Science and sustainability

2026 Impact Report

The Flessner family is an active advocate for early Duchenne muscular dystrophy detection.

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A message from our CEO

This year's Impact Report highlights how Revvity is advancing science to deliver meaningful outcomes for patients, researchers, and clinicians. Guided by our purpose, to expand the boundaries of human potential through science, we continue to translate innovation into real world impact, while embedding responsible and sustainable practices into how we operate.

Over the past year, we strengthened our ability to support the full scientific workflow, from discovery through clinical application. We spearheaded new collaborations, including our work with Sanofi in type 1 diabetes and with Eli Lilly and Company to advance AI-enabled drug discovery through the Revvity Signals platform. These efforts reflect not only what we do, but how we do it through partnerships that prioritize scientific rigor, transparency, and long-term value creation.

Innovation remains a central focus. We're entering the most significant product introduction cycle in our software business' history, alongside exciting additional launches across our reagents, diagnostic assays, and instrumentation portfolios. The launch of our Signals Xynthetica™ software is a key milestone, bringing together AI-driven models and laboratory research in a continuous, integrated loop to accelerate discovery. At the same time, we're designing our products and technologies with efficiency and sustainability in mind by helping customers reduce resource use while increasing productivity.

Operating responsibly is fundamental to our business. We continue to advance initiatives that reduce our environmental footprint, guided by science-based targets aligned with the United Nations Framework Convention on Climate Change (UNFCCC) Paris Agreement. Across our global operations, we're enhancing energy efficiency, managing water use, and reducing waste. This is culminating in our new disclosure this year of our material Scope 3 emissions for the first time ever. This enhanced disclosure allows us to submit our sustainability commitments to the Science Based Targets Initiative (SBTi) for their validation. We remain committed to transparency in our environmental performance and to continuous improvement through clear goals, measurable progress, and strong governance.

Our commitment to global health continues to guide our efforts. We're expanding newborn screening programs worldwide and advancing collaborations with entities such as Genomics England to enable earlier detection of rare conditions. Through partnerships with governments and public health leaders, we're helping improve access to critical diagnostics. In life sciences, we're supporting advancements across cancer research, cell and gene therapy, and emerging modalities, while enabling more efficient, data-driven research through our solutions in imaging, automation, and reagent development.

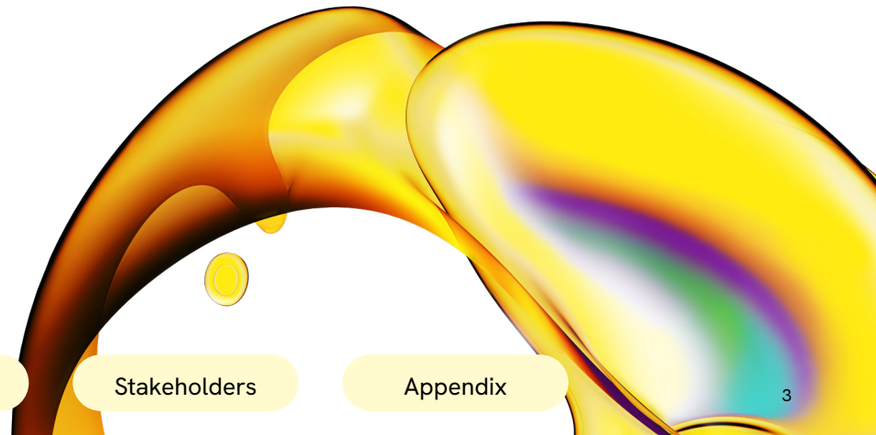
We also recognize that our impact extends beyond our technologies. Through programs such as Revvity Supports Research, we're expanding partnerships with academic institutions, providing funding to advance discovery, support faculty and student investigators, and strengthen the broader research ecosystem. At the same time, we continue to invest in our people, foster a welcoming culture, and engage with the communities where we live and work.

Looking ahead, we see significant opportunity at the convergence of AI, data, and experimental science. By integrating innovation with responsible business practices, we're well positioned to lead in a rapidly evolving landscape and to create lasting value for society.

Thank you for your continued engagement and support.

Regards,

Prahlad Singh



Established
2023

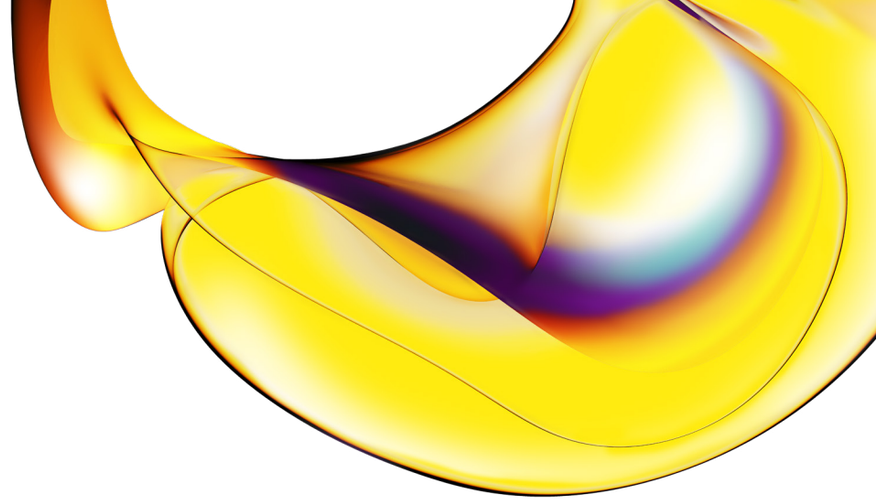
President & CEO
Prahlad Singh, PhD

Headquarters
77 4th Avenue
Waltham, MA

Part of the
S&P 500 Index

NYSE listed
RVTY

Serving over
160 countries



About this report

Revvity's 2026 Impact Report 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 2025.

