

Advancing science and sustainability.

2024 Revvity Impact Report



revvity

Revvity employees volunteer to pick up trash from streams near Revvity's office in Seoul, South Korea.

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A message from our CEO



Reflecting on Revvity's journey over the last year, I'm incredibly proud of the actions we've taken to make our company more sustainable, while simultaneously having a positive impact on both the world and on our bottom line. Therefore, it's with great excitement that I present Revvity's 2024 Impact Report.

Within Revvity, we view our commitment to sustainability as not just a goal, but also as a fundamental part of our identity. Our efforts to operate sustainably and honor our role as a global citizen are driven by our belief that a healthier planet and healthier people are deeply interconnected. By recognizing and supporting this relationship, we can create a future where both our planet, and the people that inhabit it, can thrive.

This commitment to improving lives is reflected in our very purpose - to expand the boundaries of human potential through science - and applied to everything we do. Whether it's through our sustainability initiatives, such as finding better ways to reduce waste and carbon emissions across our operations or in our products, or giving back to our communities through volunteerism. This includes achieving a 7% reduction in our Scope 1 and 2 emissions compared to 2022 and further increasing our waste diversion rate. It's also through our solutions, such as supporting early health for newborns or helping researchers and clinicians better understand and treat diseases. Our work is making a tangible difference in all corners of the world, and we're ready to push these boundaries even further.

We understand that, to achieve our business goals while also being socially responsible, we must continuously seek new and better ways to operate and partner with all of our stakeholders. That's why innovation is at the heart of our sustainable impact efforts. We've worked hard to shape a workplace where entrepreneurial spirit is celebrated,

and collaboration is encouraged. Our employees are the driving force behind our achievements, and their passion and dedication are what make our progress possible. This spirit of innovation is what sets us apart and helps ensure that we continue to develop groundbreaking solutions that drive positive health outcomes.

A personal passion of mine is ensuring that we prepare and inspire the next generation of scientists to carry out our shared purpose to revolutionize health and science. For this reason, we've established the Revvity Access STEM Scholarships, which are endowed scholarships with universities around the world designed to support the educational journeys of students pursuing careers in STEM-related fields. We've also recently launched an Early Career Scientists Forum within Revvity, a program that enables and empowers early career professionals, who are passionate about science, to bring a fresh perspective, new ideas, and creativity to our innovation endeavors. These initiatives are a testament to our commitment to fostering contributions that drive innovation and sustainability both within and outside Revvity.

Moving forward, our socially responsible business philosophy will guide our actions and decisions; and, in collaboration with our colleagues, customers, partners, and communities, we'll help ensure we create a healthier and more sustainable world for generations to come.

Thank you for supporting us on our sustainability journey. I look forward to the positive impact we'll continue to make together.

Regards,

A handwritten signature in black ink, appearing to read 'Prahlad Singh'. The signature is stylized with a horizontal line at the base and several vertical strokes of varying heights.

Prahlad Singh
President and CEO, Revvity

About this report

We're pleased to share Revvity's 2024 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 2023.

Revvity's 2024 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 gender diversity in leadership, 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

Our purpose is to expand the boundaries of human potential through science.

Key facts



Established:
2023



President and CEO:
Pralhad Singh, PhD



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



NYSE listed and part
of the S&P 500 Index



Serving over
190 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.



Delivering life sciences solutions and services used by 48 of the top 50 global pharmaceutical companies per 2023 revenue.



Introducing over 1,500 new antibodies, kits, and reagents for life sciences research annually.



Supplying Revvity's software solutions to more than two million scientists across pharmaceutical, biotechnology, and academia.



Accurately and reliably testing more than 200 million individuals in 50+ countries for latent tuberculosis (TB) with the T-SPOT®.TB test.



Screening approximately 40 million babies annually for life-threatening diseases across 110 countries.

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 more 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.

Whether through environmental, social, or governance efforts, the work we do every day is in pursuit of a much larger goal—a healthier humankind.

We aim to consistently deliver value to our customers, invest in our employees, deal fairly and ethically with all stakeholders, and create better outcomes in the communities where we live and work.

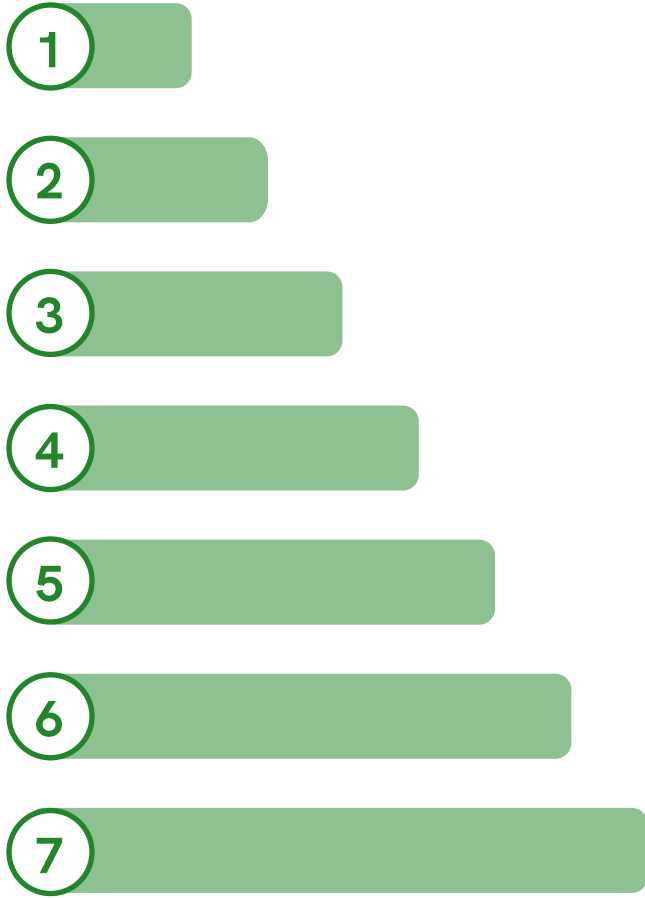


“Building on our commitment to sustainability and ethical practices, we’ve achieved terrific progress in the past year. Our dedication to doing what’s right for our employees, customers, and the global community continues to yield positive outcomes. Not only are we enhancing our societal impact, but we’re also driving operational efficiencies and strengthening our competitive edge, which was evident in the strong sustainability results we generated as a company in 2023. As we continue to advance our initiatives, I’m confident that these benefits will multiply, further solidifying our position as a leader in sustainable business practices.”

Steve Willoughby
SVP, Investor Relations, ESG, and Risk



Our structure



① 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, ESG steering committee, and director of sustainability.

② 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.

③ Corporate ESG steering committee

Our cross-functional committee of senior leaders provides guidance and support relative to the direction of our environmental, social, and governance strategy.

④ 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.

⑤ Director of sustainability

This individual teams up with important stakeholders across Revvity to drive, execute, and implement initiatives that help to reduce our environmental impact.

⑥ 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.

⑦ 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 ESG goals and progress

Last year, we reevaluated and refined our ESG 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 corporate long-term goals

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.

Increase female representation in leadership positions to 40% by 2026.

Achieve greater than 75% consistent employee satisfaction through our People Experience Survey.

Further evaluate and implement pay equality disclosures.

Goals in progress

Achieved a 7% reduction in year-over-year (YOY) Scope 1 and 2 emissions.

Increased our non-hazardous waste landfill diversion rate to 27% in 2023.

Reached 39% female representation across leadership positions.

Achieved 75% employee satisfaction in 2023 with 85% employee participation.

Expanded audited gender pay gap collection and analysis to additional countries with further expansion expected throughout 2025.

Relevant Sustainable Development Goals (SDGs)



