG) as a program to a holistic, sustainable business approach, and we've intentionally named our report to reflect just that. Here's why:

- Rather than viewing ESG as separate from our core business strategy, we're committed to integrating sustainability into every aspect of our operations. To us, it's not just about compliance, it's about creating a clear shift in our culture that empowers our colleagues to make a positive impact.
- Sustainability isn't just an add-on; it's a fundamental part of our risk management strategy. We assess risks through an ESG lens, identifying vulnerabilities and addressing them proactively, with a focus on protecting and supporting our employees and communities.
- We actively seek input from stakeholders - employees, customers, investors, and our communities. Their feedback guides our decisions, and we prioritize initiatives that align with their expectations and contribute to positive societal impact.

- From carbon emissions to employee mobility, we measure our impact on the environment and society and how we run our company by tracking progress, remaining transparent in our reporting, and holding ourselves accountable.
- Our commitment isn't just about compliance and reporting. It's about finding innovative solutions that benefit people, the planet, and our business.

More information

For more information, please visit esg.revvity.com or email sustainability@revvity.com.



Who is
Revvity?

Embracing the impossible

At Revvity, “impossible” is inspiration.

We provide health science solutions, technologies, expertise, and services that help accelerate biological insights from discovery to development, and diagnosis to cure. Revvity is pushing the limits of what’s possible in healthcare, with specialized focus areas in translational multi-omics technologies, biomarker identification, imaging, prediction, screening, detection and diagnosis, informatics, and more.

Every day, our 11,000 employees collaborate to pioneer groundbreaking solutions that enable our customers to improve health outcomes around the world. With a robust global network and localized agility, we serve a diverse range of organizations from pharmaceutical and biotechnology, to clinical laboratories, academia, and governments.

No challenge is too great for our team. Together with our customers and partners, we’re united in impact, embracing the impossible to improve lives everywhere.

Purpose

Expand the boundaries of human potential through science.

Established
2023

President & CEO
Prahlad Singh, PhD

Headquarters
**77 4th Avenue
Waltham, MA 02451**

Part of the
S&P 500 Index

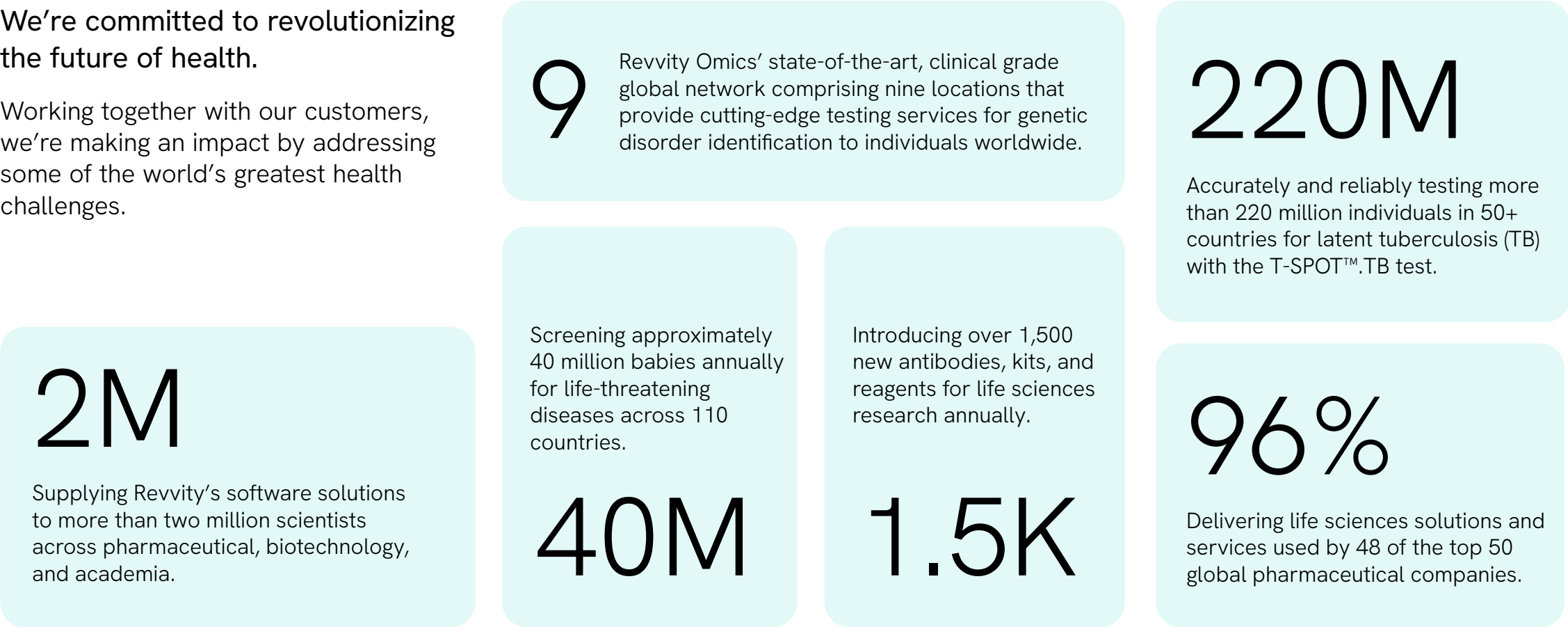
NYSE listed
RVTY

Serving over
160 countries

Our impact to date

We're committed to revolutionizing the future of health.

Working together with our customers, we're making an impact by addressing some of the world's greatest health challenges.



Our values

Our values represent how we think and act; they're the behaviors that define our people and culture.

They also form the foundation upon which our sustainable business stands, driving us to create socially responsible solutions, and an environment of transparency, empowerment, and inclusivity.



Embrace the unknown

Every big idea here starts with a bold, fundamental question: *What if?*



Passion for people

Our people are our greatest asset and fuel our success in service of humanity.



Collaborate for success

We put team before self to achieve the unexpected with transparency, accountability, and integrity.



Partner with purpose

We inspire new paths with customers to accelerate positive outcomes.





Our sustainable
business strategy

Our promise

At Revvity, our commitment to sustainable business practices is a cornerstone of our corporate philosophy and shapes the way we do business.

Guided by the goal of improving human health and fostering a sustainable future, we continue our work every day through responsible environmental practices, meaningful social impact, and strong governance.

These efforts help empower our employees, deliver value to our customers, and uphold ethical practices for our stakeholders. Together they drive positive change and create a lasting impact in our communities.



“Over the last several years we’ve made investments in projects that prioritize resource efficiency, resiliency and responsible business practices. Those investments are beginning to bear fruit, as evidenced by external recognition from agencies like MSCI. We’re also seeing a high-level of engagement internally from Revvity employees, who recently submitted more than 200 potential sustainability projects in our first ever corporate sustainability challenge.”

Steve Willoughby
SVP, Investor Relations, ESG, and Risk



In recognition of consistent progress and improvement across multiple areas, Revvity recently earned a AAA Rating from MSCI – a recognized leader in ESG research, analytics and assessments used to advise global investors.

In addition to a 10/10 Environmental score, Revvity’s achievement against the firm’s Social pillar improved significantly since last year, specifically within Human Capital Development.

Our structure

Board of Directors

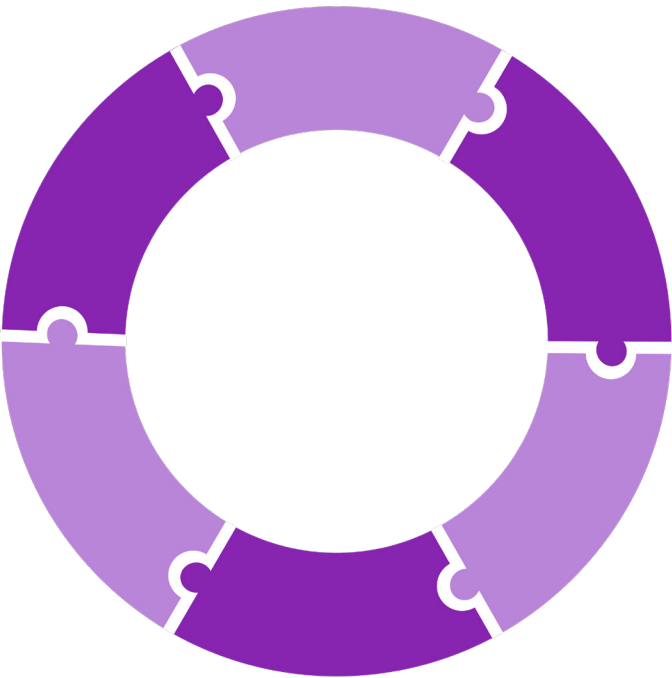
Revvity’s sustainable business strategy is formally overseen by our Board’s Audit Committee, with regular updates provided to our entire Board, and with direct oversight by our head of ESG and director of sustainability.

Executive leadership team

As part of our incentive compensation plans for named executive officers, each individual has specific ESG-related goals and targets that are included as part of their overall annual performance evaluation.

Head of ESG

Our senior VP-level head of ESG is responsible for helping align our sustainable business strategy with the latest industry best practices, overseeing updates to relevant programs and policies, performing key reporting and data tracking, and driving sustainability related initiatives across our sites and products.



Director of sustainability

This individual teams up with important stakeholders across Revvity to drive, execute, and implement initiatives that help to advance sustainability goals.

Sustainability impact teams

Teams across Revvity frequently collaborate on initiatives that support our sustainability efforts, including our sites and facilities, as well as our People & Culture, Legal, Operations, R&D, and Environmental Health and Safety groups.

Revvity employees

Our colleagues around the world play an essential role in helping advance our sustainable business goals and drive this impact-oriented mindset further into our culture.

Our impact goals and progress

Last year, we reevaluated and refined our impact goals to align with our values and evolving expectations of our stakeholders as Revvity.

As we continue to drive our sustainability, we intend to begin to report our Scope 3 emissions and submit our related goals to the Science Based Targets initiative (SBTi) for verification in the coming year.

Revvity's key impact goals

Goals in progress



Relevant Sustainable Development Goals (SDGs)



Double materiality assessment

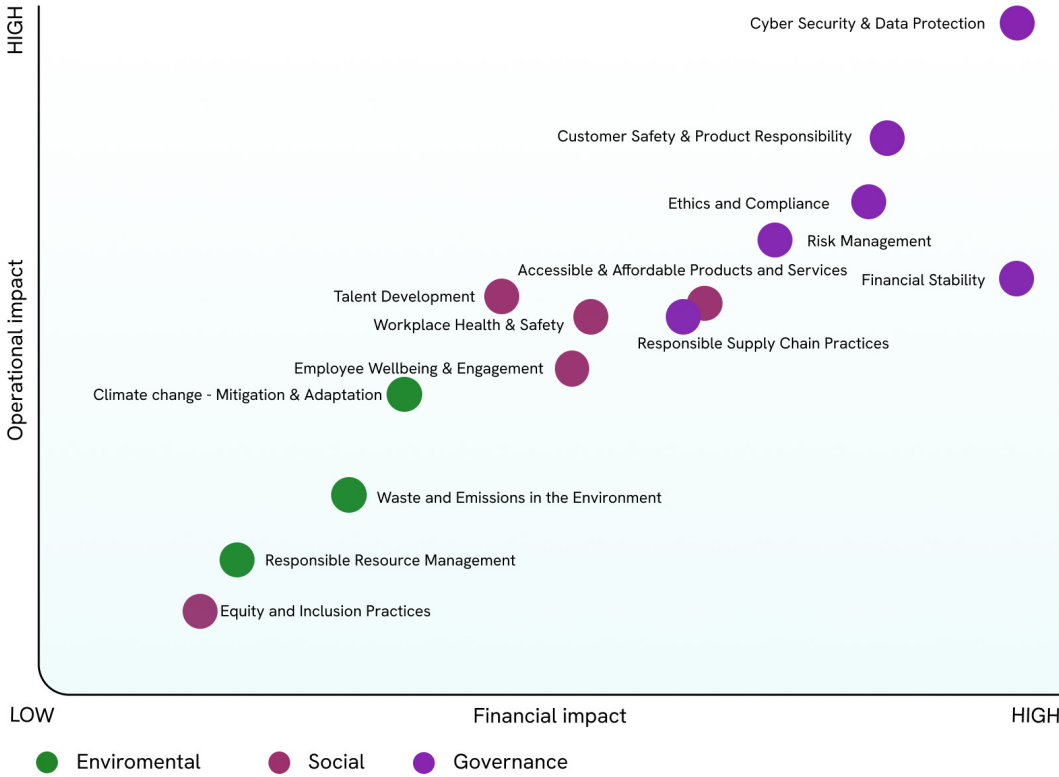
At Revvity, we actively monitor emerging trends and transformations in our operational landscape and business model. This approach ensures that we identify and assess environmental, social, and governance topics where Revvity generates an impact on both people and the planet, as well as those topics that influence Revvity’s business outcomes.