The 2026 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.

More information

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

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. We're 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 nearly 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.

Our sustainable business strategy

- Our promise
- Our impact goals and progress
- Double materiality assessment

Our promise

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

Each day, our environmental, social, and governance efforts guide us toward the greater goal—improving human health and creating a more sustainable future. By adding value to our customers, supporting our employees, and upholding the highest standards for all stakeholders, we're delivering on this commitment while also creating a lasting impact in our communities.

"Last year, we made meaningful progress on several key long-term goals and initiatives as we continue to prioritize responsible and ethical business practices. This progress is demonstrated by our initial disclosure of material Scope 3 emissions this year, an achievement that reflects a commitment to increased environmental transparency. We also launched the My Green Lab® certification program at several of our facilities, which emerged from our 2025 employee sustainability 'challenge', which was an enterprise-wide initiative to brainstorm additional sustainable practices to be implemented across the company."

Steve Willoughby
SVP, Investor Relations, ESG, and Risk

Our impact goals and progress

Each year, we reevaluate and refine our ESG priorities to align with our values and the evolving expectations of our stakeholders.

As part of our drive towards a more sustainable future, in 2026 we're reporting our material Scope 3 emissions, enabling our submission for Science Based Targets initiative (SBTi) verification.

Revvity's key impact goals	To achieve 50% reduction of our Scope 1 and 2 greenhouse gas emissions by 2033 and reach net carbon neutrality by 2040.	Achieve an annual 40% non-hazardous waste landfill diversion rate.	Achieve greater than 75% consistent employee satisfaction through our People Experience Survey
2025 results	Achieved a 1.3% reduction in year-over-year (YOY) Scope 1 and 2 emissions. Achieved a 16% cumulative reduction versus baseline to-date.	Achieved 49% non-hazardous waste landfill diversion rate.	Achieved 77% employee satisfaction in 2025 with 87% employee participation

Relevant Sustainable Development Goals (SDGs)

Double materiality assessment

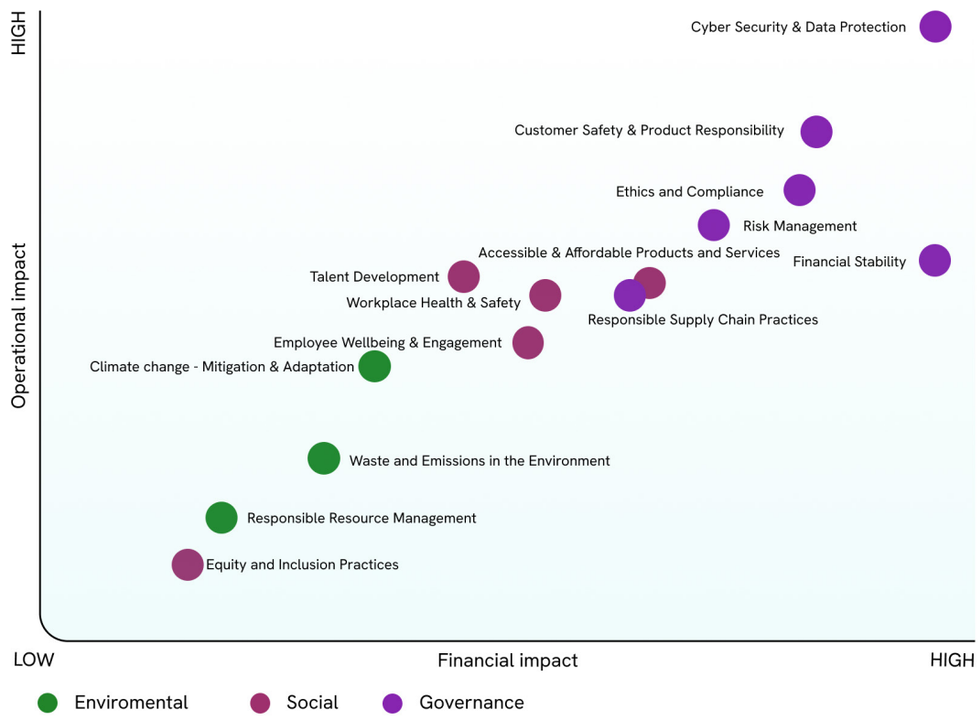
At Revvity, we actively monitor emerging trends and transformations in our operational landscape and business model. This approach ensures that we identify and assess environmental, social, and governance topics where Revvity generates an impact on both people and the planet, as well as those topics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

In 2024, we completed our double materiality assessment (DMA), building on our previous materiality assessment from 2022. We followed the Double Materiality Implementation Guidance (IG 1) as outlined by the European Financial Reporting Advisory Group (EFRAG). The outcome of this assessment continues to guide how we prioritize our sustainability efforts, manage risks, and build resilience—all informing our broader business strategy.

For our 2024 DMA, we:

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

Revvity double materiality matrix (2024)



Impacting science

- Diagnostics
- Global public health partnerships
- Life sciences
- Revvity Signals
- AI redefining scientific innovation
- Impacting lives
- Revvity supports students

Diagnostics

Delivering complete workflows and clinical insights across human health.

We improve human health with informed decision-making supported by accurate diagnostics. Our portfolio spans across reproductive health, infectious disease, autoimmunity, endocrinology, allergy, cancer, neurodegeneration, and rapid patient testing.

Reproductive health: Our reproductive health business is the cornerstone of our diagnostics portfolio, focused on prenatal, maternal, and newborn screening (NBS) worldwide. Our facility in Turku, Finland, is a key reproductive health research and development (R&D) and manufacturing hub, developing globally adopted screening solutions. A longstanding leader in NBS, our various technologies (immunoassays, mass spectrometry and molecular) have been used to screen more than 868 million babies globally and support public health programs worldwide to enable early detection, prevention, and improved outcomes for future generations.