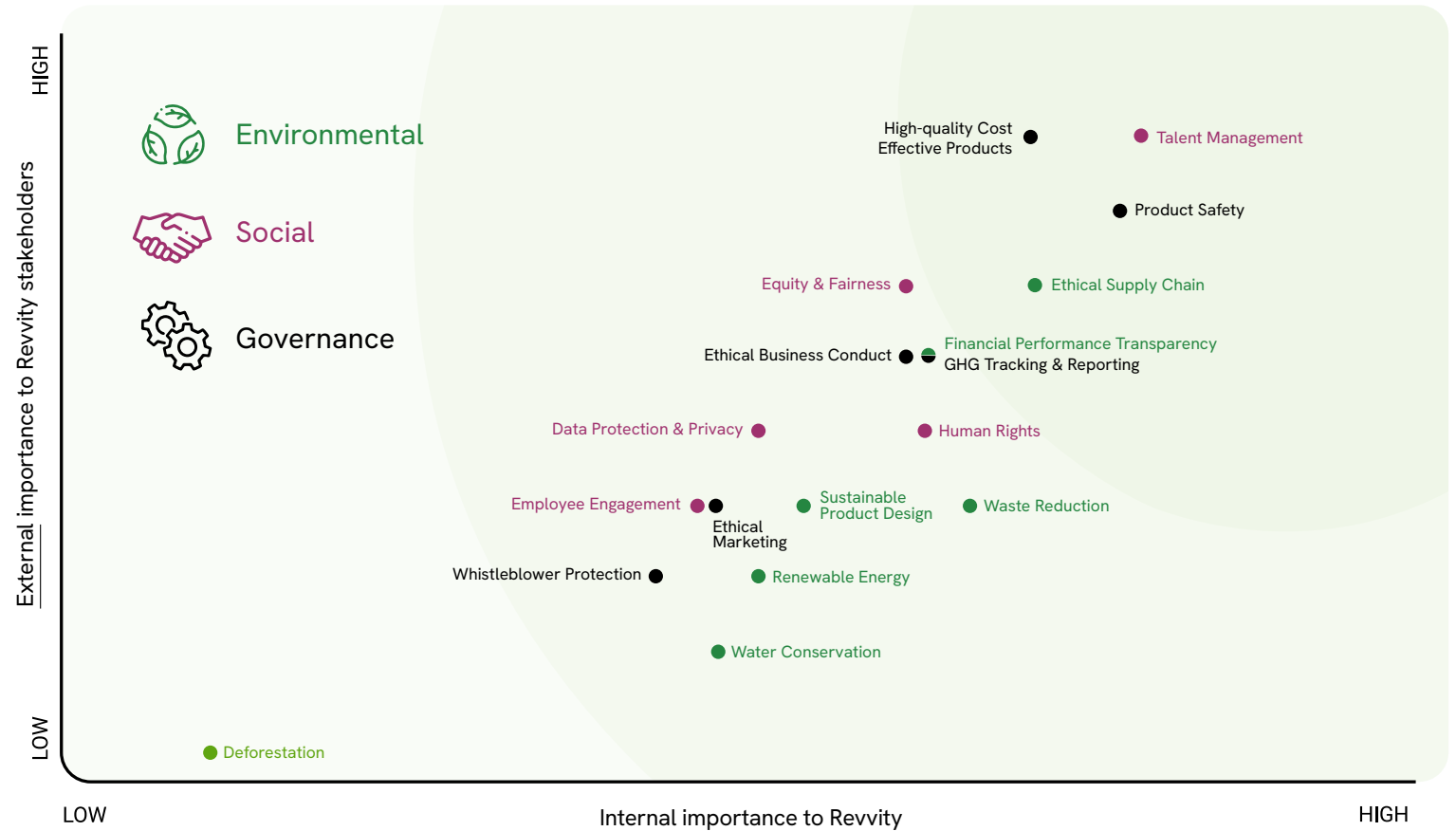
Revvity materiality assessment

In 2024, we're conducting a double materiality assessment (DMA).

This survey and assessment will enable us to understand and prioritize various corporate responsibility impact topics, along with overall financial business impact, based on shareholder and stakeholder feedback.

Our 2024 DMA will guide Revvity's strategy and ensure compliance with upcoming regulatory requirements.

Revvity ESG materiality matrix (2022)





Impacting
science

Diagnostics

Addressing significant, unmet needs

We offer instruments, reagents, assay platforms, and software to hospitals, medical laboratories, clinicians, and medical research professionals to help improve the health of families.

Our Diagnostics segment is especially focused on reproductive health, immunodiagnostics, emerging market diagnostics, and applied genomics. With our solutions, healthcare professionals can identify a wide range of conditions, from pre-eclampsia and type 1 diabetes to TB. We remain steadfast in continuously expanding our offerings, menus, and geographic reach.



“Newborn screening (NBS) is pivotal for identifying conditions in all babies, regardless of how healthy they seem. With the collaboration between test providers, laboratories, and governments, more and more newborns around the world are getting the medical treatments they need, in a timely fashion. As the understanding of the potential life-altering impacts of NBS rises, we hope to advance the technology through various tools we currently have, and make it more convenient and affordable for all populations to truly democratize NBS for millions of families.”

Petra Furu
General Manager, Reproductive Health

Diagnostic impacts on human health

- We’re in the fight to end TB, the number one most fatal infectious disease, with the T-SPOT.TB test. The ability to use the Auto-Pure 2400 liquid handler with our T-SPOT.TB test provides laboratories an efficient workflow that allows latent TB testing to be run in a mid-high-volume setting. This helps more laboratories offer clinicians access to the most accurate TB diagnostics on the market.
- In countries that accept CE marking, our EONIS™ Q system permits molecular testing for spinal muscular atrophy (SMA) and severe combined immunodeficiency (SCID) in newborns. Without compromising quality, speed, or test result accuracy, the EONIS Q system is designed to break down some of the common barriers that prevent NBS laboratories from adopting these tests in an effort to help children have a healthier start to life.

Revvity Omics

Understanding the composition of the human genome from prediction to action

Revvity Omics has established itself as a leader in the world of NBS and rare disorders testing, including genomic testing. With access to cutting-edge technologies and experience in offering a broad menu of testing services, Revvity Omics' global network of laboratories provides an enriched database derived from diverse populations worldwide to improve variant interpretation.

A recent JAMA ("Journal of the American Medical Association") study, led by Revvity Omics, uncovered the utility of whole genome sequencing in screening apparently healthy newborns for pediatric onset diseases, significantly outperforming an exome-based panel. Many of these diseases, often neurodevelopmental disorders, may benefit from early interventions, leading to better prognosis and clinical outcomes.



"Looking ahead, next-generation sequencing will continue to revolutionize NBS by making early detection more accessible to more patients around the world. By increasing awareness of the benefits of proactive screening, we can expect to see progress in helping more babies get a healthier start to life."

Jorune Balciuniene
Associate Director, Clinical Genomics

Revvity embraces sequencing



We're building the foundation for diagnosing rare diseases in the future through a new workflow to accelerate newborn sequencing research. The Research Use Only offering allows researchers to utilize different instruments, reagents, and databases based on a lab's needs.



We partner with the Research Triangle Institute in North Carolina to conduct genome sequencing for Early Check, a voluntary research study that provides free health tests to newborns, allowing the institute to test babies for hundreds of childhood-onset rare genetic conditions, many of which are not included in standard NBS.



We utilize the AVITI™ System, an innovative and emerging genomic sequencing platform developed by Element Biosciences, which promises to unlock new insights, paving the way for more comprehensive and effective NBS protocols in the future.



We work with Bionano Genomics to market and commercialize its VIA software as part of our newborn sequencing research workflow to help further detect genetic variants responsible for many diseases.

Helping screen nearly half of AE cases over the last decade

Revvity's EUROIMMUN is a global leader in the development of new diagnostic tests for autoimmune neurologic disorders and has helped screen 47% of new cases of autoimmune encephalitis (AE) since 2014.

We also offer a comprehensive portfolio of products for the reliable and accurate detection of more than 20 different autoantibodies. Our tests have the capability to aid in the detection of disorders, such as AE, limbic encephalitis, paraneoplastic syndromes, myasthenia gravis, neuromyelitis optica, autoimmune neuropathies, and other central nervous system disorders.

Novel biomarker discovery

The Institute for Experimental Immunology at EUROIMMUN is dedicated to basic research. The Institute collaborates with universities, clinics, and renowned research institutions from all over the world to identify novel autoantibodies in idiopathic patients.

We've discovered over 50 novel biomarkers and our findings and methodologies have been published in high-ranking peer-reviewed publications.

Government advocacy

Newborn and pre-eclampsia screening expansion

- Our advocacy and engagement with the World Health Organization (WHO) has paid off, leading to a resolution initiated by the WHO to expand NBS. The resolution, proposed by 10 countries at the World Health Assembly and agreed to by 194 countries, declares that NBS should be established in every country. Funding agencies such as World Bank, Asean Development Bank, and USAID will now work towards providing funding for this important endeavor that will save lives.
- Revvity also initiated WHO programs for pre-eclampsia screening, a disease in which 2% to 8% of all pregnancies are impacted by, and is one of the leading causes of maternal and perinatal morbidity and mortality worldwide. The importance of screening expectant mothers for pre-eclampsia cannot be understated. The symptoms of this condition are unspecific and could resemble normal pregnancy. However, if left untreated, pre-eclampsia could result in pre-term birth and potentially become life-threatening for mother and baby.
- Two different placental growth factor (PLGF)-based tests from Revvity are included in the UK's National Institute for Health and Care Excellence (NICE) guidance as part of a list of recommended tools healthcare providers may use to screen women for this pregnancy-specific disorder.



"After participating in the World Health Assembly in Geneva in May and engaging with health ministers from across the globe, I found great inspiration in the resolutions that were passed. These resolutions, for example, included enhancing access to maternal care and NBS, both of which are vital for improving healthcare outcomes."

Gisela Abbam
Senior Director, Government Affairs



World View Summit

- In June, Revvity hosted the NBS World View Summit in Turku, Finland—the largest global NBS event anywhere in the world. More than 100 thought leaders in NBS, ranging from laboratory professionals to clinicians and healthcare policy makers, gathered in one place to learn each other's perspectives, share their journeys, and develop an international mindset about how individual effort contributes to global health.
- Given our unique experience, we have a distinct ability—and responsibility—to bring together the best and brightest to discuss real issues and solutions to solve critical challenges impacting the future of health. The Summit emphasized the importance of embracing innovative technologies and practices in NBS to enhance early detection, personalized interventions, and improved health outcomes, and was a powerful reminder that no one is in this alone—a great example of what we mean by "united" with our partners.

Latent TB detection

- We're making the case for widespread latent TB testing adoption with an initial focus on 10 countries. We've assembled a Revvity working group on TB that's focused on developing advocacy strategy and identifying tenders and other funding opportunities. As part of this endeavor, we participated in the UN high-level meeting on TB to engage with Ministries of Health and are currently engaging with governments, and other organizations including, WHO, STOP TB, Global Fund, USAID, FIND, World Bank, IFC, and other stakeholders to end TB.
- We believe that governments need to commit to action plans to prevent TB for those most at risk of falling ill, through the urgent scaling up of access to testing—for both active and latent TB infection—and the provision of preventive treatment. This will help achieve the goal of protecting millions of children and individuals who are at risk of TB due to immunosuppression (including people living with HIV), social conditions, occupational or household exposure, age, or medication, from becoming ill or even dying as a result of TB, and transmitting the infection within their communities.
- We're working on technological innovations and have participated in over 700 peer reviewed studies. We know there is still a tremendous amount of work to be done at the country level to identify, diagnose, and prevent TB, and we, as a global science and technology company, reiterate our commitment to end TB.