Building on our previous materiality assessment completed in 2022, the double materiality assessment (DMA) completed in 2024 follows the Double Materiality Implementation Guidance (IG 1) as outlined by the European Financial Reporting Advisory Group (EFRAG). As part of our DMA, we have:

- Performed a context analysis of our business relationships, strategy, and value chain.
- Reviewed peer disclosures to identify environmental, social, and governance topics related to our industry and competitive landscape.
- Mapped topics to relevant European Sustainability Reporting Standards (ESRS) and International Financial Reporting Standards (IFRS) guidance to capture both impact and financial perspectives.
- Engaged with stakeholders to validate our findings and ensure that the resulting material topics truly reflect both internal (financial) and external (impact) dimensions.

Results from this process informed both our broader strategy and our approach to disclosures. They also guide how we prioritize our sustainability efforts, manage risks and opportunities, and build resilience.

Revvity double materiality matrix (2024)



Sustainability innovation challenge

As part of our Earth Day 2025 celebrations, our colleagues were invited to participate in Revvity's first Sustainability Innovation Challenge. We put out a call to all Revvity employees to participate in a friendly competition aimed at generating the best and brightest ideas on how to champion sustainability in our operations. Specifically, we looked for projects and proposals targeting:

- **Our facilities:** Improve the environmental efficiency of our workplaces.
- **Our products:** Develop more sustainable solutions, products, and technologies - what they're made of and the number of resources they consume.
- **Our packaging:** Optimize packaging to reduce environmental impact.
- **Our supply chain:** Enhance the sustainability of global supply network with partners.

Over 200 ideas were submitted by our colleagues, which were narrowed down to a top three that will be evaluated in-depth for feasibility, scope and potential impact if implemented. The winning ideas include:

- Revvity participation in a pilot of My Green Labs certification for key manufacturing labs across the business.
- Completion of a Life Cycle Assessment for a new Revvity product beginning with the NPI process.
- Exploring green energy options for top energy consumption sites within our footprint.





Impacting
science

Diagnostics

Early detection for improved health outcomes



We improve peoples’ lives everywhere by delivering diagnostic answers to inform and improve health decision-making. Our integrated workflows span reproductive health, infectious disease, autoimmunity, allergies, cancer, neurodegenerative conditions, and rapid diagnostics. Our comprehensive portfolio helps close diagnostic gaps and address unmet needs, enabling precision medicine to fulfill its potential. We aspire to drive clinical answers in the world of healthcare through our unwavering commitment to innovation.

Newborn sequencing: In collaboration with Element Biosciences, we’ve developed a comprehensive in vitro diagnostic (IVD) solution tailored for newborn sequencing. The end-to-end solution includes sample collection devices, dried blood spot (DBS) punchers, automated nucleic acid extractors, liquid handlers, next generation sequencing (NGS) library prep kits with carefully curated NGS panels, and comprehensive software for variant calling data analysis and interpretation.

Revolutionizing data entry: To help streamline workflows for clinical labs, Revvity Transcribe AI is our innovative optical character recognition service that converts handwritten text on test request forms into a digitized format. With a 58% reduction in overall processing time, this cutting-edge solution reduces manual data entry tasks for laboratory personnel so they can concentrate on other essential and time-sensitive tasks.



“Newborn screening (NBS) allows for early detection and treatment of serious conditions that may not be immediately apparent at birth, enabling timely treatment and significantly improving outcomes for affected infants. NBS programs also provide valuable data for research and public health planning, helping to improve our understanding of these conditions and refine screening and treatment protocols over time.”

Anna Godenhjelm
General Manager, Reproductive Health

Innovation across disease areas

Alzheimer’s disease: Our in-vitro diagnostic EURORealTime™ APOE assay is now available in European countries that accept the CE mark, enabling accurate genotyping of the APOE gene. In many countries, APOE genotyping has become essential before initiating an anti-amyloid (beta) therapy for the treatment of early Alzheimer’s disease, as some treatments can carry serious risks for patients with a specific variant of the APOE gene.

Measles: Euroimmun’s CE-marked Anti-Measles Virus ELISA 2.0 (IgG) assay supports the diagnosis of a measles virus infection or determines the immune status against measles virus. This is the first of several assays in development expanding Euroimmun’s serological infection diagnostics portfolio with validation for DBS as sample material in addition to serum and plasma.

Androgen disorders: We received 510(k) clearance from the FDA for Euroimmun’s automated chemiluminescence-based immunoassay (ChLIA) test for free testosterone. This innovative test is the first of its kind to receive FDA clearance for direct quantitative measurement of free testosterone levels, marking a significant advancement in diagnostic capabilities for hypogonadism, impotence, polycystic ovarian syndrome (PCOS), and other androgenital syndromes.



Revvity Omics

Genomic insights that personalize precision medicine

As a global leader in clinical multi-omics testing, we offer solutions that support the full continuum of care, from preconception to adulthood. Through our accredited labs, proprietary platforms, and team of board-certified geneticists, we deliver high-complexity testing to accelerate genomic discoveries, accurate diagnosis, and clinical studies and trials, to advance treatment for rare and common diseases. Our solutions support early disease detection and accelerate innovation from discovery to cure, helping shorten the diagnostic odyssey patients face and improving health outcomes worldwide.



“Today, genomics laboratories are doing far more than assisting physicians with diagnoses. By integrating genetic data with insights from other omics technologies - such as proteomics, transcriptomics, and epigenomics - medical geneticists can provide a more comprehensive view of an individual’s health profile.”

Madhuri Hegde, PhD
Senior Vice President and Chief Scientific Officer



Through our global laboratory network, we provide cutting-edge testing services for the identification of genetic disorders to individuals worldwide.

Strengthening newborn health with Genomics England

An estimated 300 million people globally are living with a rare disease. Many of these diseases are chronic, progressive and potentially life-threatening – meaning early detection is critical for early intervention and treatment. When that detection happens at birth, it can be life-saving.

Building on our long, productive work history with Genomics England, in 2024 Revvity announced an expanded collaboration with this organization that sought to leverage both parties’ expertise and resources to advance critical genomics initiatives across England. Foremost among them is the Generation Study – an ambitious effort aimed at screening up to 100,000 newborns for more than 200 rare genetic conditions. Initially focused on DNA extraction, our collaboration at first involved using Revvity’s chemagic™ 360 instrument to deliver high-quality DNA from cord blood samples collected from newborns across England.

Building on this work, in early 2025 we announced an expanded agreement with Genomics England to provide a fully integrated, end-to-end solution that includes both extraction and sequencing through our localized laboratory in Manchester, UK. This streamlined workflow enables faster turnaround times and supports timely clinical insights.

By generating evidence for the potential of whole genome sequencing (WGS) in NBS, the Generation Study is laying the groundwork for earlier risk detection, faster diagnosis, and personalized interventions and care.



“This partnership is an important contributor to our goal of researching earlier diagnosis and intervention for rare genetic conditions in newborns. By uniting Genomics England’s research expertise with Revvity’s advanced laboratory capabilities, we are proud to reinforce our commitment to advancing genomics research.”

Dr. Ellen Thomas

Chief Medical Officer at Genomics England

Global public health

Revvity is taking on the world’s toughest health challenges to help people live better, healthier lives. By building and strengthening our relationships with governments and other organizations across the public sector, we’re helping shape policies and regulations that improve health and well-being for people around the globe.

NBS

Each year, roughly 40 million newborns get a healthier start to life because of Revvity’s NBS solutions. Through our ongoing advocacy and engagement efforts with the World Health Organization (WHO), Revvity is advancing a 2023 resolution – agreed to by 194 countries – that recommends NBS programs be established in every country.

- In 2024, Revvity formally joined the Partnership for Maternal, Newborn and Child Health (PMNCH) – a consortium of private sector organizations, NGOs, foundations and governments representing these 194 countries who are focused on improving maternal, newborn and child health globally.
- Screen4Care, funded by the European Innovative Medicines Initiative (IMI) program, is committed to creating an innovative framework for diagnosing rare diseases. After becoming an official project partner in January 2024, Revvity hosted Screen4Care’s annual, two-day consortium meeting at our Turku, Finland site, educating and engaging with key stakeholders on the use of innovative technologies like WGS to accelerate rare disease diagnoses. Revvity also participated in other events led by Screen4Care, including a Parliamentary event in Brussels focused on driving NBS expansion across EU member states.
- Revvity remains highly involved in the expansion of NBS across Africa, particularly for Sickle Cell Disease (SCD). With SCD being highly prevalent in sub-Saharan Africa – and more than 300,000 children born with the condition each year – Revvity is working with organizations like the Consortium on Newborn Screening in Africa (CONSA) to provide education and resources that lead to earlier diagnoses and interventions for children with the condition.



“Data is driving decision-making when it comes to public health programs, especially when it comes to NBS for rare diseases. Revvity is working with governments and key funding agencies to provide statistics and other information about what a successful NBS program looks like. By staying engaged with organizations across the public sector, we’re bringing expert insights and experience to areas of the world that want and need it most.”

Gisela Abbam
Senior Director, Government Affairs



More than 90 global participants gathered at our Turku, Finland site for the two-day Screen4Care consortium meeting in March 2025.

TB

- TB remains the world’s deadliest infectious disease and is responsible for over 1 million deaths annually. Effective TB management requires a comprehensive approach spanning early detection, appropriate treatment regimens, infection control measures, and public health surveillance. These topics took center stage during a session at the 78th World Health Assembly, led by the STOP TB Partnership. In addition to participating in this session – joined by governments, advocacy groups and other organizations involved in the global fight against TB – Revvity continues to exchange information and best practices for TB management with these stakeholders.
- In line with the WHO’s End TB Strategy goal to reduce new TB cases by 80% by 2030, Revvity is working to expand access to early and accurate diagnostic testing for latent TB infection (LTBI). In April 2025, the U.S. FDA approved the Auto-Pure™ 2400 liquid handling platform with the T-SPOT.TB test – offering a faster high-throughput solution for LTBI diagnostics that advance the global effort to fight this infectious disease.

- Revvity is supporting the APRECIT study, led by Foundation Mérieux, which aims to improve the screening and management of LTBI in Cameroon and Madagascar. Launched in 2019, the goal of this study is to enhance TB control efforts and reduce the incidence of active TB by targeting high-risk groups. By evaluating different screening strategies with the involvement of community health agents, study leaders conduct household visits to perform LTBI tests. Revvity supports this study through applications of its interferon-gamma release assays (IGRAs) to identify individuals with LTBI in these populations. To date, the study has positively impacted over 2,000 people and saved the lives of more than 40 individuals.

Our impact in action



Revvity advocates for universal NBS at the 78th World Health Assembly in Geneva.



Revvity hosted a successful UK Parliamentary event with 150 guests, including Ministers, MPs, and healthcare leaders.



Ambassadors and representatives of Embassies from African and Gulf countries, as well as the UNFPA Nordic Office were welcomed to our site in Turku, Finland, as part a launch event for Women’s Health Hub Finland.



The International Forum “Generating Alliances and Effective Strategies in Neonatal Screening” was held in Mexico City, organized by Revvity, the British Embassy Mexico City and Annar Health Technologies of Mexico.

Life Sciences

Biological insights fueling scientific breakthroughs

We empower scientists and innovators across discovery, translational, and clinical research with advanced tools, services, and expertise to deepen understanding of complex biology and disease. Ultimately, our aim is to help reduce the cost and time and improve the quality of our customers’ insights so they can achieve success, faster. From our leading immunoassay portfolio to our state-of-art flow cytometry and high-sensitivity imaging capabilities to our expansive proteogenomic portfolio, our solutions support the discovery of novel therapeutic targets and accelerate drug and vaccine development. As therapies progress toward the clinic, we also invest in good manufacturing practices and provide clinical grade materials for manufacturing and cell functional analysis platforms to determine safety and efficacy of the therapy.

We do this in the hope of bringing transformative treatments to patients sooner.



Cellular imaging: In conjunction with Harmony™ and Signals Image Artist™ software packages, the Phenologic.AI™ software leverages pre-trained deep-learning models to analyze brightfield images, providing an additional multiplexing channel and streamlined workflows for live cell analysis. This significant advancement expands the possibilities for understanding cellular behaviors and disease mechanisms, offering scalable, efficient, and objective analysis.

Single-cell profiling: We help identify and characterize rare cell subtypes. Enabled by the proprietary combination of Scale Biosciences’ Quantum Barcoding technology platform and BioLegend’s TotalSeq™ antibody conjugate, the new, first-of-its-kind TotalSeq Phenocyte™ single-cell protein profiling solution identifies and characterizes rare cell subtypes more easily, powering immunology and oncology research.