By applying a multi-omics approach including next-generation sequencing (NGS), we empower decisions for clinical and pharma solutions. With accredited labs, proprietary platforms, and a team of board-certified geneticists, we work alongside clinicians and biopharma organizations to explore both common and rare conditions. One example is our expanded collaboration with Genomics England, which aims to screen up to 100,000 newborns for more than 200 rare genetic conditions. This study is already impacting children's lives by identifying newborns with genetic disorders that would otherwise be missed.

Type 1 diabetes (T1D): For too many families, T1D only comes to light after an unexpected health crisis sends a child to the hospital. More than 9 million people worldwide live with T1D with more than 500,000 new cases diagnosed each year—90% without a family history. In collaboration with Sanofi, we're looking to expand our T1D lab service offering to include a population-scale assay for early detection. We're developing a 4-marker in vitro diagnostic (IVD) test based on our existing research-use (RUO) immunoassay. Leveraging our NBS expertise, we're naturally expanding beyond NBS into monitoring children for T1D as they grow up. This population screening approach in adolescents allows for future menu expansion.

Autoimmune diseases: Autoimmune diseases arise when the immune system can no longer distinguish between the body's own tissues and outside threats, causing it to mistakenly attack healthy cells. As the global incidence of autoimmune diseases continues to grow, diagnostic laboratories play a critical role in helping clinicians identify these conditions earlier and with greater confidence. By supporting laboratories with more efficient workflows, automation and integrated software solutions, we help improve productivity and reduce cost while enabling timely, reliable results.

Cancer: Reliable cancer diagnostics begin with consistency and trust in every step of the workflow. With high-quality reference standards, laboratories can better calibrate equipment, standardize processes, and ensure reproducible results. In collaboration with the Medical Device Innovation Consortium (MDIC) through the Somatic Reference Samples (SRS) Initiative, we're helping guide the development of reference samples to support the advancement and validation of NGS-based cancer diagnostics.

Global public health partnerships

By investing in global public health initiatives, we hope to create a better, brighter future for all. We work closely with governments, public health agencies, academic and research institutions, and other groups across the public sector dedicated to creating a healthier future.

Maternal and newborn health: We're committed to improving all stages of reproductive health. In addition to collaborating with groups such as the Partnership for Maternal, Newborn and Child Health (PMNCH), we're actively involved in efforts to initiate or expand existing programs that safeguard the health of pregnant women and newborns worldwide. This has involved:

- Leading sessions at the World Health Assembly and UN General Assembly to share data and success stories demonstrating the positive impact of NBS.
- Engaging The Gates Foundation on how to integrate NBS into existing maternal and newborn health programs across Africa.
- Advocating for the addition of certain conditions to existing NBS panels and programs, such as a movement in the UK to add spinal muscular atrophy (SMA) to the National Health Service (NHS) NBS test.

Pandemic preparedness: Leveraging our experience during the COVID-19 pandemic, we're well positioned to support countries through the myriad aspects of outbreak detection and response. From laboratory setup and instrument selection to assay development, screening, and processing of samples, our diagnostics experts are in touch with health ministries and governments across Africa, Asia, Central and South America to assess and take steps toward improving the infrastructure needed to respond to future pandemics.

Tuberculosis (TB): Each year, 10 million people fall ill with TB worldwide. In September 2025, the United States launched a global health strategy integrating efforts on HIV, TB, and malaria—planning bilateral agreements with 71 countries. The U.S. continues to fund TB programs globally, including significant grants to the Philippines, a high disease-burden country aiming to eradicate TB by investing in diagnostics and treatment. With our T-SPOT™.TB test for latent TB, we contribute to the global fight to stop the spread of this disease through:

- Participation in the Stop TB Partnership session that highlighted the value of private sector involvement and collaboration with African governments.
- Engagement in conversations with the U.S. Department of State and the Bureau of Global Health Security & Diplomacy on our labs, instruments, and analysis of tests and the development of assays for TB.

Genomics: The Revvity Omics Service Laboratory in Alderley Park, UK, opened in October 2025 to strengthen our collaboration with Genomics England to advance the screening process for rare conditions in newborns. Keynote speakers at the ribbon-cutting event included Revvity President, and CEO Prahlad Singh; Dr. Richard Scott, CEO, Genomics England; Dr. Zubir Ahmed, Parliamentary Under-Secretary of State for Health, Innovation and Safety; and Rt Hon Esther McVey, Member of Parliament for Tatton.

We also participated in a Public Policy Projects Genomics roundtable hosted in UK by the UAE Embassy.

UN General Assembly

Alderley Park opening

NBS dialogue in Nairobi

Life sciences

Accelerating discoveries across drug discovery, cell and gene therapy, and beyond.

Our advanced tools, services, and expertise help untangle complex biology and disease, and accelerate innovations across discovery, translational, and clinical research. Our portfolio includes immunoassay, flow cytometry, imaging, and proteogenomic solutions. We support the discovery of novel therapeutic targets, as well as drug and vaccine development.

High-content imaging, detection, and automation: As biological models grow more complex, researchers need tools that can keep pace. Our solutions are designed to streamline workflows and unlock deeper insights across advanced cellular systems. From the new Opera Phenix OptIQ™ system, which enables quantitative imaging in 3D organoids and organ-on-chip models, to the EnVision Nexus™ One plate reader and the AssayMate™ liquid handler, we're helping laboratories reduce bottlenecks and scale with confidence.