"The eradication of TB stands as a paramount objective in the global healthcare landscape. Despite being a preventable and curable disease, TB continues to claim the lives of millions each year, largely impacting low and middle-income nations. Access to diagnostics and treatment is crucial for eliminating TB. Early and accurate diagnosis enables timely treatment initiation and prevents further transmission. We're proud to be at the forefront of this endeavor by giving more laboratories the ability to offer clinicians access to the most accurate TB diagnostics on the market."

Ruth Brignall, PhD

Global Scientific Affairs Manager



Life Sciences

Accelerating scientific discovery and the future of therapeutics by improving biological insights

Our comprehensive portfolio of technologies helps researchers in life sciences better understand diseases and develop treatments. We provide a broad suite of products, solutions, and services that facilitate optimized workflows, increase productivity, and accelerate every stage of the drug discovery and development pipeline. Our offerings span the areas of cell, gene, and protein research, enabling scientists to work smarter, make research breakthroughs, and transform those breakthroughs into real-world outcomes.

We partner with global pharmaceutical, biotechnology, and contract research organizations, as well as academic institutions, to enable them to discover and develop better treatments and therapeutics to fight disease faster and more efficiently.



Scientific Center of Excellence

A critically important facility in helping us accomplish these goals is our Scientific Center of Excellence (COE) in Cambridge, UK. Focused on driving life sciences and genomic insights to accelerate therapeutic discovery, Revvity’s Scientific COE supports our fundamental commitment to expanding boundaries in pursuit of a better future for human health.



“We’re thrilled to be part of the UK’s life sciences industry through our facilities and top talent and expertise in Cambridge. By harnessing the wealth of talent in the local ecosystem, we’re not only contributing to the UK’s economy and the life sciences industry, but we’re bringing to life Revvity’s purpose, which is to expand the boundaries of human potential through science.”

Chris Lowe
Site Leader, Scientific COE



Driving groundbreaking therapies

Revvity unveiled its groundbreaking Pin-point™ base editing platform reagents, providing researchers with unparalleled access to implement the advanced gene editing technique in their preclinical laboratories. In an era where the lines between precision and personalized medicine are increasingly blurred, translating genomic insights into clinically relevant actions is pivotal for us to expedite tomorrow's groundbreaking therapies and drive innovation from target identification to cure. Revvity is uniquely poised to drive these translational breakthroughs by offering accessible technologies like the Pin-point platform that seamlessly spans the journey from discovery to therapy.

Furthering that aim, Revvity announced it entered into a non-exclusive license agreement with AstraZeneca, granting access to its Pin-point base editing technology to help advance the biopharmaceutical company's work in cell therapy for the treatment of cancer and immune-mediated diseases.



“Base editing has been extensively demonstrated in numerous studies to safely and precisely control the correction of single base changes at multiple target sites, simultaneously. This streamlined approach simplifies complex multi-gene editing. It holds great promise for the development of new cell therapies that target rare inherited genetic diseases and cancers, as well as in the creation of universal donor cells to use as the foundation of allogeneic cell therapies.”

Michelle Fraser
Head of Cell and Gene Therapy

Revvity Signals

Signaling the way to scientific answers by empowering scientists with a comprehensive digital platform

Revvity Signals provides intelligent, science-based software as a service (SaaS) solutions that leverage artificial intelligence (AI), machine learning, and decades of innovation to improve lives everywhere. Our cloud-based, scientific data and analytics platform helps scientists and researchers make better, more informed, decisions faster.

We provide a comprehensive suite of tools and capabilities to enhance efficiency, collaboration, and decision-making across the drug discovery lifecycle—from research and development to clinical trials and manufacturing. Our scientific software solutions address the R&D workflow, and our Signals software platform equips scientists with the essential tools to gather, search, mine, analyze, and visualize critical data, yielding actionable insights in an automated, predictive, and scalable manner.



“For more than a decade, we’ve been helping our customers run machine learning models for their advanced analytics, and we continue to do so with AI models. We’ve been developing tools that democratize the access of AI models to scientists. Now, a regular bench scientist can trigger the execution of an AI model, see the results of that model, and visually compare the data captured in the lab with the predicted or modeled data.”

David Gosalvez, PhD
Director, Product Strategy and Business Development



In Life Sciences R&D and clinical research applications, our software accelerates innovation, development, and research, ultimately leading to life-enhancing medicines. Our clinical solutions, which include clinical data review, medical review, risk-based monitoring, pharmacovigilance, and efficacy analysis, deliver rapid study and operational trial insights, which enable our pharma customers to provide safer and more efficient trials.

- Our Signals Synergy™ solution drives greater collaboration, project management, and data exchange between pharmaceutical and biotechnology sponsors with their external contract partners.
- The new Signals ChemDraw® offering transforms the way researchers in the pharmaceutical and non-pharmaceutical chemical industries, as well as academia, develop and communicate complex chemical concepts and collaborate across disciplines.
- We also unveiled the Signals Clinical™ solution, a SaaS, end-to-end clinical data science platform designed to centralize all clinical trial data, providing fast, actionable insights for quicker clinical decisions and accelerated market delivery of therapeutics. Our Signals Synergy™ solution drives greater collaboration, project management, and data exchange between pharmaceutical and biotechnology sponsors with their external contract partners.

Embracing AI

With our customers, we're building on our past efforts in machine learning to integrate generative AI into more of our offerings.

Throughout the year, we've been using AI to support the design and sourcing of new materials to be used in the development of our life sciences reagent offerings. With this information, we're finding we can develop more complex biological structures more quickly, using new and different materials than in the past.

We've also recently been using AlphaFold, an AI system that predicts a protein's 3D structure from its amino acid sequence, to validate data from some of our high-content screening offerings in a key project looking to uncover new insights on the GLP-1 receptor, which is involved in the control of blood sugar level by enhancing insulin secretion. These findings have recently been submitted to a key scientific journal for publication.

AI has been integrated into our dried blood spot (DBS) cards for optical reading and to interpret the DBS card much faster than previously done, which allows for quicker medical intervention, as needed.



AI Governance Counsel and Ethics Policy

We've established an AI Governance Counsel and Ethics Policy to guide us through the AI phenomenon to ensure Revvity is leveraging the technology to enhance our offerings effectively and ethically, while complying with applicable AI regulations.



Inspiring the next generation

Education in science, technology, engineering, and mathematics (STEM) and related fields unlocks student potential for intentional and impactful innovation to tackle the enormous and complex challenges we face as a global community.

In that vein, we've announced new university scholarships designed to play an impactful role in supporting students' educational journeys, enabling them to reach their full potential. These scholarships are meant to create an equal and open scientific research world for all. We're proud to be partnering with these universities on helping to make a difference in students' futures and look forward to expanding this program globally in the future.

As we work to achieve our goal of solving the world's greatest health challenges, we recognize the importance in identifying and investing in the next generation of talented minds wherever they may be to move our society forward.



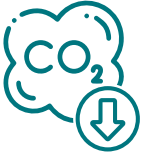
Michael J. Fox Foundation

Our BioLegend business was awarded several grants from the Michael J. Fox Foundation to become one of their partners in helping to commercialize the profound scientific breakthroughs around Parkinson's disease.

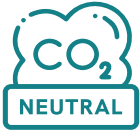


Impacting our environment

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



“2023 was a transformative year for us from a sustainability perspective, marked by the creation of a robust framework that underpins our future efforts. We’ve made significant strides in increasing transparency across all levels of our organization, and have further integrated sustainability into our core business strategy. These initiatives have laid a strong foundation for our ongoing commitment to environmental stewardship and responsible business practices.”

Stephanie Stroh
Director of EHS and Sustainability

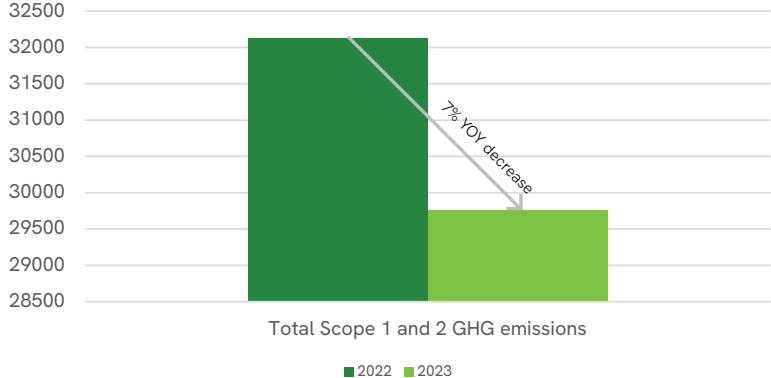


Carbon

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 represent approximately 95% of our total square footage.

We're proud to share that, in 2023, we achieved a YOY Scope 1 and 2 total emissions decrease of 7%. This decrease is a testament to our commitment and goals to decrease our overall carbon footprint. Numerous Revvity sites around the world implemented successful energy savings projects attributing to our overall reduction. Our 2025 roadmap includes potential 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: 2022 Sustainability metrics updated to reflect most current available data.





Water

Across our global sites, we're continuously striving to discover and innovate methods to minimize and reduce our water consumption.

Our objective is to focus on Revvity site locations with high water risk and explore potential projects to reduce water consumption at these facilities. By focusing on locations with known water risk, we'll prioritize projects and drive reduction in locations where water scarcity is most abundant.

| Water consumption

Water Consumption	2022	2023
Total water consumption (m ³)	260,005	266,206
Intensity (m ³ /total ft ²)	0.064	0.066

Note: 2022 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 2023, we embarked on a new comprehensive and systematic methodology to collect energy metrics including total energy consumed for over 75 sites around the world. These in-scope sites account for ~95% of our total worldwide physical footprint. The 2022 metrics are utilized as our new baseline and YOY data enables us to understand our progress and measure the impact of projects initiated at specific sites.