Cell and gene therapy: When it comes to the field of cell and gene therapy, our collaboration with Profluent expands the applicability of our innovative novel base editing technology, addressing 50% more genetic diseases. By adding Profluent’s cutting-edge AI-generated adenine deaminase enzymes into our Pin-point™ base editing system, Revvity offers an easy to license base editor package that significantly expands the addressability of our system across clinical cell and gene therapy applications.



“We are in the midst of one of the largest transformations in our understanding of the link between genes, proteins, cells, and diseases. The era of precision medicine is underway, leading to improved diagnosis and treatment. With the advent of cell and gene therapies, enabled by CRISPR and next-generation gene editing technologies, we are beginning to see therapies emerge that have the potential to address and correct the genetic causes of disease, offering a possibility for permanent treatment. This transformation is rapidly accelerating insights into biological complexities and allowing the development of more precise, safer, and individualized therapies that directly address the root cause with reduced side effects.”

Michelle Fraser
Head of Cell and Gene Therapy

Innovation across cancer science

- Revvity has launched the industry’s first set of Mimix™ reference standards for oncology research – designed to support NGS and droplet digital PCR (ddPCR) assays used to detect somatic mutations in human genomic DNA (gDNA) for IVD applications. These trusted quality controls help diagnostic labs optimize tests and monitor oncology workflows, guiding cancer treatment decisions and improving patient outcomes.
- Paired with the Vega™ automated preclinical ultrasound system, the VivoJect™ Image-Guided Injection System allows for real-time imaging and precise, nimble operation for researchers at a higher throughput compared to traditional techniques. As part of our distinguished cancer research and discovery portfolio, the system streamlines in vivo imaging workflows for applications such as tumor model creation, targeted drug delivery, gene therapy, stem cell research, and cardiac studies.



“We’re collaborating with Charles River Laboratories to explore how AI can streamline oncology research. By applying deep learning to segment spleens from 3D ultrasound images, we’ve taken a meaningful step toward reducing the time and variability that often come with manual image analysis. This kind of innovation has the potential to accelerate insights and improve consistency across preclinical studies.”

Ryan Gessner
Innovation Leader, Platforms Segments



Revvity Signals

Transforming data into actionable, scientific insights

We offer comprehensive software solutions that accelerate scientific breakthroughs. From R&D to clinical trials and manufacturing, our product portfolio helps scientists across industries enhance efficiency, collaboration, and decision-making. Our cloud-based, scientific data and analytics applications empower scientists and researchers to make better, faster and more informed decisions.

Revolutionizing research with AI-driven software

AI is no longer a distant promise: it's transforming scientific research and development as we know it. We're committed to helping scientists across pharma, biotech and materials science harness AI effectively to focus on higher-value work.

The Signals One™ offering embodies this commitment by providing a unified ecosystem engineered to optimize data for AI workflows. The Signals One platform facilitates the capture, processing, modeling, and analysis of scientific data across disciplines while enabling secure, cross-disciplinary collaboration so that teams can easily share and integrate data across



"As a leader in delivering SaaS solutions to these industries, Revvity Signals is uniquely positioned to drive this transformation in how we approach scientific research and development. From an executive leadership perspective, AI is not only a game-changer but also a strategic imperative - one that enables organizations to accelerate breakthroughs, optimize processes, and deliver results that were once deemed impossible."

Kevin Willoe
President of Revvity Signals Software



40th year of ChemDraw® software

July 17, 2025 marked the 40th anniversary of the revolutionary ChemDraw software program that simplifies chemical structure drawing for chemists around the globe. Since its initial release four decades ago, ChemDraw has been downloaded by millions of users and continuously evolved to meet the needs of scientists. It has boosted productivity and reduced errors for chemists needing to draw, analyze, or document complex chemical structures and reactions in their daily work. Today, ChemDraw features an entirely new experience, combining remarkable drawing tools with extensive communication capabilities.

Impacting lives

Purpose is at the heart of everything we do. By expanding the boundaries of human potential through science, we’re able to make an impact in the lives of individuals across the globe. Each testimonial below reflects a unique journey - one of renewed hope, restored health, and lives transformed.

Sumaira, a patient with neuromyelitis optica spectrum disorder, shares her journey.

“What makes Euroimmun and Revvity stand out is that they’re engaging not just with doctors, scientists, and researchers, but also with people like me - patients and advocates. They’re approaching diagnostics from so many angles, bringing in a range of perspectives. It really feels like a holistic effort.”



Ally, mother of Nola and Teddi, discusses Metachromatic Leukodystrophy, a rare brain disorder affecting her two children.

“If these diseases were tested for at birth and treatment started immediately, the outcomes could be completely different. That’s what I’m fighting for - and Revvity has played a huge role in pushing to include rare diseases in NBS, not just in the UK, but globally.”



René, mother of Rosalia and Holly, shares her experience with ViaCord’s Sibling Connection program for cord blood banking.

“When Rosalia was five months old, we learned she had Acute Lymphoblastic Leukemia. Sibling matches are often the best option for a bone marrow transplant, and Holly’s cord blood turned out to be a perfect 10/10 match - with six times the needed cell volume. That’s what made the transplant possible, and we’re incredibly grateful to the entire ViaCord team for helping make it happen.”



Ashlyn, mother of Eli - who was diagnosed with a progressive neuromuscular disorder - share’s her family’s experience.

“Revvity’s impact on The Decode Project and the Duchenne community has been tremendous. Companies like Revvity are giving families the tools to access early diagnoses and treatment - and ultimately, they’re giving them hope.”

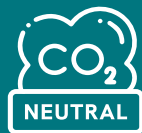
A close-up photograph of tea plants in a field, with the sun setting in the background, creating a warm, golden glow. The tea leaves are green and serrated, and the sun is a bright, hazy orb in the distance.

Impacting our
environment

Our goals and objectives



Achieve 50% reduction of our Scope 1 and 2 greenhouse gas emissions by 2033



Reach net carbon neutrality by 2040



Achieve 40% non-hazardous waste landfill diversion rate by 2027



Key highlight:

In addition to achieving our landfill diversion goal in 2024, we developed and delivered a new sustainability training module that saw a 99% completion rate for all Revvity employees and new hires it was assigned to in our corporate Learning Management System.



“Over the last two years, we’ve made meaningful progress toward achieving our sustainable business goals – due in part to the valuable feedback we’ve received from our customers, colleagues, partners, and communities. Guided by purpose, our team uses this feedback to evolve and elevate our sustainability initiatives and programs to maximize impact. We’re not only building a stronger, more resilient organization, but a better and brighter future for the world around us.”

Stephanie Stroh
Director of EHS and Sustainability

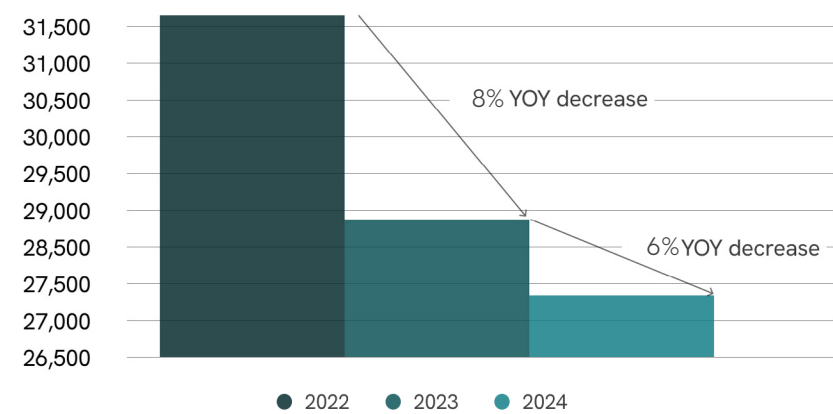
Carbon

We currently measure Scope 1 and Scope 2 carbon emissions from over 75 of our largest facilities worldwide. Sites in-scope of our sustainability analysis represents approximately 95% of our total square footage.

In 2024, Revvity achieved significant progress in carbon reduction, successfully reducing Scope 1 and 2 greenhouse gas emissions by 6%. This accomplishment reflects the company’s commitment to sustainability and its broader goal of achieving a 50% reduction in Scope 1 and 2 emissions by 2033 and net carbon neutrality by 2040.

Key initiatives contributing to this reduction included site-specific energy-saving projects, operational optimizations, and transitions to renewable energy sources. In 2025, our sustainability roadmap includes material Scope 3 emission data collection and submittal for SBTi target verification.

YOY carbon emissions [units: tCO₂e]



See data reconciliation (page 61) for additional carbon metrics.
Note: Sustainability metrics updated to reflect most current available data.

Energy

Advancing our energy reduction initiatives is essential for meeting our carbon emission targets and contributing to the protection of our planet.

In 2024, we continued to refine our comprehensive and systematic methodology to collect energy metrics including total energy consumed for over 75 sites around the world. Our goal is to collect and disclose accurate and transparent sustainability data representing material Revvity operational sites around the world. Utilizing data from 2022 as our baseline, subsequent YOY sustainability data enables us to understand our progress and measure the impact of projects initiated at specific sites.

In 2024, Revvity had a 1% decrease in total energy consumption. This decrease is attributed to successful site energy reduction projects and site consolidations, as well as a 7% increase in total electricity sourced renewably. Because of these improvements since 2022, Revvity has increased its percentage of electricity sourced renewably by 5% to 43% of total electricity consumed.

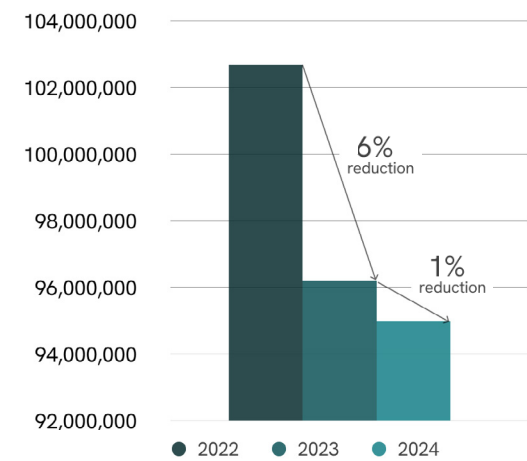
Looking ahead, Revvity will continue expanding its renewable energy portfolio through a comprehensive approach to green energy implementation across global facilities. This initiative represents a key component of our company’s broader sustainability strategy to reduce carbon emissions and transition to cleaner energy sources.



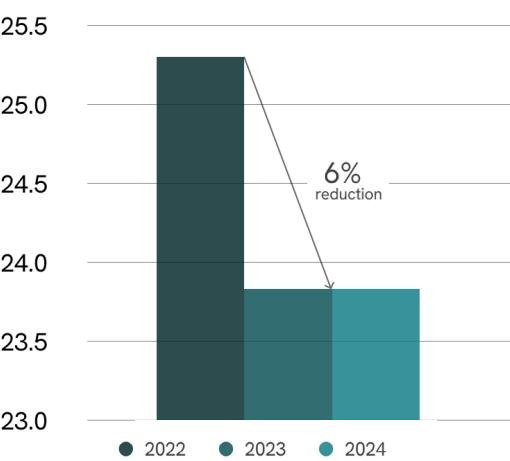
Solar-powered sustainability gains

As of 2024, electricity in our Groningen site in The Netherlands is powered by 100% renewable energy sources. Having utilized wind power for several years already, our local colleagues initiated a project in 2023 to install solar panels on-site that would further enhance energy efficiency, site safety and overall resiliency. The 600 solar panels in Groningen have a combined 249 kwh of installed power.

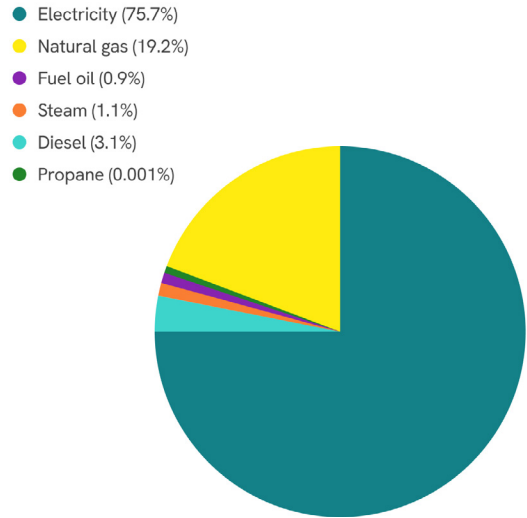
| YOY energy consumption [units: kWh]



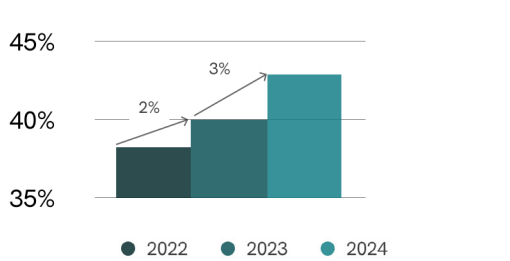
| YOY energy intensity [units: kWh]



| Energy consumption by activity [units: kWh]



| % of renewable electricity



See data reconciliation (page 61) for additional energy metrics.