Supporting next-generation targeted therapeutics: Advancing targeted therapeutics requires a clearer understanding of how molecules behave inside cells. Our pHSense™ reagents are designed to offer a scalable and accessible way to monitor antibody, antibody-drug conjugates (ADCs), and receptor internalization. By simplifying these complex studies, we help researchers move drug discovery forward with greater precision.

In Vivo Imaging Center of Excellence

Innovation in imaging is driven not only by technology, but by the environments that bring expertise together. Our new In Vivo Imaging Center of Excellence in Morrisville, North Carolina, consolidates our expertise and resources to drive R&D innovation and create the next generation of imaging systems backed by AI software tools and other advanced technologies.

Revvity Signals

Transforming AI-driven drug discovery

As we enter a new era in drug discovery, AI is revolutionizing every aspect of life sciences R&D. Our cloud-based scientific data and analytics portfolio empowers scientists and decision-makers across industries by embedding connected, scalable, and predictive data-driven processes directly into everyday tools and workflows.

Models-as-a-Service (MaaS): The Signals Xynthetica™ platform integrates AI/ML models into the Signals platform, enabling AI-augmented molecular and materials design. We're bringing together advanced in silico design approaches, predictive modeling, and experimental validation within a single, governed environment. The platform allows scientific teams to iteratively design, test, and refine candidate molecules without building or maintaining a complex AI infrastructure.

Federated learning: This approach allows organizations of all sizes to contribute to, and benefit from, collective intelligence without ever sharing raw data, while allowing secure cross-company model refinement. Combining our MaaS offering with a federated framework, our collaboration with Lilly TuneLab leverages these high-quality predictive models within the Xynthetica platform to accelerate AI-enabled drug discovery, helping transform how the industry innovates.

ACD/Labs acquisition: By integrating tools and expertise from the recently acquired ACD/Labs into the Signals platform, we're delivering comprehensive support across the scientific workflow, providing scientists across pharmaceuticals and material sciences with a truly unified SaaS environment—one that connects molecular design, analytical science, and manufacturing quality within a single, end-to-end solution.

AI redefining scientific innovation

AI is rapidly reshaping pharmaceutical and biotech research, accelerating scientific discovery and expanding what researchers can explore. As AI enables scientists to generate insights and hypotheses at unprecedented scale, the need for high-quality data, experimental validation, and integrated scientific workflows becomes even more important to translating those insights into real-world outcomes.

At Revvity, we see AI as a powerful accelerator for life sciences innovation. By connecting computational advances with laboratory science, researchers can iterate faster, validate findings more efficiently and ultimately improve patient outcomes.

Revvity leaders Bryan Kipp, James Maniscalco and Arvind Sundar-Rajan share their perspectives on how AI is transforming drug discovery, scientific workflows, and the future of healthcare innovation.

Lab-in-a-loop and the importance of experimental science

AI enables researchers to complete more decision cycles in less time, which increases the need for wet lab work. We increasingly see this evolving into a “lab-in-a-loop” model, where in silico discovery and experimental validation continuously inform one another. Laboratory data strengthens and refines AI models over time, while AI helps guide the next round of experimentation.

Ultimately, the quality of AI-driven insights is directly tied to the quality of the underlying experimental data.

Arvind Sundar-Rajan
Senior Vice President, Chief Digital & Strategy Officer

Expanding scientific possibility

Rather than reducing the need for laboratory science, AI is expanding it. By helping researchers connect genes, RNA, proteins, cellular pathways, and disease mechanisms in entirely new ways, AI is creating more opportunities to identify novel drug targets and therapeutic approaches.

Those insights still require rigorous experimental validation and translational research, which means the role of laboratory scientists becomes even more important. As a result, AI has the potential to accelerate the pace of discovery while increasing the scale and sophistication of the scientific work needed to bring new therapies to market.

Over time, these gains could transform biopharma by improving development productivity, accelerating access to life-saving therapies, and creating a virtuous cycle of reinvestment that fuels further innovation.

Bryan Kipp
Senior Vice President, Technology & Licensing

The future scientist experience

AI has the potential to fundamentally change how scientists interact with technology and derive value from data. Rather than navigating complex software interfaces, researchers will increasingly engage with systems through natural language, images, audio, and context-driven prompts.

Over time, AI will make scientific computing far more intuitive, allowing researchers to focus less on how to access information and more on what questions to ask. By lowering barriers between scientists and data, AI can accelerate learning, enable new forms of discovery and, help unlock insights that would have been difficult to uncover through traditional approaches alone.

James Maniscalco
Signals Chief Technology Officer

Impacting lives

The Flessner family

In the summer of 2021, brothers Mason and Dawson were both diagnosed with Duchenne muscular dystrophy (DMD), a rare, progressive genetic disorder characterized by severe muscle degeneration. In individuals with DMD, the body lacks a crucial protein called dystrophin, which is essential for muscle repair and function. Without dystrophin, muscles gradually break down at an accelerated rate. Even simple things such as getting up, brushing teeth and getting dressed become challenging. Getting diagnosed as early as possible—ideally as a newborn—helps families impacted by DMD to get the information and resources needed to seek out appropriate treatments, make at-home adjustments for accessibility, and advocate appropriately for their children's needs.

The Lee family

Drawing on her experience as a pediatrician and heeding the recommendation of her colleague, a pediatric hematologist-oncologist, Kathy, banked her eldest son's cord blood with ViaCord, Revvity's cord blood business, never imagining she'd need it. When her second son, Luke, was born with an unexpected diagnosis of Diamond-Blackfan anemia, Andrew's preserved cord blood provided a potentially life-saving transplant. Today, Luke is a thriving 11-year-old, living proof of cord blood banking's remarkable potential.