We also had a 7% YOY decrease in total energy consumption and a 6% YOY decrease in energy intensity (kWh/ft²). These decreases are attributed to successful site energy reduction projects, site consolidations, and improved operational energy controls. In addition, site specific reductions and elimination in the use of propane, natural gas, and steam lowered our overall energy usage.

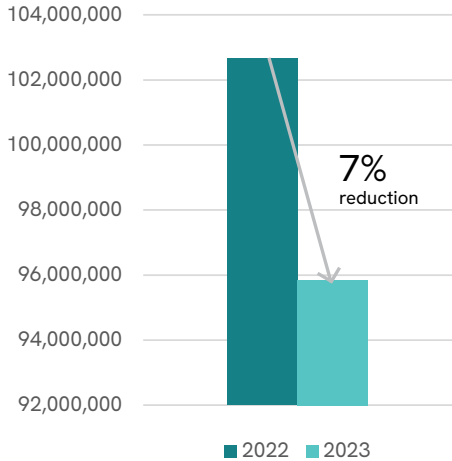


Switching off for sustainability

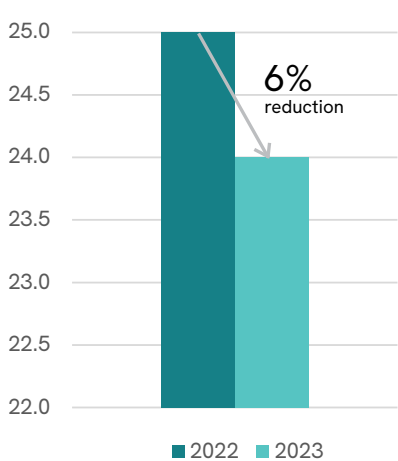
At our Cambridge, UK, site, our Facilities and Operational Excellence teams have implemented a new initiative called "Turn It Off". By collaborating with the site sustainability team and scientists in the lab, our Cambridge site systematically identified equipment throughout the facility with visible tags for users to identify which pieces of equipment are able to be turned off after use. This project contributed to the site's overall YOY electricity reduction of 8% from 2022 to 2023.

Note: 2022 Sustainability metrics updated to reflect most current available data.

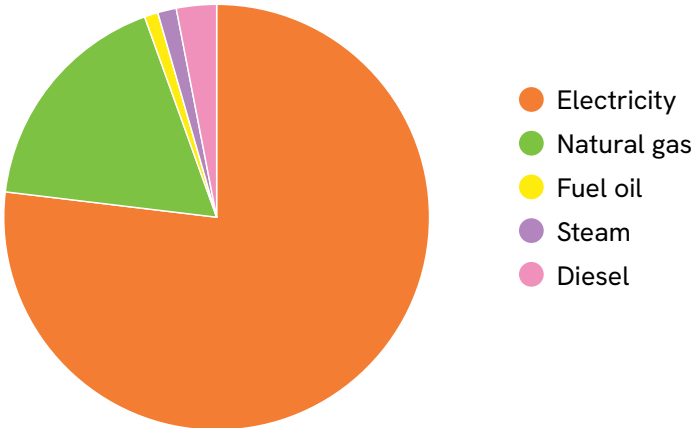
| YOY energy consumption [units: kWh]



| YOY energy intensity [units: kWh]



| Energy consumption by fuel type [units: kWh]



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



Sustainability in action

In the past year, our Taicang, China, site began to implement a comprehensive energy management project, resulting in a significant reduction in their energy usage. The site's annual energy use decreased by over 330,000 kWh (approximately 7% YOY). This reduction is also having a positive impact on our business, as our expenditures on energy at this facility are projected to decrease by 22% in 2024 because of this initiative.

Setting an example



"Our energy management project has been a pivotal initiative for us. By consolidating workspaces, integrating testing processes, and enhancing our monitoring systems, we've achieved significant energy savings without compromising our operations. This initiative not only underscores our commitment to sustainability, but also sets a benchmark for future projects."

Jia-fei Cao
Taicang Site Leader

Examples of operational actions we've taken to drive reductions, and hope to implement across other facilities in the future, include:

- Optimizing production scheduling to concentrate activities in specific areas and closing low-frequency use areas.
- Changing the quality process to have the production and quality control (QC) teams collaborate on components/finished goods testing, leading to the closure of two testing lab areas.
- Implementing a process to monitor and analyze energy consumption, identifying opportunities, such as energy leaks, and taking corrective actions to prevent energy waste.

Moving forward, the team will initiate the second round of the project, focusing on real-time and functional monitoring of energy usage, exploring solar power generation possibilities, and upgrading to energy-saving electric appliances.



Waste

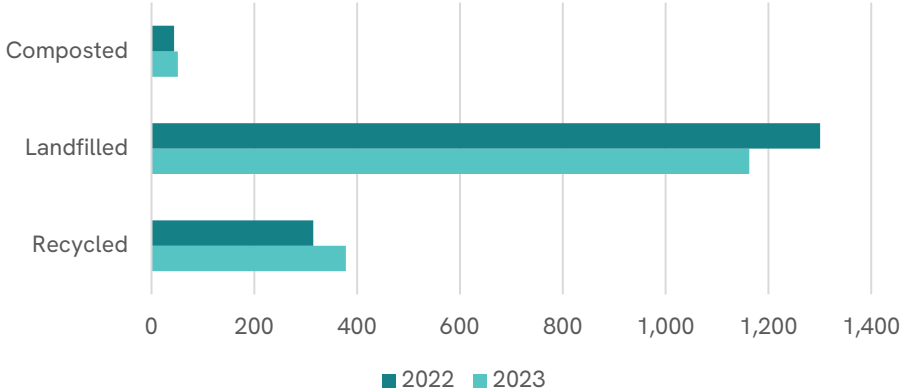
As stated in our corporate goals, Revvity strives to reduce waste associated with our manufacturing and laboratory operations. Waste reduction projects, along with increasing landfill diversion, continue to be a priority for our business.

In 2023, we were pleased to report an overall decrease in YOY total generated waste of 4%. This includes decreases in total hazardous waste and non-hazardous waste across our facilities. In addition, in 2023, we had a significant increase in recycled and composted materials across many sites. This increase contributed to our 2023 non-hazardous waste diversion rate increase to 27%.

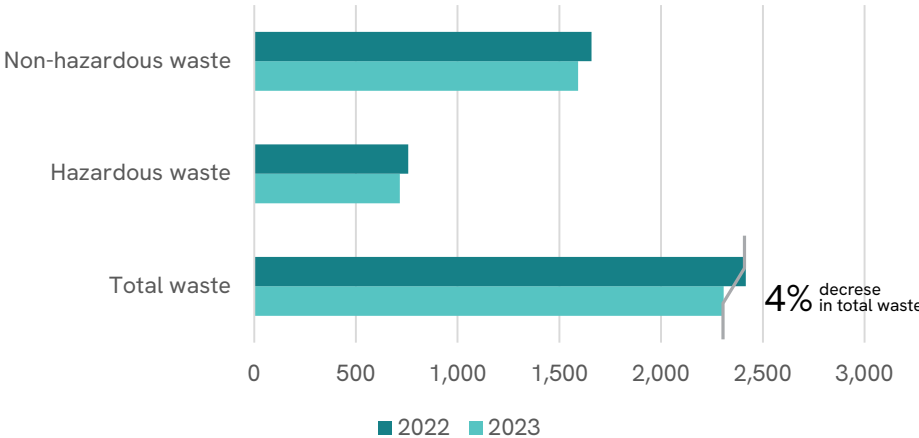
| Waste management

Waste Management	2022	2023	YOY Change
Total waste	2,417	2,308	-4%
Hazardous waste	758	716	-5%
Non-hazardous waste	1,659	1,592	-4%
Non-hazardous waste diversion rate	22%	27%	+5%

| YOY waste management based on waste type [unit: tons]



| YOY waste management [unit: tons]



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

Note: 2022 Sustainability metrics updated to reflect most current available data.

Sustainability in action



Award-winning innovation: EPA recognizes Revvity's pollution prevention efforts

Our Lafayette site recently received an Environmental Protection Agency (EPA) Region 8 Pollution Prevention (P2) Recognition Award in 2024.

Over the past three years, our Lafayette, CO, site has implemented material handling and process changes to eliminate packaging material landfill waste, halogenated and solvent liquid hazardous waste, and solid hazardous waste. The pollution prevention practices for this recognition are tied to process improvements to the filtering and purification of primary materials used in manufacturing.

In late 2023, one of our chemists proposed using a solvent gradient for amidite purification, replacing the previous filtering media method. This new method, now the primary purification process for RNA and DNA products, reduced the use of hazardous chemicals from 68.5L to 25.5L, resulting in a 43.5% reduction in halogenated waste, a 69.8% reduction in solvent waste, and a 100% reduction in solid hazardous waste. The project has removed 12,990 pounds of hazardous materials and saved approximately \$125,000 in expenditures in 2023. We continue to refine this process to optimize scalability and further reduce waste and are evaluating ways to implement similar process improvements in other areas of our operations.



"At Revvity, we have a keen focus on not only our innovative advancement of science and diagnosis of disease, but also our operational sustainability. This award from the EPA is a testament to our team's impact on the vision of merging the two."