Site-wide sustainability efforts

Over the last five years, our 300,000-square foot manufacturing and R&D facility in Turku, Finland, has meaningfully reduced Scope 2 and 3 emissions through a variety of activities. Since 2019, Turku has lowered sitewide energy consumption while increasing use of renewable electricity and district cooling. In 2024, Revvity Turku operated using 98% renewable electricity.

Additionally, our colleagues in Turku are finding different ways to promote emissions-free commuting. Roughly 10% of local employees are participating in a bicycle leasing program, through which each participant's monthly payments reduce their taxable gross wages. Also, to complement Turku's existing electric-bike charging stations, six electric vehicle charging stations were installed at our Turku site last year.



"As we chart a path forward to a more sustainable, energy efficient future, emissions reduction will continue to be a top priority. The success we've seen to date is a direct result of our colleagues' engagement and involvement in these projects. We're always looking for new ways to improve and advance sustainability across our operations – and oftentimes, our employees are the best source of new ideas and opportunities to take advantage of."

Iina Condo
EU Regional EHS Leader

How Turku plans to continue making progress toward sustainability goals:

- Convert remaining lighting fixtures (~5%) to high-efficiency LEDs
- Complete follow-up survey of Scope 3 emissions reductions resulting from commuter program
- Conduct future investigation of airfreight alternatives, such as sea freight/transport



Water

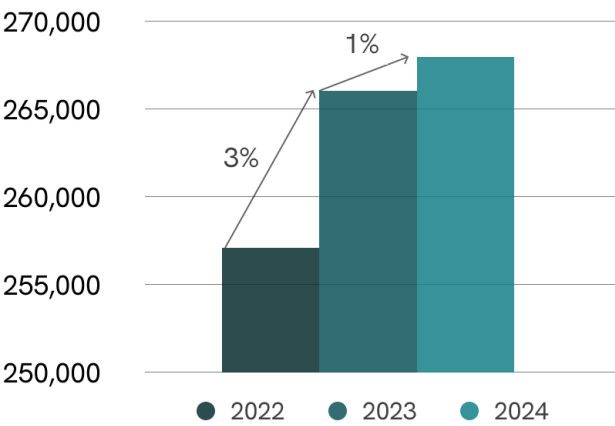
Water is a critical natural resource requiring responsible stewardship. While promoting conservation efforts across our global footprint, we prioritize water reduction projects at sites we’ve identified with high water risk and rates of consumption.

| Water consumption

Water Consumption	2022	2023	2024
Total water consumption (m³)	257,877	266,174	267,868
Intensity (m³/total ft²)	0.072	0.073	0.073

Note: Sustainability metrics updated to reflect most current available data.

| Total water consumption (m³)

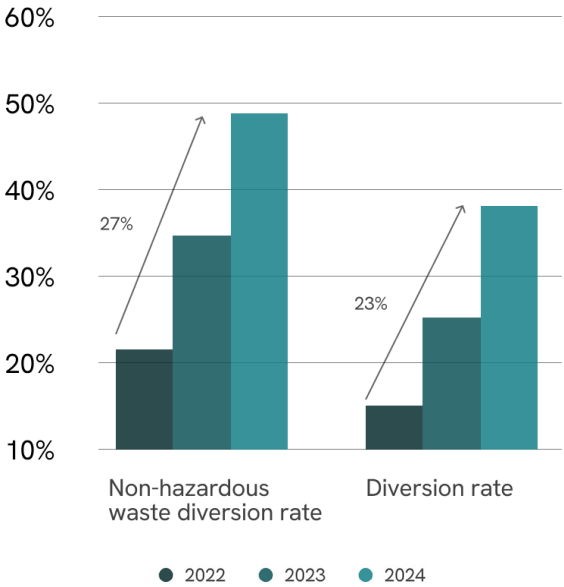


Waste

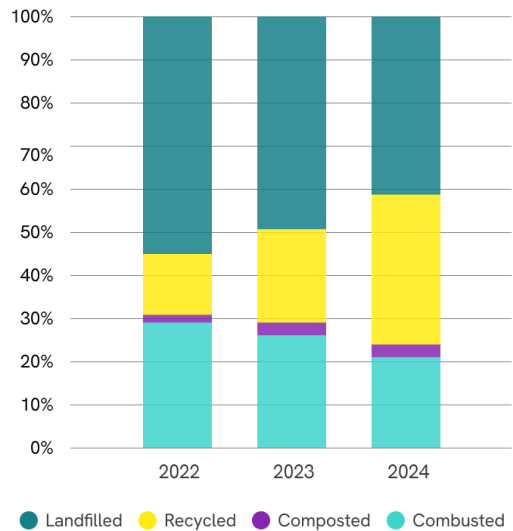
In 2024, Revvity achieved 49% non-hazardous diversion rate, exceeding our corporate goal of 40% by 2027.

Revvity has demonstrated exceptional progress in waste management across all categories, reflecting the company’s commitment to environmental stewardship and operational excellence. The YOY improvements showcase significant advancements in waste reduction, diversion, and sustainable disposal practices. These improvements not only reduce Revvity’s environmental footprint but also deliver tangible business benefits including reduced disposal costs, decreased regulatory compliance risks, and enhanced reputation as a sustainability leader in the life sciences industry.

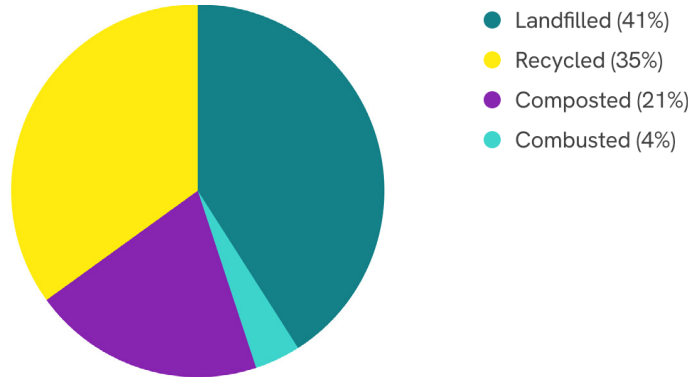
YOY waste management



Waste type (%)



Waste type [unit: tons]



See data reconciliation (page 61) for additional waste metrics.

Strategic initiatives driving success

- **Enhanced recycling programs:** Implemented comprehensive recycling infrastructure across multiple sites, including specialized streams for laboratory and manufacturing materials
- **Chemical and process substitutions:** Replaced hazardous chemicals with greener alternatives and redesigned processes to generate less waste
- **Waste diversion practices:** Established systematic approaches to redirect waste from landfills to more sustainable disposal methods
- **Site-specific projects:** Executed targeted initiatives addressing unique waste challenges at individual facilities
- **Employee engagement:** Fostered a culture of waste consciousness through training and awareness programs

| Waste management [unit: tons]

Waste Management	2022	2023	2024
Recycled	314	661	1,040
Composted	43	100	106
Landfilled	1,300	1,447	1,218
Combusted	691	723	627
Non-hazardous diversion rate	22%	35%	49%
Diversion rate	15%	26%	38%

Rethinking waste



In 2024, our colleagues in Germany completed a comprehensive project aimed at restructuring their waste management system to improve transparency, efficiency and overall control of waste flows. Impacting four key sites (Dassow, Lübeck, Rennersdorf, and Selmsdorf), this effort involved reclassification of waste using official waste codes, the introduction of clearly labeled sorting systems and consistent separation of previously mixed waste and residuals into recoverable categories. These changes – along with targeted awareness programs to educate employees of system updates – resulted in substantial reductions in landfill waste and increased waste diversion rates.

EU WEEE Directive

Revvity is also fully compliant with the European Union (EU) waste electrical and electronic equipment (WEEE) Directive. Under this regulation, when our customers in the EU buy new electrical and electronic equipment, Revvity enables:

- Old equipment to be sent for recycling on a one-for-one, like-for-like basis (this varies depending on the country)
- Customers to return, for recycling, equipment we have sold them after it has reached end of life

Achievement in waste reduction



Through an ongoing collaboration with environmental service provider, Interzero our colleagues at Revvity (Germany) GmbH were presented with a certificate in recognition of measurable contribution to climate action and resource protection in 2024. According to an annual study conducted by the Fraunhofer Institute UMSICHT, this site’s recycling efforts saved an estimated 155 tonnes of primary resources and offset roughly 17,643 kilograms of greenhouse gases.

For more information on this program, visit revvity.com/policies/weee-directive-compliance-overview.

Sustainability in action

Euroimmun Mexico

In Mexico City, our colleagues at Euroimmun have taken a holistic approach to environmental health and safety – striving to implement projects with both business and sustainability benefits.

Having secured ISO 9001 certification, Euroimmun’s Mexico City team utilize standardized processes and reduce non-conforming products. As a result, the site has increased productivity and reduced hazardous waste by 57%.



Taicang

Recently, colleagues at our Taicang site combined social and sustainability priorities with an initiative to donate refurbished IT equipment to Zhonggu Public Welfare in Shanghai.

Local colleagues identified aging computer equipment for donation, which included desktop computers, monitors and laptops that otherwise would have occupied warehouse space and contributed to e-waste pollution over time. In alignment with ISO 14001 standards, the equipment was collected for refurbishment and reuse by primary school children in rural areas across the region. The initiative also raised awareness internally for e-waste recycling and other sustainable business best practices.



BioLegend San Diego

At our BioLegend campus in San Diego, California, facilities managers focus on waste reduction on multiple fronts.

For instance, the campus achieved a 17% reduction in natural gas consumption YOY from 2023 to 2024. In 2024, the team at the BioLegend site also increased their use of renewable energy by 20% YOY maximizing green energy produced from on-site solar

panels. Additionally, for the last two years, BioLegend’s warehouse and shipping team used environmentally friendly shipping boxes to reduce waste. They also implemented a pallet recycling program, Electronic Transmission of Documents, and tested strategies to reduce the number of plastic bags in shipments.



Revvity UK

Colleagues at our Cambridge, UK site successfully participated in the 2024/2025 My Green Lab Freezer Challenge, demonstrating the site and Revvity’s commitment to sustainability in laboratory operations.

The challenge focused on optimizing freezer management practices to reduce energy consumption and environmental impact while maintaining sample integrity. Revvity plans to expand and share these best practices and successes with other company locations to multiply the environmental benefits across the organization.

Sustainable innovation

Supporting our customers in their sustainability efforts

Revvity has implemented a companywide sustainable business approach that embeds environmental responsibility into the company’s research, development, and commercialization processes. This strategic initiative drives the creation of more sustainable products and solutions while reducing environmental impact across operations.

Sustainable business framework

- **Sustainability by design:** Integration of environmental criteria into the earliest stages of product development and innovation processes
- **Cross-functional collaboration:** Engagement of R&D, operations, commercial, and sustainability teams to identify opportunities and implement solutions
- **Innovation challenges:** Idea generating events focused on engagement and sustainability opportunities within our business
- **External partnerships:** Engagement with customers and industry consortia to accelerate sustainable innovation and collaboration
- **Metrics-driven approach:** Clear sustainability KPIs to measure progress and guide decision-making

Key initiatives

Product Innovation

- Development of reagents and consumables with reduced environmental footprint
- Design of instruments with improved energy efficiency and extended lifecycles
- Creation of digital solutions that optimize resource use and reduce waste
- Implementation of green chemistry principles in manufacturing processes

Packaging Transformation

- Reduction of plastic packaging through redesign and material substitution
- Introduction of recyclable and biodegradable alternatives to traditional materials
- Optimization of packaging dimensions to improve shipping efficiency

Operational Excellence

- Implementation of resource-efficient manufacturing processes
- Reduction of water and energy use in laboratory operations
- Minimization of waste generation through process optimization and waste diversion



Impacting our
people

Our people

Our purpose is brought to life through our people. Recognizing that progress is only possible through the hard work and dedication of our 11,000 colleagues globally, we're committed to providing the tools and resources our team members need to thrive.



"Fulfilling our purpose starts with taking care of our people. By building an environment where all people feel welcomed and valued – helping them grow and thrive – Revvity can successfully tackle some of the world's most pressing health challenges."

Magali Four
Chief People and Culture Officer

Onboarding

We help our people build solid foundations to thrive.