Phumeza's journey

In 2010, Phumeza Tisile was misdiagnosed with normal TB while actually having drug-resistant TB (XDR-TB). The gruelling MDR-TB treatment left her deaf in both ears. In February 2015, she regained hearing through cochlear implants. Phumeza has led numerous advocacy efforts, including co-authoring and presenting the first Drug-Resistant TB Manifesto at the 67th World Health Assembly in Geneva. She continues to champion patient-centered care, equitable access to TB treatment, and amplifying the voices of those affected by TB globally. Now, she's a TIME100 Next honoree, health activist, student at the University of Cape Town, and Advocacy Officer at TB Proof.

Revvity supports students

In 2024, we launched Revvity Access STEM Scholarships to empower the next generation of innovators in science, technology, engineering and math with Northeastern University and University of California San Diego (UCSD). Since then, we have continued expanding the program to reach additional geographies and universities around the world, including Fudan University in China, and Trinity Hall at the University of Cambridge in the UK.

We've also launched the Revvity Supports Research (RSR) initiative, an effort designed to provide general research grants totaling $180,000 to 12 key academic institutions in 2026, whose work aligns with the scientific areas we support. Through RSR, Revvity will fund research at select global universities to help advance discovery, support faculty and student investigators, and foster innovation across the broader scientific ecosystem. To enable impactful scientific progress, we invest directly in the institutions that play a foundational role in shaping the next generation of researchers and breakthroughs.

This year, we welcomed 10 students from Northeastern University's D'Amore-McKim School of Business, including four recipients of the Revvity Access Scholarships, to our Waltham headquarters, where they shadowed our Executive Leadership Team (ELT) for a firsthand look at leadership in action. This experience also created opportunities for meaningful executive mentorship and network building with senior leaders.

Impacting our environment

- Our goals and objectives
- Carbon | Energy
- Waste | Water
- Sustainability in action
- Sustainable innovation
- Climate change strategy and risk management

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

"Revvity has continued to advance its sustainability strategy in ways that are informed by the perspectives of our customers, employees, partners, and communities. This year is an important milestone as it marks our first disclosure of material Scope 3 emissions, further strengthening our understanding of our environmental footprint and enhancing the transparency of our reporting. Driven by our sustainability strategy, we remain focused on measurable progress and continuing to reduce our environmental impact through disciplined action, innovation, and accountability. These efforts are helping us build a more resilient business and create long-term value for our stakeholders, employees, customers, and communities."

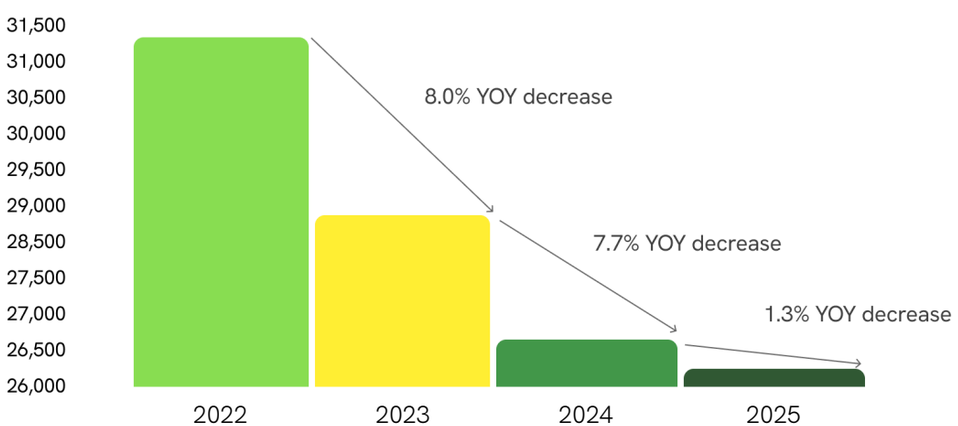
Stephanie Stroh
Director of EHS and Sustainability

Carbon

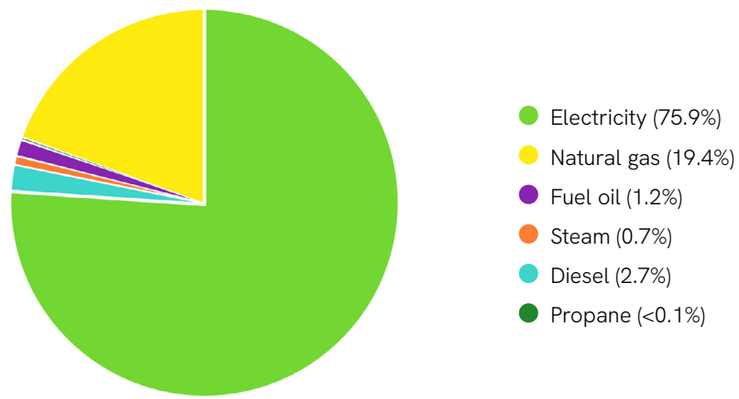
Revvity currently measures Scope 1 and Scope 2 carbon emissions across more than 75 of its largest facilities worldwide, representing approximately 95% of its total square footage. Building on this foundation, we're disclosing our material Scope 3 emissions in 2026, marking an important expansion of our sustainability reporting. With the inclusion of Scope 3 data, we intend to pursue SBTi verification this year.

In 2025, we made meaningful progress in reducing our carbon footprint, lowering Scope 1 and 2 greenhouse gas emissions by 1.3%. To date, we've reduced our Scope 1 and 2 emissions by 16% from our 2022 baseline. This achievement underscores our ongoing commitment to sustainability and supports its broader ambitions of reducing Scope 1 and 2 emissions by 50% by 2033 and reaching net carbon neutrality by 2040. The reduction was driven by targeted, site-level energy efficiency projects, operational improvements, and an increased shift toward renewable energy sources.

YOY carbon emissions [units: tCO_2e]



Energy consumption by activity [units: kWh]



See data reconciliation for additional energy metrics.