Michele Crane
Senior Environmental, Health, and Safety Engineer



From paper to pixels: Turku cuts down paper waste

At our Turku, Finland, site, we've transitioned from paper-based customer instructions for our reagent kits to electronic inserts for several products. These inserts include a QR code in the kit box, allowing customers to easily access the instructions on their mobile devices. By the end of 2024, we plan to implement electronic kit inserts for all products manufactured at the Turku site, which is expected to reduce paper waste by 12,100 kg annually. Our goal is to extend this initiative across other Revvity sites and product lines to further enhance sustainability impact.

Sustainable innovation

Supporting our customers in their sustainability efforts

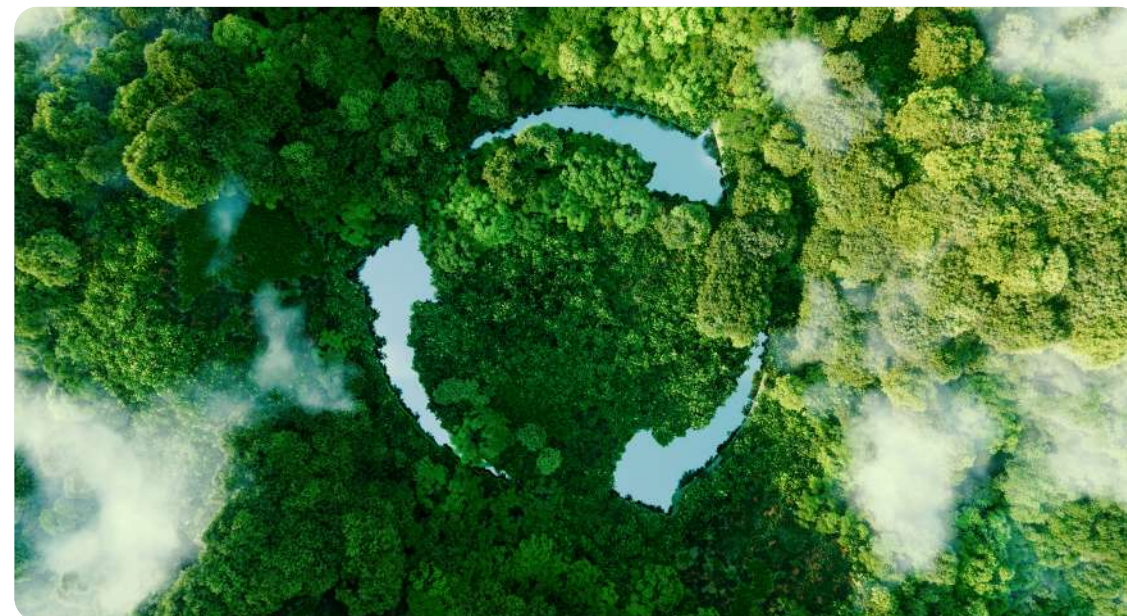
We all share the responsibility to mitigate environmental impacts of our daily operations. However, sustainability often challenges the traditional ideology of lab management. Revvity recognizes action is needed to address ongoing sustainability challenges in our manufacturing facilities and lab operations, as well as those of our customers.

High costs for water, energy, and hazardous and biohazard waste management affect overall financial performance. New sustainability guidelines and regulations are becoming increasingly stringent, requiring due diligence throughout our value stream. Purchasing decisions are influenced by the total running costs of systems, including electricity consumption, heat, and waste management, in addition to supplier compliance and risk assessments in environmental, social, and governance performance. Additionally, disposal costs for reagents, consumables, and hazardous and biohazard waste in laboratories are continuously rising.

Waste handling of our packaging materials

Across our product portfolio, we provide recommended information for proper waste handling of our packaging materials. We regularly review our materials and methods to avoid hazardous ingredients where possible. We also strive to improve our packaging sizes to minimize excess packaging material and hazardous waste volumes included in our products.

Environmental safety information concerning our products is available for recommendations of proper handling, protecting both users and the environment, and we continue to investigate and implement, when feasible, ambient shipping of our products.



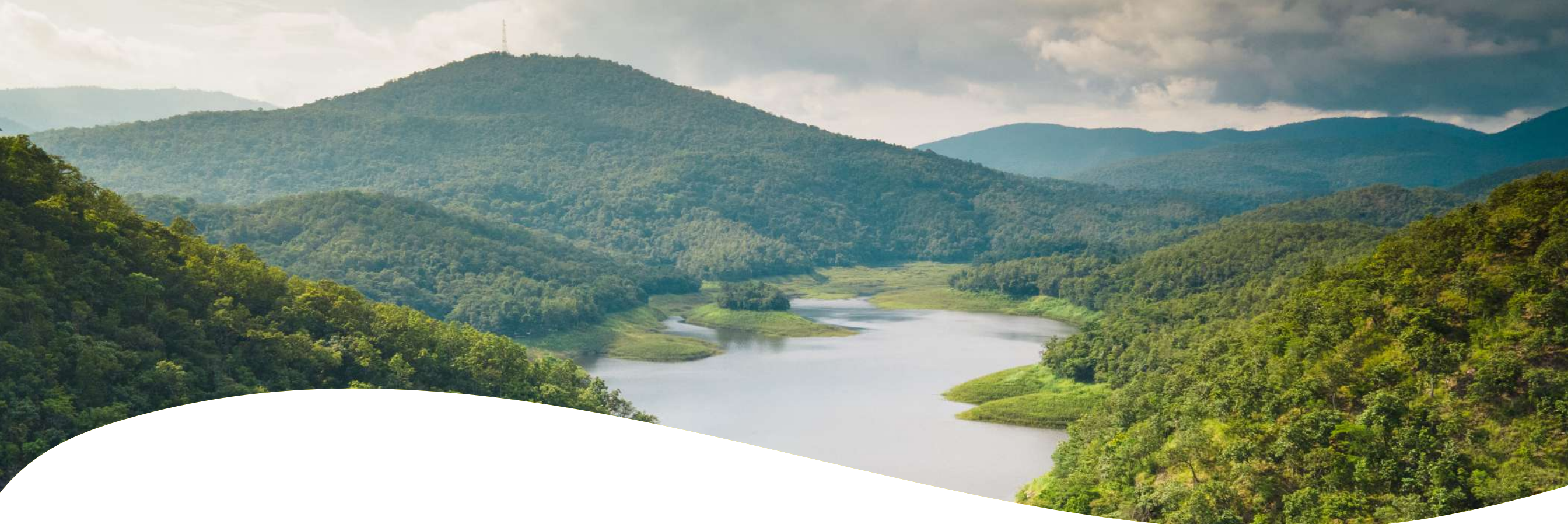
Furthermore, we focus on method miniaturization for fully automated workflows that use less sample and reagent volume—achieving more with less. This approach reduces error rates and enhances traceability, contributing to lower sample volumes, more ecological packaging, and higher throughput potential for our customers.

EU WEEE Directive

Revvity is also compliant with the European Union (EU) waste electrical and electronic equipment (WEEE) Directive. When our customers in the EU buy new electrical and electronic equipment from Revvity, we enable:

- 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.

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



Embedding green practices in early-stage innovation



In 2024, product sustainability was added to our new product development processes. When our scientists are in the early phase of new innovation, product sustainability is now built into our process as a key consideration.

Asking questions to consider product consumable use, energy requirements and efficiency, and raw material sourcing at an early stage in product development challenges our scientists to build sustainability into our core innovative design.



The Revvity Corporate Research and Development Sustainability team participated in a learning session and introduction with My Green Lab in 2024, and many members completed the ambassador program.

In 2025, Revvity intends to participate in the My Green Lab program and pursue certification for key laboratories within our operations.

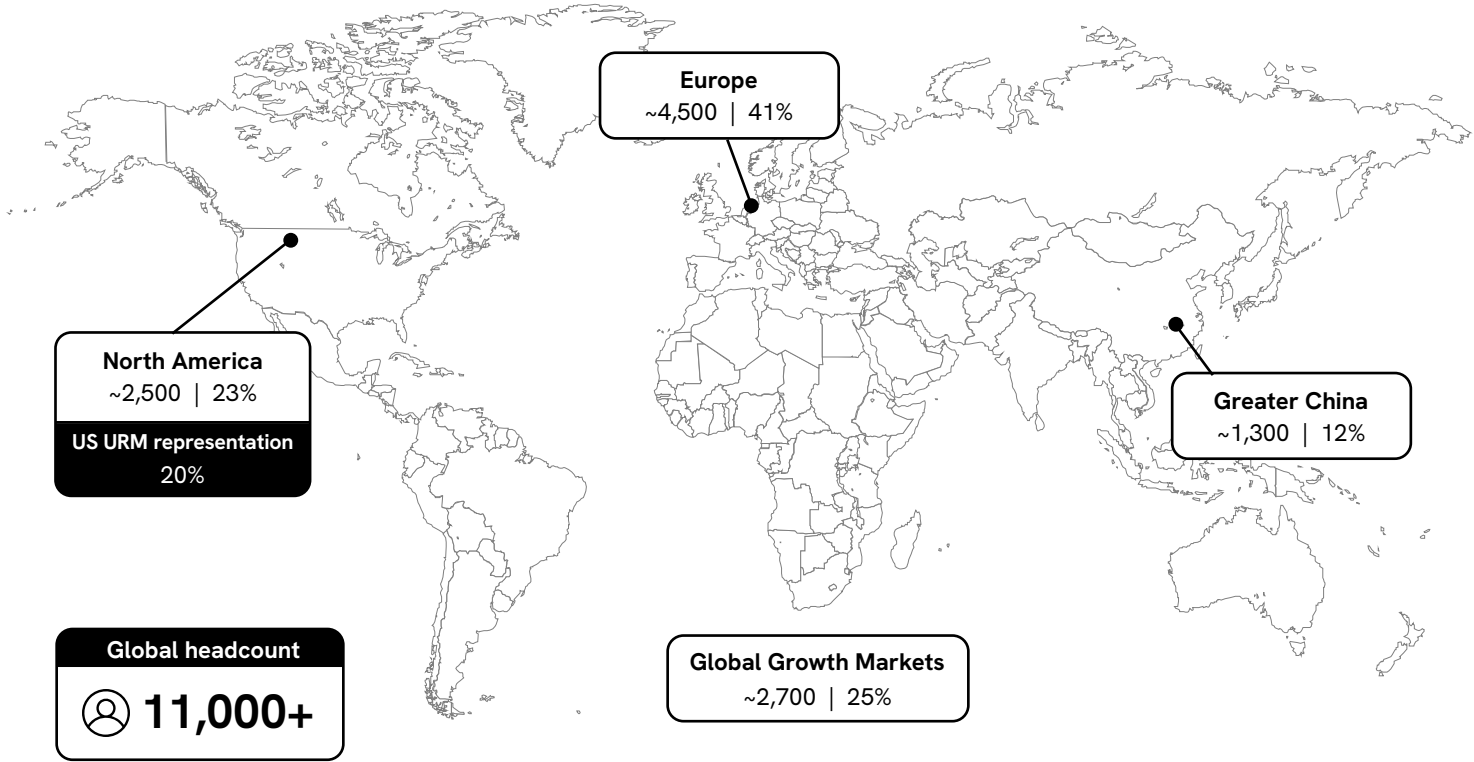
Read our new [Sustainable Sourcing Policy](#).