In the summer of 2024, we piloted a new hire program in Europe to help new team members learn more about how we work, our mission, and our vision. It has since become a cornerstone of our global onboarding experience.

Over the course of three, half-day seminars, 55 colleagues in their first year with us took part in immersive sessions designed to deepen their understanding of our business, strategy, and culture. Through engaging presentations from senior leaders, participants gained clarity on how organizational priorities align in their region and how their roles contribute to our overall success. This program is intentionally timed to sustainably embed new team members into the business, helping to build strong foundations that support their continued growth and impact throughout their first year. Participants reported feeling better equipped and informed after participating in this program.



"The new hire program gave me a broad understanding of the organizational structure at Revvity and made my work feel more purposeful and connected. And the interactive format allowed me to meet new people outside my business area."

Nimesh Joseph
*Sr. Informatics Application Scientist,
Revvity Signals, UK*

We ensure new managers are set up for success.

In addition to enhancing our new hire experience, our manager onboarding program – tailored specifically to recently promoted or recently hired managers at Revvity – equips participants with the skills, resources, and support needed to lead their teams effectively. This program reaffirms our commitment to social responsibility, by fostering a supportive culture, promoting professional growth, and setting clear expectations for leadership at every level.

New manager onboarding highlights*

150+ managers enrolled.

85% of participants recommend the program.

*Figures based on 2024 enrollment

Learning and development

We check in with our people.

To help guide employees toward success, we’ve developed a comprehensive performance management model we call Success Navigator. This process emphasizes the importance of proactive goal setting while also ensuring managers are checking in with their team members on a regular basis.

Our Success Navigator process kicks-off each year with Vision Boarding sessions - a dedicated time for teams to define functional priorities that shape their individual goals. Next, we encourage employees to formalize and enter their goals into our centralized tracking system. Finally, we ask that managers meet with each of their direct reports at least once a quarter to conduct VIBE Checks - a dedicated time to meet to discuss how things are going and where things are headed.

Success Navigator highlights*:

- 2,500+ employees attended Success Navigator training sessions.
- 87% of employees submitted goals in 2024.
- 5,000+ goals were submitted.

**Data based on active full-time employees enrolled in HR management platform*

We invest in their future.

In addition to making sure our people have clear goals, and the tools they need to achieve them, we’re committed to helping them grow. We recently implemented Skillsoft - a cloud-based learning experience platform (LXP) that offers flexible, personalized learning experiences to help employees thrive, both professionally and personally.

Through Skillsoft, our employees have access to thousands of learning assets covering a wide array of topics including AI, tech skills, leadership, project management and more.

By creating accessible, inclusive learning opportunities for all, we’re empowering our people to succeed in a rapidly evolving world.

Skillsoft highlights:

- 8,500+ employees have access to Skillsoft.
- ~65% have utilized the system.
- 6,000+ hours of learning have been completed.

We’re there every step of the way.

To help our people learn about the resources available to them, we hosted a series of talent development events in all four of our regions. More than 1,500 colleagues participated in these week - and month-long sessions - both virtually and in-person - to learn more about our many offerings, including Skillsoft, as well as our recently launched Career Hub.

The Revvity Career Hub is an online platform that connects employees with personalized development recommendations. Employees are prompted to share their skills and interests in the system, which then guides them to open roles within the company - both full-time and “gig” opportunities, aka short-term projects or assignments on other teams that provide hands-on experience and can help open doors to future career moves.

We also created internal mobility alerts for employees to more easily connect with open career opportunities in the company. These personalized emails are sent directly to employees whose skills aligned with open opportunities to help guide them to possible next steps in their careers.

By reaching out in this way, we help potential internal candidates feel informed and encouraged to reflect on moves they may not have otherwise considered.

Rewards and recognition

We're committed to providing benefits that support growth.

Recognizing that employees are our most valuable asset, we continually evaluate and refine of our total rewards strategy to offer our colleagues a comprehensive total rewards package that enhances financial security, promotes a healthy work-life balance, and supports holistic well-being. In turn, this contributes to the long-term success and resilience of our company.

We also recognize that pay equity is a fundamental aspect of a fair and inclusive workplace. We're committed to offering competitive compensation that is equitable based on factors such as skills, relevant experience, job performance, and other objective criteria.

As part of our commitment to fair and competitive total rewards we:

- Participated in the United Nations Target Gender Equality (TGE) program in 2024-2025, a global initiative that provides guidance and support to businesses in advancing gender equality and women's empowerment in the workplace.
- Provide salary range transparency on U.S. job postings in many states and will be expanding to more states next year.
- Report on our Gender Pay Gap in the UK along with relevant actions.
- Assess pay practices in the U.S. to further our commitment in maintaining pay equity in similar job functions based on gender.
- Continued to enhance our internal pay equity review process in 2025 - a central component of our annual global salary planning cycle.

Revvity offers benefits packages designed to be globally consistent where possible while allowing for local flexibility to reflect cultural and regulatory differences. We are committed to providing equitable access to meaningful benefits - such as healthcare, retirement programs and other services such as Employee Assistance Program (EAP) - ensuring all employees are supported in a way that is both locally relevant and globally fair.



Our culture

At Revvity, we’re a community of passionate, creative people from around the world who are united in our purpose to expand the boundaries of human potential through science.

Together, we’re building a culture that’s...

- **Entrepreneurial** – where curiosity, ownership, and creative thinking fuel continuous progress.
- **Collaborative** – where people work across boundaries, support one another and achieve more together.
- **Vibrant** – where people feel inspired and empowered – full of energy, optimism and purpose.
- **Innovative** – where fresh thinking, experimentation, and bold ideas are embraced and help shape the future.

We value feedback from our people.

In addition to new hire, exit, and general engagement surveys, we also conduct a semiannual **People Experience Survey** using a third-party, neutral vendor. This survey helps us keep a pulse on our organization and gain valuable insight into how we can make future improvements.



Employee participation increased two percentage points as compared to the same time period last year. We also achieved **77% employee satisfaction**, surpassing our key impact goal of 75%.

Belonging

We have a global commitment to engagement.

At Revvity, we believe that true innovation and sustainable growth flourish in an environment where every individual feels a genuine sense of belonging. Through our Belonging Collective, we bring together employees from all corners of the world to celebrate differences, exchange ideas, and shape a supportive culture that fuels creativity and collaboration.

Within the Belonging Collective, our Employee Resource Groups (ERGs) form vibrant communities built around shared interests, identities, and experiences. Today, more than 1000 colleagues participate in these groups, which include: Able (Well-being), Juntos (Hispanic/Latinx), Women’s Forum, Veterans, AI Club, Remote Employees, Early Career Scientific Forum and Parenting Hub. These networks foster peer support and empowerment while driving forward meaningful initiatives.

Based on employee feedback, our colleagues believe that our culture provides:

- 83%**  **Equal opportunities** for advancement and leadership.
- 73%**  **Innovative thinking** to capitalize on new opportunities and address challenges.
- 83%**  **Strong management communication** and organizational transparency.

Signature events

As part of our Engagement Strategy, we host annual signature events that embody our commitment to championing social impact, celebrating loved ones, cultivating holistic well-being, and nurturing meaningful connections. These events are open to all employees and reinforce our mission of bringing people together around the values that guide our work.



Revvity Gives Back, U.S.

Underscores our dedication to community impact and volunteerism.



Revvity & Families, Poland

Highlights the importance of shared experiences with the people who matter most.



Revvity Vitality (Well-Being Month), Malaysia

Focuses on promoting physical, mental, and emotional health.

Well-being

We have a strong well-being framework.

At Revvity, we believe that true well-being is more than just feeling good - it's about excelling in every aspect of life. In alignment with our holistic approach to employee well-being, we've revamped our benefits offerings to ensure our colleagues are supported now and in the future. Recent enhancements include:

- **Family Support** – In addition to inclusive family leave policies and return-to-work programs for parents, we have audited our family leave policies and introduced a new framework for UK sites.
- **Navigating Life's Moments** – Our comprehensive compassionate care policy in North America – which we intend to deploy globally by 2026 – now features an evolved bereavement policy and introduction of menopause support kits (global) and related policies (UK).
- **BetterUp Care** – Offering a range of benefits globally through a partnership with BetterUp Care.



Our supportive culture was rewarded by the Great Place to Work certification. Revvity has been named a **Great Place to Work® in the U.S., India, Poland and China** – a testament to the collective effort of our colleagues to make our company a supportive, inclusive and thriving workplace for all.

Our purpose

At Revvity, we’re a community of passionate, creative people from around the world who are united in our purpose to expand the boundaries of human potential through science.

We strive to integrate our purpose into every aspect of Revvity, ensuring that we promote a sense of pride with our employees to guide their daily actions. We’re dedicated to supporting the communities we serve around the world through various socially responsible initiatives.

Revvity Foundation Giving

Through the Revvity Foundation, we give to causes in line with our brand purpose to improve people’s lives - from supporting education in mathematics and science, to participating in philanthropic initiatives driven by reputable organizations throughout our communities.

Our giving ranges from supporting rare disease diagnosis and therapy, patient advocacy groups, and societies comprised of researchers, scientists and clinicians, to global outreach organizations such as the Red Cross.

Employee Giving Program

Revvity has partnered with Benevity to administer its employee giving program – a charitable donation and volunteer rewards initiative designed to amplify the impact of our employees’ contributions to registered charities or qualified non-profit organizations. Revvity provides up to a 100% matching contribution for eligible donations, up to \$1,000 USD per employee per year.

Since its launch in early 2025, Revvity employees have used this program to support more than 120 non-profits and other charitable causes. These include Alzheimer’s Research UK, The Global Wishing Well Inc., The Leukemia & Lymphoma Society, The American Heart Association and others. This support has come in the form of more than 550 volunteer hours and over more than \$100k in donations (combined from employees and corporate matching).

Impacting the next generation of scientists

We’re committed to fostering STEM education and engagement through both in-person and virtual events, including:

- **International Day of Women & Girls in Science, global, virtual:** Highlighted our female scientists through employee interviews published on the Revvity Information Hub.
- **Early Career Scientists Forum, virtual:** Tapping into the minds of the next generation of scientific leaders, we launched a series of monthly presentations, collaborative sessions, skill-building workshops and mentorship opportunities to help cultivate the next breakthroughs of tomorrow.
- **STEM Networking Trek, San Diego, CA:** This program invited students from local colleges to explore our BioLegend campus, learning about our role in advancing research and patient care while illuminating potential career opportunities in biotech.
- **Ignite, Inspire, Achieve: Women in Science:** We hosted 2 live webinars on LinkedIn with colleagues joining across our business to share their career journeys and inspire the next generation of scientists.

Revvity Access Scholarships

In 2024, Revvity established two academic scholarships with universities in Boston, MA, and San Diego, CA, designed to empower the next generation of innovators in science, technology engineering and math. Building on this effort, Revvity has expanded its Revvity Access Scholarship program to two new universities – Fudan University in Shanghai, China, and Trinity Hall at the University of Cambridge, UK – to support even more aspiring STEM leaders around the globe.



Northeastern University (U.S.)

“The Revvity Access CEM Scholarship will allow students from emerging economies, who are often financially stretched, to benefit fully from Northeastern University’s experiential learning opportunities. The Center for Emerging Markets is grateful to Revvity Foundation for making this investment in global leaders of the future.”

Professor Ravi Ramamurti
*University Distinguished Professor of International Business & Strategy;
Director of Center for Emerging Markets, Northeastern University*



Fudan University (China)

As Revvity’s first elevated collaboration with a university in the APAC region, our scholarship program at Fudan University (Shanghai, China) is designed to support exceptional students in Life Sciences through financial aid, hands-on scientific practice, career development and mentoring opportunities.



University of California San Diego (U.S.)

The inaugural recipient of the Revvity Access STEM Scholarship at the University of California San Diego – Jessica Du, a student double-majoring in neurobiology and neurosciences – toured our BioLegend facility in July 2025.



University of Cambridge (UK)

“Trinity Hall is delighted to partner with Revvity to advance opportunities and excellence in the life sciences. Through Revvity’s generous support, we are expanding access to education by funding bursaries for undergraduate students in Cambridge, enabling the education of the next generation of researchers, innovators and changemakers. The partnership stands as a great example of how industry and academia can work together to make a lasting impact - supporting students today and shaping the life sciences of tomorrow.”

Dr. Michael Sutherland
Senior Tutor, Trinity Hall, University of Cambridge, UK

Health and safety

The health and safety of our employees, customers, and suppliers is a top priority. That’s why we strive to continually improve our Environmental Health and Safety (EHS) infrastructure through a variety of initiatives that promote safety, ensure regulatory compliance and drive continuous improvement across our global operations.

Our global EHS Council provides strategic direction and governance for companywide EHS programs. They also ensure alignment of EHS initiatives with broader corporate objectives and facilitate sharing of best practices and lessons learned across business units.