Energy

Driving energy efficiency remains central to achieving our emissions reduction goals and minimizing our environmental impact. In 2025, we enhanced our global energy data management processes, systematically capturing total energy consumption across more than 75 key facilities, representing our operational footprint.

During 2025, we achieved a 1% reduction in total energy use. Looking forward, we'll continue to drive operation site reduction and efficiency projects, and to scale our adoption of renewable energy through a coordinated, global approach to clean energy integration. Expanding access to renewable sources is a critical component of our broader sustainability strategy, supporting long-term emissions reductions and a transition toward a lower-carbon energy mix.

Waste

In 2025, we achieved a 49% non-hazardous waste diversion rate, meeting our corporate goal of 40% annually.

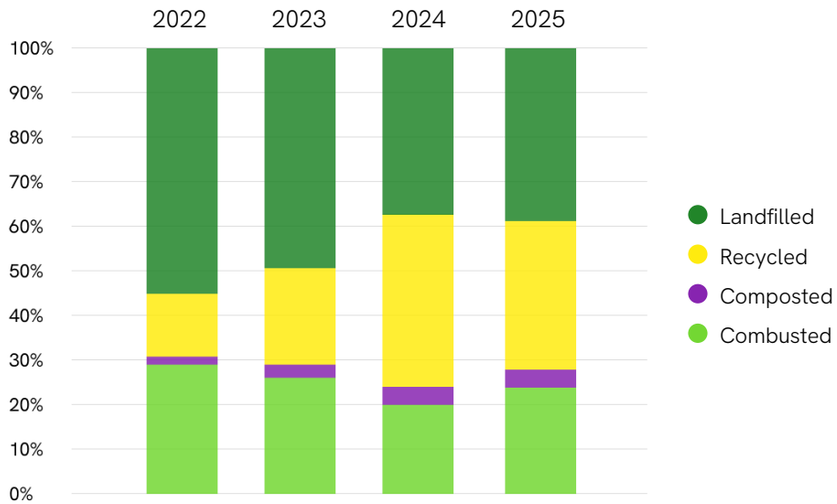
We've also has demonstrated progress in waste management, reflecting our commitment to environmental stewardship and operational excellence. These improvements not only reduce our environmental footprint but also deliver tangible business benefits including reduced disposal costs, decreased regulatory compliance risks, and enhanced reputation as a sustainability leader in the life sciences industry.

EU WEEE Directive

We're also fully compliant with the European Union (EU) waste electrical and electronic equipment (WEEE) Directive. Under this regulation, when our customers in the EU buy new electrical and electronic equipment, we enable old equipment to be sent for recycling on a one-for-one, like-for-like basis (this varies depending on the country), and allow customers to return, for recycling, equipment we've sold them after it has reached end of life.

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

Waste type (%)



Water

In 2025, Revvity achieved an 8% YOY reduction in water consumption, marking a significant achievement in the Company's environmental performance. This progress was driven by enhanced operational processes, more efficient water management practices, and increased awareness of water use across key facilities. Improvements such as optimizing equipment, reducing process water intensity, and implementing conservation measures played an important role in delivering these results.

This achievement represents a meaningful step in Revvity's broader efforts to address global water scarcity and promote responsible resource stewardship. By continuing to prioritize water efficiency and sustainable usage, Revvity is strengthening its resilience while contributing to the long-term preservation of this critical natural resource.

Sustainability in action

Taicang, China

In December 2025, our colleagues announced the completion of an 800 kW solar panel project at our Taicang site. The system has been successfully connected to the grid, with an average daily power generation of approximately 2,400 kWh. This milestone marks a significant step forward in the Taicang site's ESG commitment and sustainability journey.

Cambridge, UK

In October 2025, our Cambridge site transitioned its gas and electricity supply to 100% green energy. This move conserves natural resources, reduces the site's environmental footprint, and has proven financially beneficial. This transition directly supports our broader sustainability strategy, advancing our goals to reduce Scope 1 and 2 greenhouse gas emissions by 50% by 2033 and reach net carbon neutrality by 2040. This aligns with our ongoing expansion of renewable energy across global facilities and rising renewable electricity share.

Material Scope 3 emission disclosure

In 2026, we're disclosing our material Scope 3 emissions categories for the first time, marking an important step forward in the Company's sustainability journey. 2025 serves as the baseline for these categories, providing a reference point for measuring future progress. This expanded disclosure enables us to gain a more comprehensive understanding of our total carbon footprint, helping to identify and prioritize the most critical areas for emissions reduction. It also reinforces our ongoing commitment to sustainability and positions us to submit a complete and robust verification to the SBTi in 2026. Additionally, this proactive approach allows us to better prepare for and ensure compliance with emerging sustainability regulations.

My Green Lab® certification pilot

In February 2026, we expanded our commitment to environmental stewardship by launching the My Green Lab certification program for two of our key manufacturing laboratories located in Lafayette, CO, and Hebron, KY. Gaining certification provides a science-based framework to reduce the environmental footprint of laboratory operations while delivering measurable operational value. We intend to use this certification process as a benchmark for implementing similar changes across our manufacturing footprints and continue to drive measurable sustainable impact.

Sustainable innovation

Supporting our customers in their sustainability efforts

We've implemented a companywide sustainable business approach that embeds environmental responsibility into our research, development, and commercialization processes. This strategic initiative drives the creation of more sustainable products and solutions while reducing environmental impact across operations.