Impacting our
people

Our demographics and diversity

Headcount in our regions

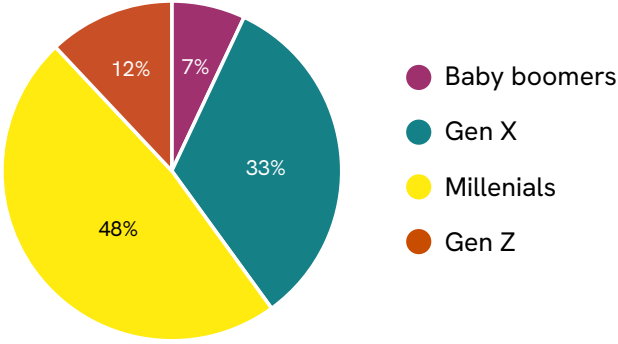


Gender split globally

47% Female **53%** Male

39% Females in leadership position

Generational distribution



Our people

We're passionate about fostering the growth of our employees

Whether they're just starting out their career with us, or joining us later in their journey, we're dedicated to providing the tools and resources our employees need to succeed.



"At Revvity, we're proud to support an entrepreneurial, vibrant, innovative, and collaborative culture. Our team's dedication and creativity drives our success, and we're committed to fostering an environment that empowers each individual to thrive. Together, we're building a future we can all be proud of."

Magali Four
Chief People and Culture Officer

Coaching

Through our partnership with BetterUp™—a comprehensive coaching platform—our employees can participate in highly personalized professional development sessions with coaches who align with their unique skillsets and developmental goals. They also have access to a library of specialized content that covers an array of topics, including nutrition, communication, sleep, career growth, well-being, and more.



BetterUp™ has proven to be especially popular with more than 350 of our leaders who've taken advantage of the program to help them to obtain strong leadership, effectiveness, and team management skills.

A personalized career journey for everyone



"I started out as the Domestic Tax Manager, primarily focused on compliance. While working in that position I was able to gain knowledge and strengthen my expertise as it relates to tax reporting. The tax team was extremely supportive in my desire to stretch and take on a larger role in tax and reporting as I progressed at Revvity. The role allowed me to challenge myself more technically and work towards an eventual promotion."

Meghan Funnell
Sr. Manager, Tax Reporting

Development

One of the ways we encourage our employees to grow is through the use of our Career Hub—a one-stop shop designed to support employees by helping them:

- Network with colleagues who share similar interests and career aspirations
- Seek new opportunities for professional growth and skill development through stretch assignments
- Identify and apply for internal opportunities for maximum career growth

We also promote the personal and professional growth of our employees through Skillsoft—a learning experience platform that was first made available to employees in 2024 and provides them with access to a modern professional development experience.

Mentoring

We're also dedicated to supporting and guiding employees through our newly launched mentorship program, designed to help employees connect with colleagues who are experienced and knowledgeable about topics that match their own aspirations and interests. Though it's in its early stages, early feedback on our mentorship offering is positive, and we look forward to seeing the benefits this new program will bring in the year ahead.

Our culture

Values-driven

To help ensure our employees understand and embrace our values, we provide them with a training program to share helpful guidelines for fostering a consistent and values-aligned environment.

We also help inspire employees to adopt and promote our values through several values-driven initiatives, including:

- **“Living Our Values” podcast:** a virtual series that showcases the many ways employees choose to embed our values into their everyday lives.
- **Vision boarding:** our reimagined goal setting process that encourages teams to collaborate for success through the art of brainstorming.
- **“United in Excellence” awards:** a way for our People & Culture and Commercial teams to honor and celebrate team members who exemplify what it means to bring our values to life.

Collaborative

We believe our employees are essential in shaping our future, so we conduct a bi-annual People Experience Survey to hear what they have to say.

85% An impressive 85% of employees participated in our most recent survey, further demonstrating their strong commitment to shaping their work experiences at Revvity.

Based on employee feedback, some of our key strengths include:

8.6
score **Thriving peer relationships**
We have a strong foundation of trust, support, and collaboration, which fosters a positive work environment.

8.5
score **Empowering management support**
Our managers are effective at communicating, providing guidance, and recognizing their teams.

8.3
score **Inclusion and diversity**
We have an inclusive environment where employees feel respected and valued for their unique contributions.

Innovative

We encourage employees to share new, innovative ideas for Revvity through our InnoVVation Hub—an internally designed digital employee suggestion tool. Nearly 100 ideas were shared through the platform in just the first two months of its launch, with employees interacting with each other and taking action to continue to build our future together.

Integrated

We aim to cultivate an inclusive global culture that recognizes and respects the unique aspects of our local communities and regions, to ensure that every employee experiences a sense of belonging.

Our belonging strategy

Our comprehensive belonging strategy is built on three strategic pillars designed to advance the delivery of our innovative solutions in an increasingly diverse world:

1

Accelerate our global culture of inclusion where everyone belongs.

2

Elevate equity across our company for equitable access and outcomes.

3

Fuel innovation and growth to serve our diverse markets around the world.



Our ERGs

To help ensure employees truly feel they belong, we've established four global Employee Resource Groups (ERGs)—the Women's Forum and Allies, Veterans, Juntos, and Able—as well as four regional Belonging Committees, all comprised of local champions supporting our inclusion efforts.



Women's Forum and Allies



Veterans



Able



Juntos

We also regularly organize engagement events where employees are encouraged to participate to help shape our culture and build a shared sense of belonging.



| Breast Cancer Walk, Hopkinton, MA



| Pride, San Diego, CA



"I want to express my sincere appreciation for the recent Revvity and Families initiative. It's a beautiful program to bring together not just our colleagues but also our families, fostering a sense of community and togetherness that truly reflects the spirit of our organization. I'm looking forward to more such wonderful events in the future."

Tanvira Paul, PhD
Filed Application Specialist, Biology

Pay equity

We recognize that pay equity is a fundamental aspect of a fair and inclusive workplace and we’re committed to offering our employees competitive compensation that is equitable based on factors such as skills, relevant experience, and job performance—regardless of gender, race, or ethnicity.

We routinely assess our pay practices to help ensure our colleagues receive fair and equitable pay for their contributions and believe that pay equity fosters a more engaged and motivated workforce, helping to contribute to sustainable business success.

As part of our commitment to equitable pay processes we:

- Enhanced our internal pay equity review process in 2024, which is a central component of our annual global salary planning cycle and enables us to proactively monitor, measure, and review our progress towards achieving pay equity.
- Provide salary range transparency on U.S. job postings in many states and will be expanding to more states next year.
- Assessed pay practices in the U.S. to further our commitment in maintaining pay equity in similar job functions based on gender, resulting in a 3.5% improvement in equitable pay based on gender.
- Report on our gender pay gap in France, Spain, and the UK.
- Are actively working to align our pay practices with local regulations and our global compensation philosophy in Europe.

Additionally, in 2024, we’re participating in the UN Target Gender Equality program—a global initiative that provides guidance and support to businesses in advancing gender equality and women’s empowerment in the workplace—to help deepen our understanding of pay equity best practices and solidify our commitment to equitable pay.


To learn more about our gender pay gap analyses, please visit esg.revvity.com/social.

Fostering employee well-being and support

We take a holistic and personalized approach to well-being. This includes offering BetterUp™ Care to various groups across Revvity based on their respective needs, particularly to those individuals in need of well-being support, and those in countries where well-being offerings are limited. Currently, more than 1,000 employees have access to this platform at any time, and a little more than one-third of all employees participate.

We’re also committed to enhancing the well-being of our employees around the world because we know that both staying active and taking time to recharge are important to help keep our minds and bodies healthy. Some recent well-being initiatives include:


Increasing work-life harmony to give employees more time to recharge



Introduced summer hours (North America)



Added four floating holidays (for a total of five in North America)



Implemented a new policy for employees to take their birthday off (China and India)

Establishing new signature events and groups to promote health

Revvity Gets Active
More than 800 employees participated in team-building exercises, challenges, and fun fitness competitions as a way to unwind from their daily routine.

Strava clubs
More than 500 employees are active members of our online Strava clubs, which include running, cycling, and walking groups.