Our global EHS Council focused on optimizing how Revvity collects and discloses health and safety metrics across global facilities. This involved:

- Implementing a unified, global incident reporting tool utilized by all Revvity businesses, sites and field/commercial offices.
- Standardizing inclusive and transparent metrics that represent Revvity as one company.
- Enhancing data collection for leading and lagging safety indicators.
- Improved trend analysis capabilities to identify systemic issues.

Additionally, preparations were made last year for the launch of an improved EHS training curriculum, utilizing a new digital platform. Brought online in early 2025, this system included multilingual content to support our global workforce and incorporates interactive elements and knowledge verification components.

Collectively, these and other initiatives establish a robust foundation for ongoing EHS excellence, enabling Revvity to protect its employees, minimize environmental impact, ensure regulatory compliance, and support sustainable business growth across global operations.

Revvity Health and Safety Indicators

2024	
Number of fatalities	0
Total Revvity Reportable Incidents ¹	52
Revvity Total Recordable Incident Rate (TRIR)	0.52
Lost Time Incident Rate (LTIR)	0.43
Days Away Restricted Time (DART)	0.49

¹Revvity Reportable is defined as an incident or injury that results in one or more days away from work, restricted work, or job transfer or an incident or injury that is required to be reported to a local authority/jurisdiction.

We pride ourselves on providing employees and contractors with the equipment and knowledge necessary to conduct their work safely, and in accordance with all relevant regulations and best practices.

In 2024, there were zero instances of work-related fatalities among employees or contractors. Additionally, it’s important to note that many of our manufacturing sites have both ISO14001 and 45001 certifications.

For a complete list of our certified sites, please visit esg.revvity.com/environmental.



Impacting our
stakeholders

Governance structure



“At Revvity, integrity and strong governance are foundational to how we operate. We hold ourselves - and each other - to the highest standards, fostering a culture of transparency, accountability, and proactive compliance. Through open dialogue and ongoing monitoring of the regulatory environment, we’re reinforcing our position as a reliable and principled organization committed to doing what’s right.”

Joel Goldberg
SVP, Administration, General Counsel, and Secretary

Our Compliance Committee monitors our company-wide adherence to laws, regulations, and internal policies. The committee, which is comprised of senior Revvity personnel, focuses on key areas of risk and opportunities to advance Revvity’s compliance program including the selection and implementation planning for new compliance tools, monitoring training programs and reviewing other risk-reducing initiatives to ensure our program is well communicated and supportive of lawful and ethical business practices.



Board qualification matrix

	Peter Barrett, PhD	Samuel R. Chapin	Michael A. Klobuchar	Michelle McMurry-Heath, PhD	Alexis P. Michas	Prahlad R. Singh, PhD	Sophie V. Vandebroek	Michel Vounatsos	Frank Witney, PhD	Pascale Witz
Knowledge, Skills, and Experience										
Strategic and Executive Leadership	•	•	•	•	•	•	•	•	•	•
CEO of Public Company	•					•		•	•	
Finance/Capital Markets		•	•		•			•		•
Investment Management	•	•			•		•		•	
Mergers and Acquisitions	•	•	•		•	•				
International Experience			•	•	•	•	•	•		•
Industry	•		•		•	•		•	•	•
Public Company Board Experience	•	•		•	•	•	•	•	•	•
ESG Experience					•	•	•	•	•	
Demographics										
Race/Ethnicity										
Black/African American				•						
Asian/Pacific Islander						•				
White/Caucasian	•	•	•		•		•	•	•	•
Hispanic/Latino										
Gender										
Male	•	•	•		•	•		•	•	
Female				•			•			•
Board Tenure										
Years	13	9	2	3	24	6	2	5	9	8

Board committee composition

| Board committee composition

	Director Since	Audit Committee	Compensation and Benefits	Nominating and Corporate Governance
Peter Barrett, PhD	2012			
Samuel R. Chapin	2016			
Michael A. Klobuchar	2023			
Michelle McMurry-Heath, PhD	2022			
Alexis P. Michas	2001			
Prahlad R. Singh, PhD	2019			
Sophie V. Vandebroek	2024			
Michel Vounatsos	2020			
Frank Witney, PhD	2016			
Pascale Witz	2017			

 Committee chair  Committee member



Executive compensation

As part of our incentive compensation plans for our senior leadership team, each individual has specific ESG-related goals and targets that are included as part of their overall annual performance evaluation. We also have a Total Shareholder Return (TSR) modifier as part of our executive incentive plan compensation in order to appropriately align our share price performance with that of our peers.

ESG Board oversight

ESG oversight is now a specific responsibility for our Board of Directors' Audit Committee to ensure appropriate interaction and involvement from our Board on these important topics.

Political involvement

In 2024, Revvity formed Revvity Political Action Committee (PAC) to support causes important to the company. In 2024 and 2025, Revvity PAC solicited eligible U.S. employees for voluntary contributions. Revvity PAC supported U.S. incumbent candidates for the House of Representatives and the Senate without regard to political affiliation, based on issues relevant to the Company and its mission, committee assignments and the presence of Revvity employees in their jurisdictions. Additionally, our corporate policies clearly prohibit illegal payments, bribes, kickbacks, or any other form of unauthorized and statutorily prohibited payments to individuals or entities, including government officials, candidates for public office, and political party officials to ensure appropriate interaction and involvement from our Board on these important topics.

Revvity PAC operates in accordance with the U.S. Federal Election Commission (FEC) rules and regulations, and all contributions are made public on the FEC website.

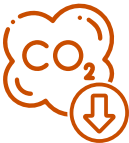




Climate change strategy

Our climate change strategy is formed at the top levels of Revvity’s corporate structure. Our Board of Directors and its Audit Committee review our approach to ESG initiatives and policies, while our CEO is accountable for overall risk management with regard to ESG implementation and strategy.

The SVP of ESG oversees Revvity’s assessment of risks and opportunities related to environmental sustainability and the impacts of our operations on local communities. We closely monitor risks to our supply chain, customer and investor expectations, and infrastructure-related risks posed by climate change. This information is used to drive improvements to our policies and engage stakeholders in developing meaningful goals and strategies.



Our Global Operations team drives improvements to the management of our real estate footprint to reduce carbon emissions while exploring renewable energy opportunities. Global Operations also collaborates with our R&D and Commercial teams to develop sustainable solutions that generate less waste in our products and processes.



Additionally, carbon emission reduction targets align with science-based targets and the SBTi. We’ve committed to SBTi emission reduction targets and intend to submit for verification in 2026.

Risks and opportunities

We actively monitor risks and opportunities associated with sustainability issues, such as climate change, and consider any matters that could materially impact Revvity’s operations or our reputation with customers and others. We regularly administer and update a comprehensive materiality assessment to gauge the evolving importance of specific ESG topics to our stakeholders and inform our strategies going forward.

Based on internal efforts to date, we’ve focused on topics, including carbon emissions, energy management, solid waste reduction, talent management, cybersecurity, and equity and belonging. We surveyed external and internal stakeholders to help define material issues, which formed the foundation of our current corporate social responsibility strategy.

Market trends and climate change

At Revvity, we regularly monitor changes in market trends, as well as the requirements and attitudes of our customers and investors relating to climate change, to best assess our reputational risk.

The sustainability landscape continues to evolve rapidly, driven by emerging regulatory requirements, investor demands, and stakeholder expectations. Revvity continues to monitor these trends and assess impact to our business and overall strategy. Other sustainability trends within our business operations include:

- New climate disclosure requirements
- Current and proposed supply chain regulations
- Sustainability integration into financial reporting
- Disclosure of performance metrics and KPI’s
- Standardization efforts
- Data quality focus
- Materiality assessment including financial impacts
- Digital solutions to improve sustainability
- AI and analytics in sustainability
- New sustainable innovation opportunities within the life science industry
- Customer sustainability engagement requests
- Employee engagement
- Talent attraction: Sustainability reputation as a key factor in recruiting and retention
- Regulatory complexity
- Reporting burden for businesses
- Competitive advantage for sustainable business practices
- Sustainable innovation opportunities for new products and services
- Balancing financial performance with sustainable business investments

Business ethics

We do business, directly or indirectly, in more than 160 countries, each of which has its own unique laws, customs, and business practices. Each one of our employees and business partners is required to conduct their affairs with absolute integrity and to have zero tolerance for corruption of any kind. We comply with the laws and regulations of each country where we conduct business, as described in our Standards of Business Conduct (SoBC). All employees are required to review our SoBC annually and complete a related course through our learning management system.

Revvity standards for third parties

We communicate our standards for ethical and lawful business conduct to third parties through our Dealer Code of Conduct, which summarizes the values and principles that we expect of those third parties as they conduct business relating to Revvity.

As part of our SEC and SOX reporting compliance programs, we receive quarterly certifications from our business and sales leadership, as well as finance and other management functions, which include, among other things, affirmations regarding any indication of fraud, as well as around customer behavior and interactions.

We represent our products and services in a truthful and balanced way and comply with applicable regulatory and legal requirements governing our products and services’ marketing and sale.

AdvaMed code

We’ve adopted the AdvaMed code through our updated Supplemental Code of Ethics (SCoE), which reflects our commitment to ethical practices in developing, testing, marketing, and selling our products. It also brings together legal and regulatory requirements with guidance and best practices from a number of sources, including publications from the Department of Health and Human Services’ Office of the Inspector General that focus on the prevention of fraud, waste, and abuse.

All diagnostics and clinical marketing materials and website content go through our MAPSS (Marketing, Advertising, Promotional, Scientific, and Sales) review system for approval to ensure FDA compliance.

We also partner with suppliers to support the aims and objectives of the Dodd-Frank Act regarding the use of “conflict minerals” in the materials we purchase.



Revvity ethics hotline

We maintain a hotline for reporting concerns regarding general ethics and compliance, including issues such as slavery and human trafficking. Additionally, employees have access to an internal hotline designed specifically for reporting inappropriate behavior in the workplace.

Contact us

Phone (U.S.): **866-723-0561**

Phone (outside U.S.): **(+1) 781-663-6905**

Email: ethics.hotline@revvity.com

Product governance

Revvity delivers innovative products and services that accelerate our customers’ positive impact on global health.

We’re committed to a world-class customer experience, operating under continuous improvement, an effective quality management system, and complying with customer and regulatory requirements.

All products go through applicable design control processes, per our documented new product introduction (NPI) process, which includes a review of hazardous chemical ingredients. The review also addresses hazard classification, labeling, packaging, and transportation requirements, as well as any applicable authorizations or restrictions on use of the substance in products. We monitor and report on product sales by country or region to assure compliance with chemical registration and import reporting requirements including, but not limited, to the U.S., Australia, South Korea, and Taiwan.



European Chemicals Agency (ECHA)

Revvity has registered several substances with the European Chemicals Agency (ECHA) in compliance with the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation. We use these substances in the manufacturing of life sciences and diagnostic reagents in Europe and have applied to the ECHA for authorization to use an Annex XIV substance (octylphenol ethoxylate) in certain IVD diagnostic testing products.

Revvity reagent products are used for purposes of scientific research and development, which permits the use of Annex XIV substances in limited quantities under controlled conditions. Where applicable, we inform customers about the presence of Annex XIV substances in products and provide instruction about avoiding releases to the environment.

Directives compliance

Revvity’s products are compliant with the European Union’s Restriction of Hazardous Substances (RoHS) Directive, as well as other regional RoHS regulations that seek to reduce environmental impact and increase the recycling of electrical and electronic equipment through restriction of certain hazardous substances. This includes complying with the EU WEEE Directive to reduce the disposal of waste by allowing customers to return eligible equipment for recycling at the end of its useful life. Additionally, we supply reagents and consumables that comply with chemical directives and regulations on hazard classification, labeling, packaging, and information in the supply chain.

For electrical and electronic equipment products, we comply with applicable restrictions on hazardous substances, including lead, mercury, cadmium, and others identified in Europe, China, and elsewhere. We also participate in compliance plans for the collection and recycling of end of life electrical and electronic equipment, packaging materials, and batteries, where applicable. This means tracking and reporting on quantities of products sold and recycled, as well as paying applicable fees. In addition, we’re compliant with In Vitro Diagnostic Medical Devices Regulation (IVDR) for IVD product safety effectiveness.

Radionuclides

We manufacture research reagents used by scientists and researchers at universities and pharmaceutical companies to study and, ultimately, improve human health. These reagents, some of which are radioactive, are like chemical flashlights that can offer insight into how diseases act and the efficacy of a drug on the disease. Researchers utilize radioactive materials as opposed to fluorescence due to the tendency of fluorescent dyes to change the structure of a molecule, potentially impacting how it interacts with other molecules.

