

## INTERMEDIARY CODE OF CONDUCT

Revvity is committed to conducting its business in a highly fair and ethical manner which, at a minimum means we will comply with all applicable laws and regulations. This Intermediary Code of Conduct (the "Intermediary Code") applies to any third-party acting as a reseller, dealer, sales initiator or sales representative (each an "Intermediary") for Revvity, Inc. or any of its direct or indirect subsidiaries (collectively, "Revvity" or the "Company"). The Intermediary Code sets the Company's minimum expectations for ethical, lawful business conduct.

### I. GENERAL

This Intermediary Code is a general guide to appropriate business behavior and the Company's expectations for Intermediary conduct. In addition to requiring that Intermediaries meet or exceed the provisions of this Intermediary Code, Revvity expects Intermediaries and all Revvity collaborators to use their experience, good judgment, and common sense to ensure interactions with the Company and third parties are honest, respectful, responsible, and undertaken in good faith.

For purposes of this Intermediary Code, the term "Intermediary" refers to any company or individual who promotes and markets any Company product or service for sale or resale, whether as a dealer, finder or sales agent, and whether selling in its own name or directly on Revvity's behalf.

Any Intermediary who has a question or concern about this Intermediary Code should contact their point of contact at Revvity, or the country manager for the region in which they are representing the Company. If an Intermediary or anyone else has a concern that requires communication with the management of Company or believes that an Intermediary or the Company has violated this Intermediary Code, you should contact us directly at: [ethics.hotline@Revvity.com](mailto:ethics.hotline@Revvity.com). The Company will not take any negative action against any Intermediary or third-party simply for the good faith reporting of a violation or suspected violation, or for making an inquiry about the appropriateness of an anticipated course of action.

It is the Company's policy to do business only with Intermediaries who comply with this Intermediary Code and operate their business in a legal and reputable manner.

### II. COMPLIANCE WITH APPLICABLE LAWS AND REGULATIONS: ANTI-CORRUPTION LAWS

Intermediaries must conduct their business in accordance with all applicable anti-corruption laws and regulations, including the US Foreign Corrupt Practices Act ("FCPA"), the UK Anti-Bribery Act, international treaties, national laws, regulatory regulations, import/export sanctions and rules. It is the Intermediary's responsibility to know and comply with these and any other laws and regulations that govern its operations.

Intermediaries shall not conduct business using bribes, kickbacks, or otherwise in any manner to influence government officials in return for obtaining or retaining business, as outlined in numerous international and national laws, including the FCPA. Intermediaries shall comply with Revvity's Anti-Bribery/Anti-Corruption Policy and Supplemental Code(s) of Ethics ("SCoE(s)"), which are incorporated herein by reference.

Illegal conduct by an Intermediary may result in the termination of the Intermediary's agreement by the Company. Some misconduct may result in civil liability and even criminal prosecution.

### III. GIFTS AND ENTERTAINMENT

It is the Company's general policy not to give gifts or provide significant entertainment to its customers. The Company recognizes certain countries permit modest business gifts or entertainment as accepted practice, and does not prohibit Intermediaries from engaging in such permitted activities. However, even modest gifts may be a violation of anti-bribery laws.

Intermediaries are always prohibited from providing lavish or expensive gifts or entertainment.

It is also not permitted to provide a gift or make a contribution to a third party, even a charitable organization, at the request of a government official, or a customer or prospective customer, or if the purpose of the gift is to obtain or retain business, or gain another benefit.

Intermediaries are expected to know, understand and comply with the laws and regulations applicable to their activities.

### IV. COMPLETE AND ACCURATE BOOKS AND RECORDS

Intermediaries must record all transactions in their accounting records accurately, fairly, in reasonable detail and on a timely basis. Intermediaries certifying the correctness of records, including vouchers or bills, should have reasonable knowledge that the information is correct and proper.

Side agreements, obtaining or creating "false" invoices or other misleading documentation, use of any portion of commissions or other payments from the Company for unlawful purposes, or the invention or use of fictitious sales, purchases, services, loans, entities or other financial arrangements is unlawful and prohibited.

### V. INTERACTIONS WITH HEALTH CARE PROFESSIONALS

Each Intermediary that interacts with healthcare professionals ("HCPs") or healthcare organizations ("HCOs") is expected to abide by the applicable laws and regulations governing those interactions.

The Company has developed the SCoE(s) to promote lawful, ethical interaction between persons and organizations which market and sell medical devices and those HCPs and HCOs who purchase or prescribe them. Intermediaries are required to comply with the SCoE(s). Revvity may update, modify or amend the SCoE(s) from time to time in its sole discretion, and will use commercially reasonable efforts to publish any revised SCoE(s) on its website and to Intermediaries.

## **VI. CONFLICTS OF INTEREST**

Intermediaries must operate their business without conflicts of interest.

A conflict of interest occurs when the private interest of the Intermediary, its employee, or the family member or other close relationship of its employee, does or may conflict with ethical performance of the Intermediary's duties or arms-length business relationships. Some examples of a conflict of interest include:

- An employee of the Intermediary, or his or her family member, having a financial interest in or being employed by a customer or prospective customer;
- An employee of the Intermediary, or his or her family member, being a consultant to or having a similar contract or relationship with an actual or prospective customer; and
- An employee of the Intermediary, or his or her family member, being in the position of reviewing or overseeing selection of vendors for products supplied by Revvity or the Intermediary.

The Intermediary must not make any sale to or bid on any business with a third-party if the Intermediary or any of its employees has a conflict of interest in connection with the proposed transaction.

## **VII. TRAINING AND DISCLOSURE**

Each Intermediary shall, at the Company's request, complete trainings relevant to the Intermediary Code and shall disclose in writing to the Company any violations of or exceptions to the Intermediary Code.

## **VIII. ADDITIONAL REQUIREMENTS**

Compliance with this Intermediary Code is required in addition to any requirements in any other agreement between the Intermediary and the Company.

Revvity may update, modify or amend this Intermediary Code from time to time in its sole discretion. Revvity will use commercially reasonable efforts to publish any revised Intermediary Code on its website and to its Intermediaries.

This policy is updated as of May 9, 2023

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