Health and safety

The health and safety of our employees, customers, and suppliers is a top priority. We continually strive to improve our Environmental Health and Safety (EHS) management systems. And we remain actively engaged with our global EHS Council, which collaborates with health and safety leaders worldwide to review and drive corporate EHS objectives across the company.

Most recently, our global EHS Council focused on setting objectives and KPIs for Revvity, including:

- Improving our EHS training program.
- Implementing a digital corporate incident reporting system and process.
- Ensuring comprehensive corporate polices around health and safety at all our facilities.

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 2023, 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.

Our purpose

Our purpose is the foundation of our culture and the driving force behind our commitment to excellence and innovation.

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. To reinforce this, we encourage our colleagues to share their personal stories and experiences to highlight why they're proud to be part of our team. By celebrating these shared values and accomplishments, we create an environment where our team members live and breathe our purpose every day.

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 STEM, global, virtual:** Highlighted our female scientists through two live LinkedIn workshops that were attended by 160 employees from 14 countries across three continents.
- **Annual STEM DAY, Colorado:** Inspired hundreds of 7th grade girls by introducing them to diverse scientific pathways.
- **HackNC STEM, North Carolina:** Supported innovative thinking and problem-solving among young minds.
- **Bring Your Child to Work Day, New Jersey:** Provided an exciting opportunity for children to explore their parents' work environment and learn about the fascinating world of science.
- **Lab Week, Pennsylvania:** Partnered with the American Society for Clinical Pathology (ASCP) to honor our dedicated lab colleagues, celebrating their invaluable contributions to the field.

Through these initiatives, we continue to champion STEM education and inspire the next generation of scientists.



Socially responsible

We're dedicated to supporting the communities we serve around the world through various socially responsible initiatives. Some recent examples include:

Education for all

Our offices in India sponsored the education of more than 1,000 children across the country as part of their ongoing commitment to providing free education, educational resources, and necessary nutrition to underprivileged children.

Community engagement

Colleagues in Shanghai, China, participated in the "Walk for Love" charity walkathon for the Disease Challenge Foundation to raise funds for children with lysosomal storage disorders (LSDs), shedding light on the challenges they face.

Fundraising initiatives

We held a breast cancer walkathon at our Hopkinton, MA, site, and a March of Dimes fundraiser at our Pittsburgh, PA, site. These events not only raised funds, but also increased awareness about these important health issues.

Educational support

Partnering with the Distance Teaching Public Welfare Project, we provided remote learning resources, materials, and classrooms in Gao'An, China, to improve education in rural areas. This initiative helps bridge the educational gap and provides better learning opportunities for children in these communities.

Through these efforts, we continue to demonstrate our commitment to social responsibility and making a positive impact on people and the world.



United in Giving Back

This year, we kicked off our United in Giving Back program in May to align with our first birthday celebrations. Employees around the world teamed up—either with colleagues or at home with their families—to create positive change through a variety of volunteering initiatives.



Cleaning up a neighborhood in Sweden.



Helping at the Akron-Canton Food Bank in the U.S.



Mulching, weeding, and pruning trees at the Logan's Meadow nature reserve in Cambridge, UK.



Planting 1,000 mangrove seedlings in the Philippines to prevent erosion.

Championing causes that matter



Charitable Match Giving Program

Our Charitable Match Giving Program supports causes that our employees are passionate about by matching financial contributions to approved charitable organizations.

This year, to ensure that our employees' generosity would have an even greater impact, we increased our company match to \$2,000 per employee. And, in honor of Revvity's first birthday in May, we doubled our company match for the months of May and June. To date, this program has resulted in more than \$220,000 in donations matched by Revvity.



Revvity Access scholarships

We recently announced new academic scholarships with universities in Boston, MA, and San Diego, CA, that are designed to play an impactful role in supporting students' educational journeys, enabling them to reach their full potential.

These include Northeastern University's Revvity Access CEM scholarship and Revvity Access STEM scholarship, as well as the University of California San Diego's Revvity Access STEM scholarship. These scholarships are meant to create an equal and open scientific research world for all by investing in the next generation of talented minds wherever they may be to move our society forward.



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.



Science Club for Girls sponsorship

Revvity is also a proud sponsor of the Science Club for Girls—a nonprofit organization that addresses inequities in STEM around race, gender, and socioeconomic status—which allows us to support the next generation of scientists and innovators.



Impacting our
stakeholders

Governance structure



"At Revvity, our commitment to governance and integrity is as strong as ever. We set the highest standards for ourselves and make sure everyone follows suit. By promoting open communication and regular reporting, and proactively staying ahead of the regulatory landscape, we're continuing to build our reputation as a trusted organization, dedicated to excellence and accountability."

Joel Goldberg
SVP, Administration, General Counsel, and Secretary

Our Compliance Committee monitors our company-wide adherence to laws, regulations, and internal policies. To do so, the committee, which is comprised of senior Revvity personnel, receives regular reports from a diverse group of representatives across our major areas of compliance focus, including health and safety, human resources, insurance/risk management, FDA/quality, and more.

It then contributes to our overall compliance program, advocating training opportunities, budget requests, and 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	12	8	<1	2	23	5	<1	4	8	7

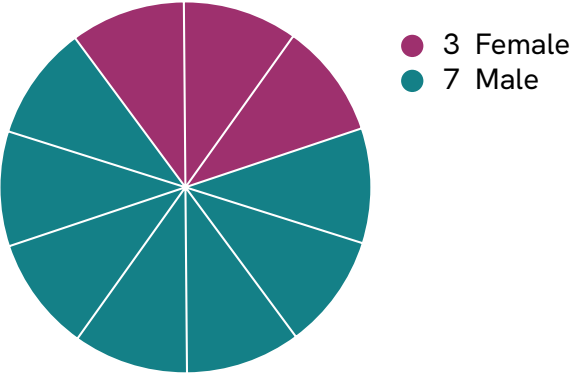
Board committee composition

Board committee composition

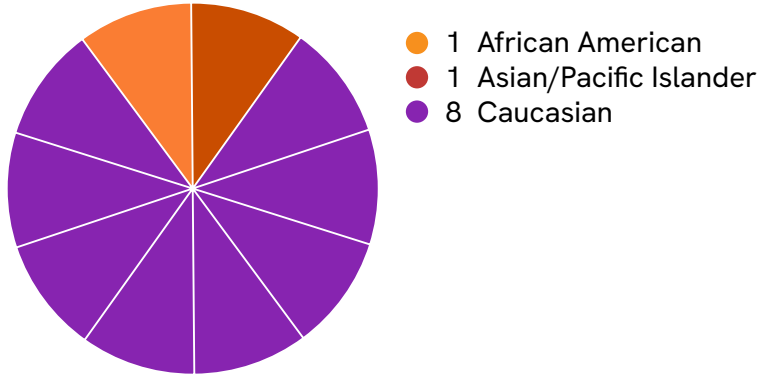
	Director Since	Audit Committee	Compensation and Benefits	Nominating and Corporate Governance
Peter Barrett, PhD	2012			
Samuel R. Chapin	2016			
Michael A. Klobuchar	2024			
Michelle McMurry-Heath, PhD	2022			
Alexis P. Michas	2001			
Prahlad Singh, PhD	2019			
Sophie V. Vandebroek	2024			
Michel Vounatsos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

 Committee chair  Committee member

Gender



Ethnic makeup



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.

UN Global Compact

Revvity is proud to continue our commitment to the UN Global Compact, a vital framework that encourages companies to align their operations and strategies with 10 universal principles. These principles encompass critical areas such as human rights, environmental stewardship, labor standards, and anti-corruption measures. This renewal not only reflects our dedication to ethical business practices but also contributes to the broader goal of fostering a global movement of responsible businesses.



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 2023, Revvity did not make any political contributions or donations. 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.

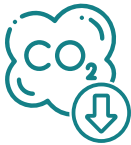
In 2024, the Revvity Political Action Committee (PAC) was created through employee contributions to support causes important to the company.

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 matters.



The ESG Steering Committee oversees Revvity’s assessment of risks and opportunities related to environmental sustainability and the impacts of our operations on local communities. The Committee closely monitors 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 2025.

Environmental compliance

At Revvity, we're strongly committed to ensuring the health and well-being of our employees and providing customers with the information necessary to safely handle our products, as we continue working to reduce our environmental impacts.

We do this through:

- Applying integrated and systematic risk assessment and control processes.
- Sharing best practices across our operations.
- Monitoring key indicators, such as incident rates, energy and water consumption, hazardous materials use, and waste generation.
- Conducting periodic compliance and management system audits at manufacturing operations and laboratories.
- Performing environmental management reviews to assess performance and set forward-looking improvement goals.



Total quality

As part of our focus on total quality, more than 80% of our design and manufacturing facilities (that have been owned by Revvity for more than 12 months) are ISO certified against the suitable criteria and include ISO 9001, ISO 13485, AS 9100, ISO 14001, or ISO 45001 standards to meet relevant ISO and regulatory requirements for quality management.

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.





Risks and opportunities

Revvity’s ESG Steering Committee monitors risks and opportunities associated with sustainability issues, such as climate change. This Committee alongside our Board of Directors considers 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 inclusion. We surveyed external and internal stakeholders to help define material issues, which formed the foundation of our current corporate social responsibility strategy.

In 2024, we’re conducting a DMA that will enable us to understand and prioritize various corporate responsibility impact topics, along with overall financial business impact. Our 2024 DMA will guide our strategy and ensure compliance with upcoming regulatory requirements.



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.

One of the growing trends we continue to see is the need for us to communicate our climate change management strategies, as well as our goals and progress made on them, to our customers.