Disposal of radionuclides

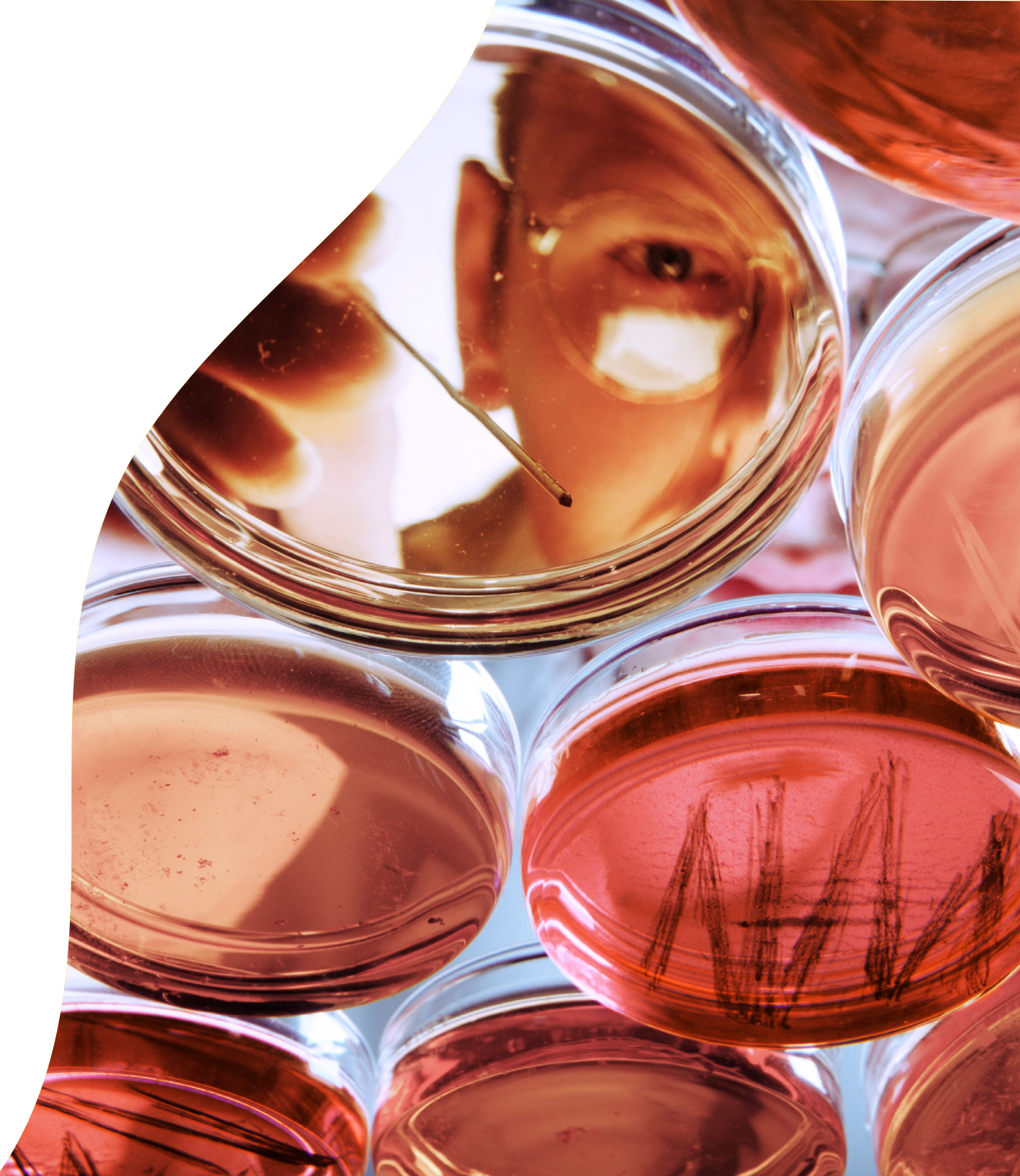
Radionuclides are disposed of in several ways. Short-lived isotopes that decay to cold materials are held in storage until they're nonradioactive and then disposed of based on the cold category (acid, base, organic, flammable, or plain trash). Long-lived isotopes are packaged and disposed of by a company specializing in this type of waste. For a portion of our 3H material, we have the ability to recycle it in-house and reuse it for additional experiments.

Animal testing

We support the National Center for the Replacement, Refinement and Reduction of Animals in Research in their goal of reducing the number of animals used in scientific experiments or studies. By leveraging our high-content screening solutions alongside our IVIS® in vivo imaging systems, we're able to provide more predictive drug screening results through imaging and analysis of 3D cell culture models. This enables us to maximize the information gathered per animal, reducing the total number of animal test subjects required to produce robust, reproducible findings.



We continue to explore design and process improvements that assist in the replacement, refinement, and reduction of animals in research. As we're committed to conducting all research in an ethical and responsible manner, we've adopted both an [Animal Welfare Policy](#) as well as a [Bioethics Policy](#) which address those important principles.





Supply chain and operations



“We continually evaluate all aspects of our value chain, with a particular focus on sustainable and ethical procurement. By engaging with customers and suppliers through our partnership with EcoVadis, we aim to ensure responsible supply chain management, reduce our environmental impact, and drive positive change.”

Kevin Marcell
Senior Director, Strategic Sourcing

As a global life sciences and diagnostics company, Revvity has facilities around the world supported by an extensive supplier network. This network, and the relationships we maintain with our suppliers, are critical to all aspects of our business and how we fulfill our purpose.

Over the last year, we’ve refreshed and renewed our [Sustainable Supply Chain Policy](#) with the goals of increasing our sustainability focus with our suppliers and driving positive change. Our Sustainability Procurement Committee – including members from the Sustainability team and Global Sourcing team – meet quarterly to discuss responsibilities and track progress toward the goals stated in this policy. Doing so ensures we’re taking steps to reduce our overall environmental impact, ensure ethical practices within procurement, and make more informed, strategic investments in this integral part of our business’ success.

Articulating and enforcing our commitment to sustainable procurement



Revvity’s Supplier Code of Conduct lays out foundational requirements for labor and human rights, environmental responsibility, compliance with laws and regulations and ethics.



Comprehensive and annual disclosures including Statement on Conflict Minerals, Ethics and Compliance Policy, and Standards of Business Conduct.



Annual employee training to equip our colleagues with the latest information and developments in responsible business practices, sustainability, risk management and more.

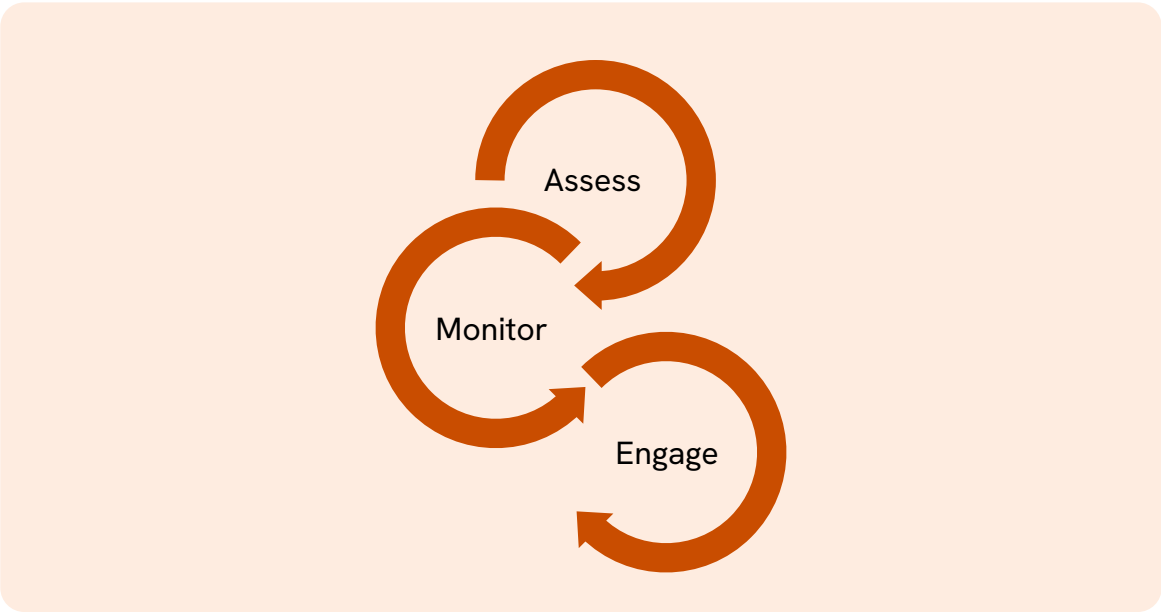
Our proactive approach to sustainable procurement.

In 2024, we expanded our collaboration with EcoVadis to further improve how we monitor and manage our supplier network. In alignment with our updated Sustainable Supply Chain Policy, our team regularly conducts supplier assessments through the EcoVadis platform based on sustainability risks across key impact pillars, quantitative third-party ratings, Revvity supplier spend, and supplier engagement. These diligent assessments help us collect and capture Key Performance Indicators (KPIs) to measure success and evaluate our sustainable procurement performance. Our KPIs are updated annually and calculated using the best available data from our global supply chain.

The strategic sourcing team has established more than 10 new KPIs to begin measuring in 2025, which include:

- Total number of top suppliers engaged annually
- Percentage of spend coverage
- Average supplier EcoVadis rating
- Total number of suppliers requiring corrective action

By utilizing this approach, we’re able to identify potential risk, address impact and take necessary correction actions to ensure we’re driving improved sustainable business operations.



For more details, please read our [Sustainable Supply Chain Policy](#).

Risk assessment and readiness

In order to achieve, and successfully execute, our business objectives, it’s necessary for us to manage risk amid the everchanging social, economic, and regulatory environments.

Our ability to do so effectively results in better overall performance as an organization and better outcomes for our employees, customers, vendors, and shareholders. We’ve taken a structured and coordinated entity-wide governance approach to risk management, and through this integrated process, we believe we’re capable of identifying, monitoring, and responding to the consequences of potential events.



Each of our sites is responsible for maintaining a business continuity plan, including specific emergency response plans, and, as a global company, we closely follow local and national regulations to establish protocols around health, safety, and travel for each of our business regions.



We’ve implemented a robust governance framework to ensure compliance with industry standards and regulatory requirements. This framework includes the establishment of several key policies and related processes, such as the Enterprise Risk Management (ERM) & Risk Assessment Policy, the Ethics Compliance Policy, and the Information Security Policy – Risk Management Policy. These policies are designed to guide our operations and ensure that we maintain the highest standards of ethical conduct and risk management.

Our response to changing business realities

2023 – Enhancing our ERM approach

In 2023, we introduced an actionable (ERM) approach, which involves the ERM team reporting on applicable risks and identifying a specific risk to focus on for enhanced mitigation in the coming year. This “actionable” risk is prioritized, and resources are allocated to improve risk mitigation, remediation, and process improvement efforts, where necessary.

2024 – Completion of our BC & DR initiative

In 2024, Additionally, we completed our 2024 Business Continuity (BC) & Disaster Recovery (DR) initiative - a global project aimed at reviewing all existing business continuity and disaster recovery plans. This initiative ensures that each site has effective plans in place that contain sufficient information and are consistent with industry best practices and applicable regulations.

This comprehensive review strengthens our ability to respond to, and recover from, potential disruptions.

2025 – Global Subsidiaries Review – Process Enhancement

In 2025, our ERM team is performing a comprehensive review of our Company’s global subsidiaries. Detailed risk assessments conducted by our Internal Audit team support the alignment and integration of key subsidiaries and processes across our global organization.

This effort works toward enhanced process efficiency, effectiveness and oversight.

Furthermore, we’ve completed due diligence and reporting for key external compliance reports, including Canada’s Modern Slavery Act report and the German Supply Chain Act report. These reports demonstrate our commitment to transparency and accountability in our operations and supply chain.

Data privacy and security

Revvity is committed to promoting fair and transparent use of personal data, safeguarding individual data privacy, and complying with applicable laws and regulations regarding data privacy and security.

We recognize that data privacy and security are fundamental to maintaining the trust of our customers, employees, and partners. Our commitment is to handle personal data fairly, transparently, and in accordance with all applicable laws, creating a culture where privacy is a shared responsibility.

Our approach to data privacy is led by our Legal department and a Global Data Protection Officer, who oversee a dedicated team of privacy analysts. To ensure these principles are embedded directly within our operations, this central team is supported by a global network of trained Privacy Champions. These champions act as local experts within our business units, ensuring localized compliance and promoting data privacy awareness from the ground up. Our internal policies are aligned with industry standards and are reviewed and updated with the support of specialized external privacy counsel to reflect evolving legal requirements worldwide.