Sustainable business framework

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

Key initiatives

Product innovation

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

Packaging transformation

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

Operational excellence

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

Climate strategy and risk management

Climate change strategy

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

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

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

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

Sustainability risks and opportunities

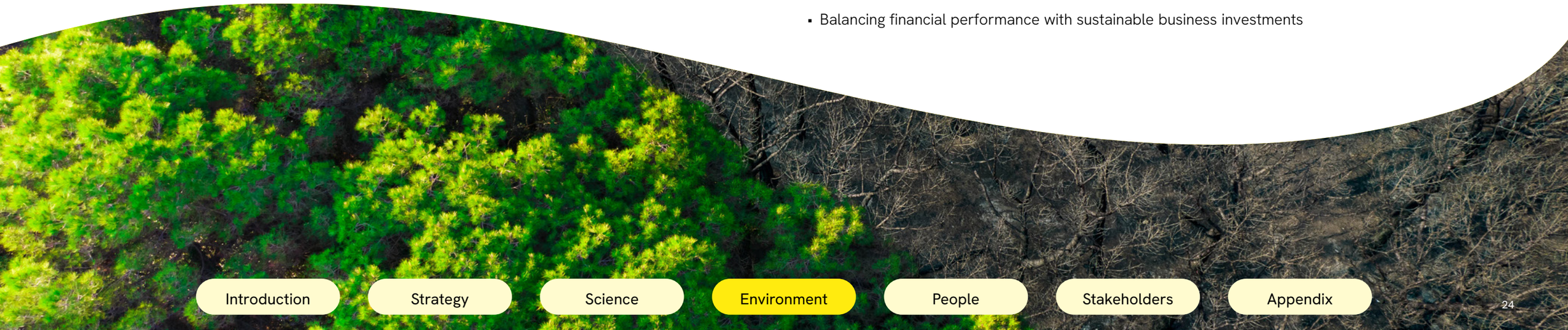
We actively monitor risks and opportunities associated with sustainability issues, such as climate change, and consider any matters that could materially impact Revvity's operations or our reputation with customers and others. We regularly administer and update a comprehensive materiality assessment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

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

Market trends and climate change

At Revvity, we regularly monitor changes in market trends, as well as the requirements and attitudes of our customers and investors relating to climate change, to best assess our reputational risk. The sustainability landscape continues to evolve rapidly, driven by emerging regulatory requirements, investor demands, and stakeholder expectations. Revvity continues to monitor these trends and assess impact to our business and overall strategy. Other sustainability trends within our business operations include:

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



Impacting our people

- Our people
- Workforce and talent management
- Employee engagement, culture, and equity
- Health and safety

Our people

Our people are the foundation of our ability to deliver innovative life science solutions and improve health outcomes globally. We're committed to fostering a safe, inclusive, and high-performing workforce while upholding the highest standards of integrity and ethical conduct.

Our social strategy focuses on:

- Building and retaining a skilled, engaged workforce.
- Advancing equity and inclusion.
- Ensuring employee health, safety, and well-being.
- Upholding human rights and ethical business practices.
- Strengthening communities where we operate.

	2024	2025
Total workforce	11,248	10,856
Voluntary turnover rate	9%	7%
Internal mobility rate**	11%	24%
Average training hours/employee	N/A	11
Compliance training completion (%)	>98%	>99%

**Workforce related data in the Our People section is sourced from those available in Revvity's enterprise systems and represents figures as of December 31, 2025.*
***Number of internal promotions + number of open positions filled with internal candidates based on the average headcount captured in Revvity's enterprise systems.*

Workforce and talent management

We prioritize attracting, developing, and retaining top talent to maintain a competitive advantage in the life sciences sector. Our talent strategy is focused on building a sustainable pipeline of skills, supporting career development, and ensuring equitable access to opportunities.

Leadership development programs

Building a resilient and future-ready workforce requires more than reactive hiring. That's why we're developing a structured approach to talent pipeline management that encompasses proactive succession planning, investment in internal career pathways, and strategic partnerships with external talent sources, including the next generation of life sciences professionals at universities and research institutions around the world.

We recognize that today's interns and graduate trainees are tomorrow's scientists, engineers, and leaders. Our early careers program is a deliberate investment in the long-term capability of our organization—and in the communities and institutions we partner with.

RiseUp: Our global internship program

RiseUp is our global internship program and represents a deliberate investment in the long-term capability of our organization and in the careers of talented students and recent graduates who join us at the start of their professional journeys. RiseUp provides participants with the chance to dive into real-world projects across all of our functions, building hands-on skills through mentorship and meaningful contributions, while experiencing our collaborative culture that drives innovation in life sciences.

Our first global Intern Hackathon brought together talent from Toronto and Mumbai to tackle real business challenges that will shape how Revvity operates and serves customers.

Successes of early career development

- **30+** global career events participated in throughout 2025, empowering us to connect with students across our key talent.
- **100+** interns and graduates were hosted in 2025 from **12 countries** and more than **50 universities** and research institutions.
- **15%+** of RiseUp participants went on to accept a permanent role at Revvity following completion of their internship.
- Our global intern experience achieved a **4.5/5** satisfaction rate in 2025, which reflects the quality and impact of these early career opportunities.

Learning platforms and training investment

We're committed to building a learning organization, one where curiosity is rewarded, capability is continuously developed, and every employee has access to the tools and programs they need to grow in their career.