The same is also true for our investors and potential candidates. Understanding and satisfying those expectations will help us remain competitive and grow our market share.

This is also true of our investors and potential hiring candidates. Understanding and satisfying those expectations will help us remain competitive and grow our market share.



Business ethics

We do business, directly or indirectly, in nearly 200 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 *in vitro* 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 Reduction 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.

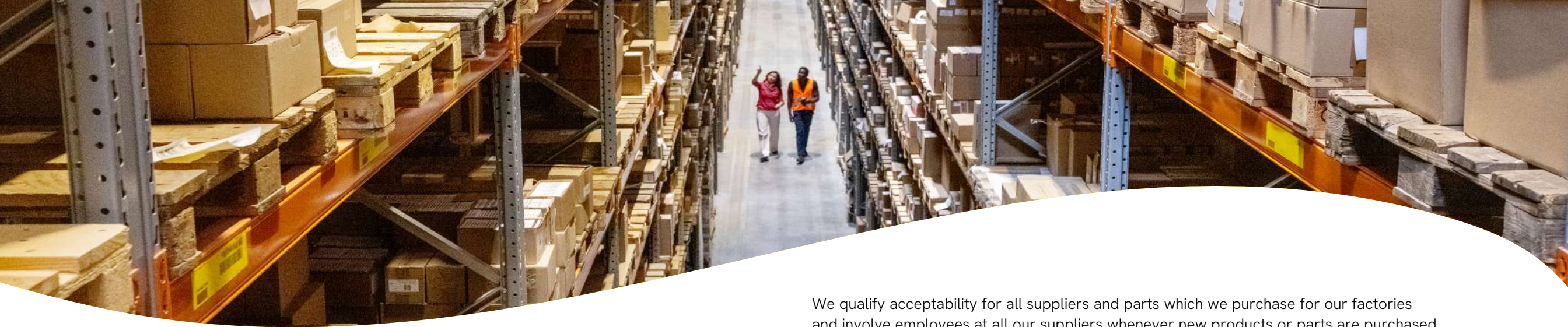
Animal testing

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



“Sustainable procurement is becoming a critical process to ensure sustainable practices throughout our supply chain. Engaging with our customers and suppliers through our chosen partner, EcoVadis, will enable us to perform due diligence and assess and evaluate risk within our value chain.”

Kevin Marcell
Senior Director, Strategic Sourcing

Our ability to obtain high quality, competitively priced raw materials in a timely fashion is critical for developing innovative products and solutions for our customers. That’s why we purchase chemicals, electronic components, metals, plastics, mechanical parts, and other materials from thousands of global suppliers in accordance with our SoBC.

We continue to invest in systems to improve our supplier interactions, specifically related to specification compliance and process optimization and collaboration, as well as supplier quality personnel to drive deeper interaction between our supplier process and goods, and the outcomes they have on our products.

We qualify acceptability for all suppliers and parts which we purchase for our factories and involve employees at all our suppliers whenever new products or parts are purchased or developed. In addition, we provide regular employee trainings on product safety and quality control for all employees.



Supply chain management

Our traceability through the supply chain is managed through our service provider, TPP, who performs due diligence on all the components we use. Through their outreach to all our suppliers, we can identify non-compliant materials and non-hazardous replacements.

We perform due diligence for all relevant regulatory substances including, RoHS, REACH, California Prop65, and the Dodd-Frank Act. Supplier documentation is obtained to verify all compliance requirements.



Additionally, as part of our efforts to better support our customers’ sustainable business commitments while continuing to further our own sustainability strategy, we’ve partnered with Ecovadis to perform due diligence within our supplier network. The procurement team has established a new key performance indicator in 2024 of 60% of our annual direct material supplier spend to be covered through our sustainability risk assessment process within the platform, with focus on our tier 1 suppliers by

For more details, please read our [Sustainable Procurement 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 ever-changing 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



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.

This proactive approach ensures that we're continuously enhancing our risk management practices.



Completion of our BC & DR initiative

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.

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.

Protecting personal data is a priority for us, and every employee is expected to understand and comply with our data privacy and security requirements.

Our Data Protection office and Legal department provide a formal Marketing Communication Privacy Policy that is implemented to ensure compliance with applicable laws, a Personal Data Processing Policy, and sound business practices for communicating with our customers for B2B marketing purposes.



Our policy relates to data privacy laws and regulations such as the General Data Protection Regulation (GDPR), the ePrivacy Directive, and the California Consumer Privacy Act of 2018 (CCPA), and covers emails, phone calls, and text messages.



Our policy lists countries in which opt-in consent, double opt-in consent, opt-out consent, or no specific provisions are required. Our marketing database ensures compliance with all these country level requirements.



Additionally, all marketing communications sent via email contain a link allowing recipients to unsubscribe from further marketing communications. We diligently track the unsubscribes and adjust email lists to ensure compliance with user requests.



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. As part of these programs, our senior leadership team has conducted a simulated tabletop cyber security exercise to prepare for potential events.

Our recently established 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

In the past year, we've continued to develop our corporate governance by adding the following new policies:

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

Awards



Revvity is Certified as Great Place To Work in China and the U.S.

The Great Place to Work certification honors companies that provide exceptional work experiences for their employees.

Recognized for our credibility, leadership, trust, innovation opportunities, and more, we're proud to be acknowledged for the dedication, commitment, and collaborative spirit of our teams in China and the U.S.



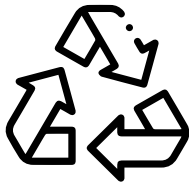
Revvity recognized as Cell Line Supplier to Watch in Cancer Research

The annual CiteAb Awards celebrates the very best of the research reagent sector. At AACR 2024, our cell line portfolio was a winner in the "Cell Line Supplier to Watch in Cancer Research" category for demonstrating our dedication and innovation to the world.



Revvity scored five stars in America's Greenest Companies ranking

America's Greenest Companies 2024 recognizes organizations that are committed to environmental sustainability. Based on greenhouse gas emissions, water usage, water generation, waste generation, and sustainability data disclosure and commitments, we're listed among others in the highest ranking.



Revvity Lafayette received the 2024 EPA Pollution Prevention Award

This award from the EPA is a testament to our team's impact in the vision of merging our innovative advancement of science and diagnosis of disease with our operational sustainability.

Data reconciliation

| Table 1: Energy consumption [unit: kWh]

Energy Consumption	2022	2023	YOY Change
Total energy consumption from nonrenewable sources	72,963,883	70,108,325	-4%
Total energy consumption from renewable sources	29,759,419	25,765,246	-13%
Total energy consumption	102,723,302	95,873,570	-7%
Intensity- kWh/ total ft2	25	24	-6%

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

Energy Consumption by Fuel	2022	2023	YOY Change
Total energy	102,723,302	95,873,570	-7%
Electricity	78,370,014	73,720,609	-6%
Natural gas	18,085,803	16,887,619	-7%
Fuel oil	936,150	992,497	6%
Propane	1,382	0	-100%
Steam	2,255,936	1,353,655	-40%
Diesel	3,074,017	2,919,192	-5%

| Table 3: Gas emissions [unit: tCO₂e]

Emissions	2022	2023	YOY Change
Total Scope 1 and 2 GHG emissions	32,133	29,810	-7%
Total Scope 1 and 2 (location-based) GHG emissions	34,464	31,702	-8%
Gross direct GHG emissions (Scope 1)	2,289	2,121	-7%
Gross market-based energy indirect GHG emissions (Scope 2)	29,844	27,689	-7%
Gross location-based energy indirect GHG emissions (Scope 2)	32,175	29,581	-8%

| Table 4: Water consumption

Water Consumption	2022	2023	YOY Change
Total water consumption [m ³]	260,005	266,206	2%
Intensity [m ³ /total ft ²]	0.064	0.066	3%

| Table 5: Waste management [unit: tons]

Waste Management	2022	2023	YOY Change
Total waste	2,417	2,308	-4%
Hazardous waste	758	716	-5%
Non-hazardous waste	1,659	1,592	-4%
Recycled	314	378	20%
Landfilled	1,300	1,163	-11%
Composted	44	51	17%
Combusted	758	716	-5%
Total non-hazardous waste (minus recycled and composted)	1,300	1,163	-11%
Non-hazardous waste diversion rate	22%	27%	+5%

Note: 2022 Sustainability metrics updated to reflect most current available data.



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		
Ratio of weighted average rate of net price increases (for all products) to the increase in U.S. Consumer Price Index	HC-MS-240a.1	HC-MS-240a.1
Description of how price information for a 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.
Product Safety		
Number of recalls issued, total units recalled	HC-MS-250a.1	During 2023, Revvity had zero recalls that were reported to the FDA.
List products listed in FDA's MedWatch Safety Alerts for Human Medical Products 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 related to products as reported in FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	None
Number of FDA enforcement actions taken in response to violations of cGMP, 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 a 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 & 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 2023 Impact Report for additional detail.
Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies, in metric tons	HC-MS-410a.2	Revvity does not disclose this data. Please see the Product Governance section of our 2023 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 are subject to annual audits by Notified Bodies. Non-medical facilities operating under ISO 9001 are audited a minimum of once every three years by Registrars.
Percentage of Tier 1 suppliers' a facilities participating in third-party audit programs for manufacturing a 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, TPP, 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 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/gov_policy/2023/d2a0d128-7410-4822-986b-53156f5ba421.pdf , Supplier Code of Conduct https://s202.q4cdn.com/561573250/files/doc_downloads/Revvity_Supplier_Code_of_Conduct_2023.pdf , and Sustainable Procurement Policy: https://s202.q4cdn.com/561573250/files/doc_downloads/EnvironmentalPoliciesDocuments/revvity-sustainable-procurement-policy-2024.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.



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