We maintain a documented incident response plan to effectively manage and mitigate potential data breaches and conduct Data Protection Impact Assessments (DPIAs) to address risk as part of our compliance with regulations like the General Data Protection Regulation (GDPR). This commitment extends to our external relationships, where we ensure our contracts with vendors and third-party partners contain comprehensive data protection requirements. Furthermore, all employees are required to complete data privacy training on an annual basis to ensure a consistent and high level of understanding across the organization.



This governance specifically informs our communication with customers for B2B marketing purposes. Our Data Protection Office and Legal department have a formal Marketing Communication Privacy Policy to ensure compliance with laws such as GDPR, the ePrivacy Directive, and the California Consumer Privacy Act (CCPA). This policy governs all marketing communications, including emails, phone calls, and text messages. Our systems are configured to manage country-specific consent requirements, including opt-in, double opt-in, and opt-out provisions. To honor user preferences, all marketing emails contain a direct link for recipients to unsubscribe, and we diligently track and implement these requests to ensure compliance. This multi-layered approach demonstrates our commitment to protecting personal information across all facets of our business.

For more detailed information, our global Privacy Policy Notice is available to the public on our website at <https://www.revvity.com/policies/website-privacy-notice>.

Cybersecurity

Our Security Operations function provides security event logging, monitoring, and reporting of our corporate infrastructure. Operating in alignment with the National Institute of Standards and Technology (NIST) Cybersecurity Framework (CSF), our Security Operations Center (SOC) team leverages a managed security services provider (MSSP) to deliver a robust catalog of services to Revvity, including identity protection, data protection, email security, network security, cloud security, and threat intelligence. We regularly deploy new or improved protections that are aligned with the MITRE ATT&CK® framework to help us continually adapt to and defend against emerging cyber threats and provide broad coverage for our environment.

Our IT cyber resilience capability augments our ERM function by improving our ability to respond to and recover from cyber threats, and by helping to maintain business continuity. Cyber resilience also helps us identify and protect our data and comply with regulatory and governmental oversight.

Policies

On an ongoing basis, the following policies help guide our corporate governance efforts:

- [Sustainable Procurement Policy](#)
- [AI Ethics Policy](#)
- [IT Risk Management Policy](#)
- [ERM & Risk Assessment Policy](#)
- [Public Policy and Political Engagement statement](#)

Recent highlights

Cyber Resiliency

In early 2024, Revvity’s Corporate Committee conducted a tabletop exercise to simulate their response to a significant, public-facing ransomware event. This exercise reinforced our established procedures for responding to a cyber attack and generated new, actionable insights for how to continue improving the Company’s overall cyber resilience.

Operational Maturity

The Revvity SecOps organization recently completed a NIST CSF 2.0 maturity assessment, which involved multiple workshops and interviews and an extensive, in-depth review of over 100 policies, procedures, and representative records. Our organization exceeded our target score and scored higher than peers in the healthcare and biosciences industries.

Risk Analytics

As part of our ongoing focus on adapting to an ever-changing risk landscape, the SecOps team completed a cyber insurability assessment to investigate various aspects of our security posture. **Revvity scored higher than both the industry average and global average** of other organizations completing the same evaluation.



SASB index

Revvity is committed to greater transparency and ongoing efforts to better meet the disclosure requirements of our stakeholders. We therefore continue to communicate our ESG progress in accordance with SASB guidelines. You can find that index below.

Accounting Metric	SASB Code	Response
Affordability and Pricing		
Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Pricing provided by Revvity to customers varies by business line but includes electronic, telephonic, and mail quoting disclosures. Pricing is dependent upon geographic region, customer type, type of channel, and other factors. Some business lines (ex. Service/Informatics) also operate under multi-year contractual arrangements.
Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-MS-240a.3	Revvity does not disclose this information.
Product Safety		
(1) Number of recalls issued, (2) total units recalled	HC-MS-250a.1	During 2024, Revvity had zero recalls that were reported to the FDA.
Products listed in any public medical product safety or adverse event alert database	HC-MS-250a.2	There are no products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database which can be found here: https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program
Number of fatalities associated with products	HC-MS-250a.3	None
Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-MS-250a.4	None
Ethical Marketing		
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	None
Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	We represent our products and services in a truthful and balanced way and comply with applicable regulatory and legal requirements governing our products and services' marketing and sale. We promote our diagnostic products solely based on their approved usages and maintain a robust internal review process to assure all marketing and external communications adhere to these requirements.

Accounting Metric	SASB Code	Response
Product Design and Lifecycle		
Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	Please see the Product Governance section of our 2024 Impact Report for additional detail.
Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	Revvity does not disclose this data. Please see the Product Governance section of our 2024 Impact Report for additional detail.
Supply Chain		
Percentage of entity's facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	All medical device facilities at Revvity under ISO 13485 or ISO 9001 are subject to scheduled audits per terms by Notified Bodies.
Percentage of Tier 1 supplier's facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	Revvity does not currently report the percentage of Tier 1 supplier facilities participating in third party audit programs for manufacturing or product quality.
Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	Our traceability through the supply chain is managed through our service provider, Source Intelligence, who performs due diligence on all the components we use. Through their outreach to all our suppliers, we are able to identify non-compliant materials and non-hazardous replacements. We perform due diligence for all relevant regulatory substances including: RoHS, REACH, California Prop65, and the presence of conflict minerals. Supplier documentation is obtained to verify all compliance requirements.
Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	Please refer to Revvity's most recent Conflict Minerals Report: https://s202.q4cdn.com/561573250/files/doc_downloads/2025/05/2024-Conflict-Minerals-Report.pdf, Supplier Code of Conduct: https://s202.q4cdn.com/561573250/files/doc_downloads/2025/08/Revvity-Code-of-Conduct-2025.pdf, Sustainable Supply Chain Policy: https://s202.q4cdn.com/561573250/files/doc_downloads/EnvironmentalPoliciesDocuments/2025/Revvity-Sustainable-Supply-Chain-Policy.pdf
Business Ethics		
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	None
Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	We have adopted the AdvaMed code through our updated Supplemental Code of Ethics (SCoE) which reflects our commitment to ethical practices in developing, testing, marketing and selling our products, and consolidates legal and regulatory requirements, together with guidance and best practices from a number of sources including the Department of Health and Human Services' Office of the Inspector General publications on prevention of Fraud, Waste and Abuse.

Data reconciliation

Table 1: Energy consumption [unit: kWh]

Energy Consumption	2022	2023	2024
Total energy consumption from nonrenewable sources	72,895,874	67,345,984	64,154,116
Total energy consumption from renewable sources	29,718,398	28,849,149	30,910,482
Total energy consumption	102,614,272	96,195,134	95,064,599
Intensity- kWh/ total ft ²	25.3	23.8	23.8

Table 2: Energy consumption by fuel [unit: kWh]

Energy Consumption by Fuel	2022	2023	2024
Total energy	102,614,272	96,195,134	95,064,599
Electricity	77,963,722	72,862,340	71,979,031
Natural gas	18,351,065	17,925,903	18,275,406
Fuel oil	968,150	1,115,737	821,871
Steam	2,255,936	1,353,655	1,015,784
Diesel	3,074,017	2,936,981	2,971,607
Propane	1,382	518	900

Table 3: Gas emissions [unit: tCO₂e]

Emissions	2022	2023	2024
Total scope 1 and 2 GHG emissions (market-based)	31,607	28,994	27,336
Total scope 1 and 2 (location-based) GHG emissions	33,938	31,793	28,576
Gross direct GHG emissions (Scope 1)	2,289	2,293	2,468
Gross market-based energy indirect GHG emissions (Scope 2)	29,318	26,702	24,868
Gross location-based energy indirect GHG emissions (Scope 2)	31,649	29,500	26,108

Table 4: Water consumption

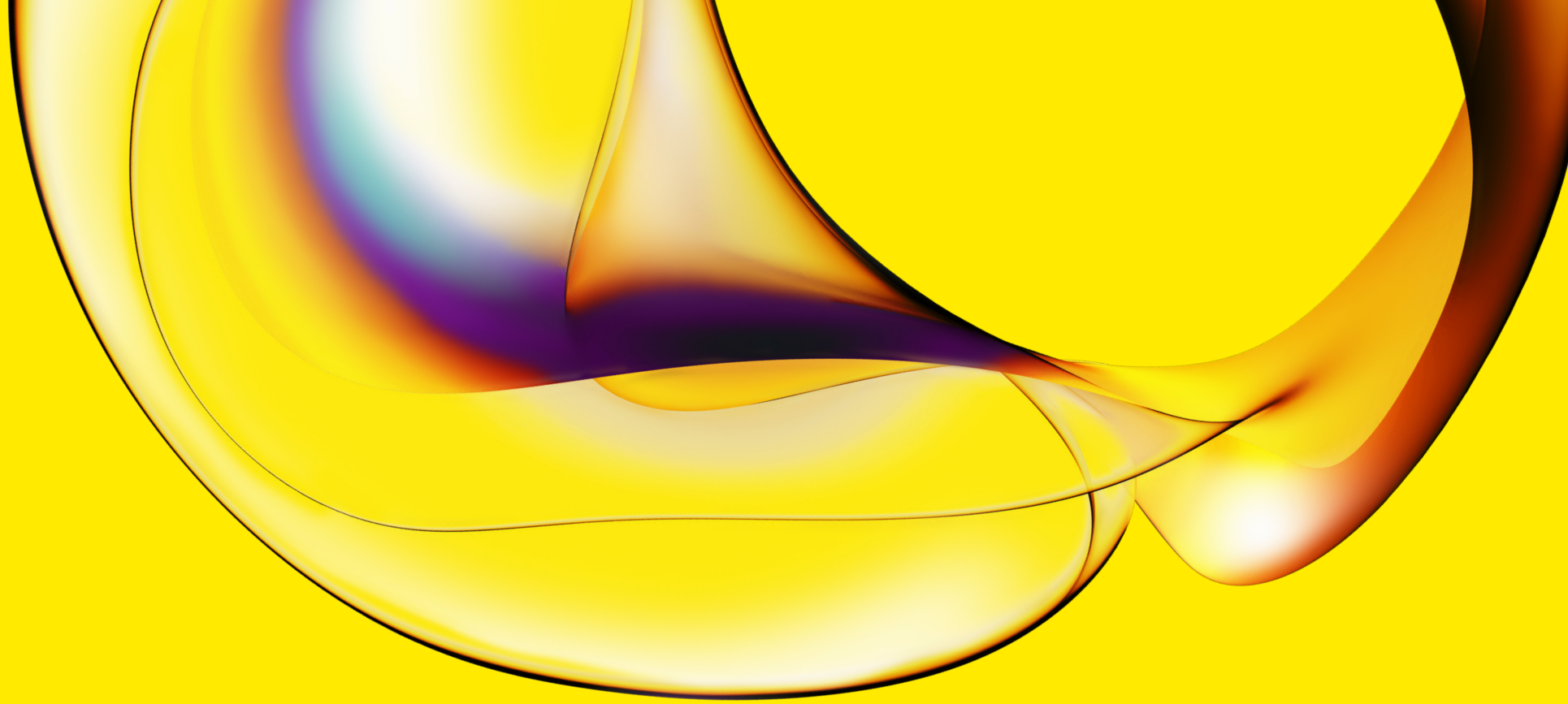
Water Consumption	2022	2023	2024
Total water consumption (m ³)	257,877	266,174	267,868
Intensity (m ³ /total ft ²)	0.0716	0.0731	0.0730

Table 5: Waste management [unit: tons]

Waste Management	2022	2023	2024
Hazardous waste	691	723	627
Combusted	691	723	627
Non-hazardous waste	1,657	2,208	2,364
Recycled	314	661	1,040
Landfilled	1,300	1,447	1,218
Composted	43	100	106
Total non-hazardous waste (minus recycled and composted)	1,300	1,447	1,218
Total waste (minus recycled and composted)	1,992	2,170	1,845
Total waste (hazardous waste + landfilled + recycled + composted)	2,349	2,932	2,991
Non-hazardous waste diversion rate	22%	35%	49%
Diversion rate	15%	26%	38%

Table 6: Employee training

Employee Training Modules (Completion Rate: >99%)	Target Group	Frequency
Cybersecurity awareness	All employees	Annual
Data protection & GDPR	All employees	Annual
Global compliance training - standards of business conduct	All employees	Annual
Anti-harassment and discrimination	All employees	Annually for U.S.-based employees; one-time for new hires outside the U.S.
Sustainability	All employees	Annual
Environmental, health & safety (EHS)	All employees	Annual
Fraud, waste, and abuse	New employees	New employee training; some portions included in annual Global compliance training
Bribery and corruption awareness	New employees	New employee training
Standards of business conduct ethics course	New employees	New employee training



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