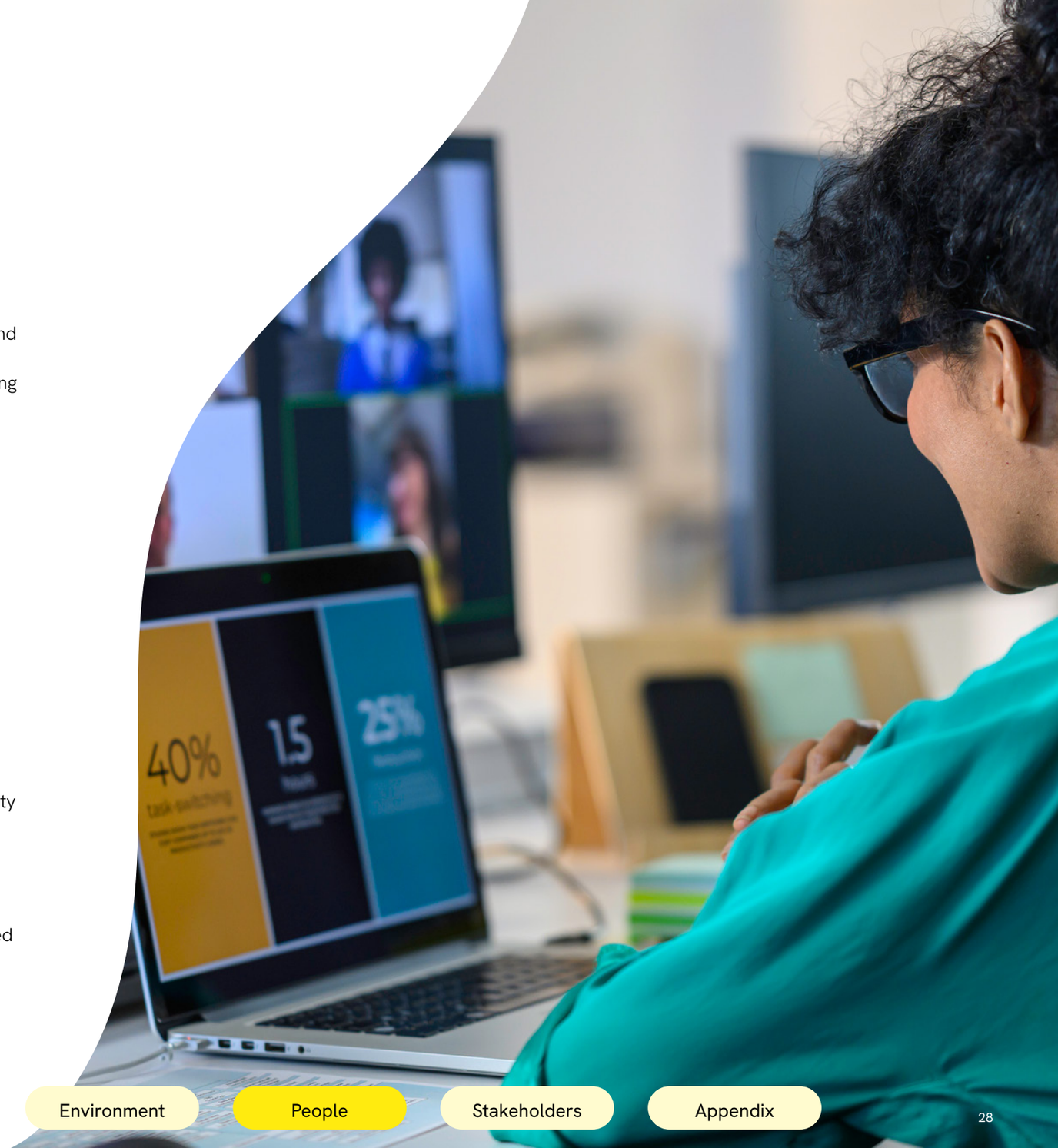
In 2025, our employees had access to two complementary learning platforms which formed the backbone of our learning culture: the Revvity Knowledge Lab (for essential and compliance learning) and Skillsoft (for professional and personal growth training). Across both platforms in 2025, active learners averaged more than **11 hours** of training, reflecting our investment in developing leaders at every level of the organization.

Employee training modules:
Cybersecurity awareness
Data protection & GDPR
Global compliance training - standards of business conduct
Anti-harassment and discrimination
Sustainability
Environmental, health & safety (EHS)

Succession planning and internal mobility

We believe that retaining institutional knowledge and developing leaders from within is a priority. We're actively building our internal mobility capabilities and succession planning framework to create additional pathways for current employees. In 2025, Revvity achieved 24% internal mobility across open positions.

As part of our talent strategy, we conduct a formal talent review process annually, bringing together senior leaders across the organization to assess the strength and depth of our workforce pipeline. This structured review evaluates the performance and potential of employees across critical roles, identifies high-potential talent for accelerated development, and assesses succession readiness at key levels of the organization. In 2025, our talent review process covered **100%** of our employee population.



Compensation & benefits

Revvity's total rewards programs enable us to compete for top talent worldwide by rewarding impact, supporting employee well-being, and fostering long-term retention across a diverse global workforce.

To further our commitment to pay equity and transparency in 2025:

- We launched our global job architecture initiative to drive further clarity, consistency, and transparency in how roles are defined and managed across the organization.
- We conducted an assessment of pay practices in the U.S. to further our commitment in maintaining pay equity in similar job functions based on gender. The assessment, and associated actions, resulted in no statistically significant difference in pay for the same or similar work, regardless of gender for the in-scope population.
- We implemented transparent pay ranges on all U.S. job postings and on job postings in key markets in Europe.

Variable performance-based pay: We believe that sharing in the success of the business unites our employees around our common goals. This alignment of individual and company performance reinforces our culture and incentivizes the contribution of our team members.

- Annual incentive and bonus plans are available to eligible employees in **37 countries**, with eligibility extending beyond officers and sales populations to include non-officer and non-sales employees in roles where performance-linked compensation is appropriate.
- In 2025, **18%** of our employees received a discretionary recognition award in acknowledgement of exceptional individual or team contribution with financial ties.
- We offer Employee Stock Purchase Plans in several countries, including the U.S., Canada, Finland, and Singapore. We've expanded our equity compensation program, resulting in a **9%** increase in employees who receive equity related compensation in 2025.

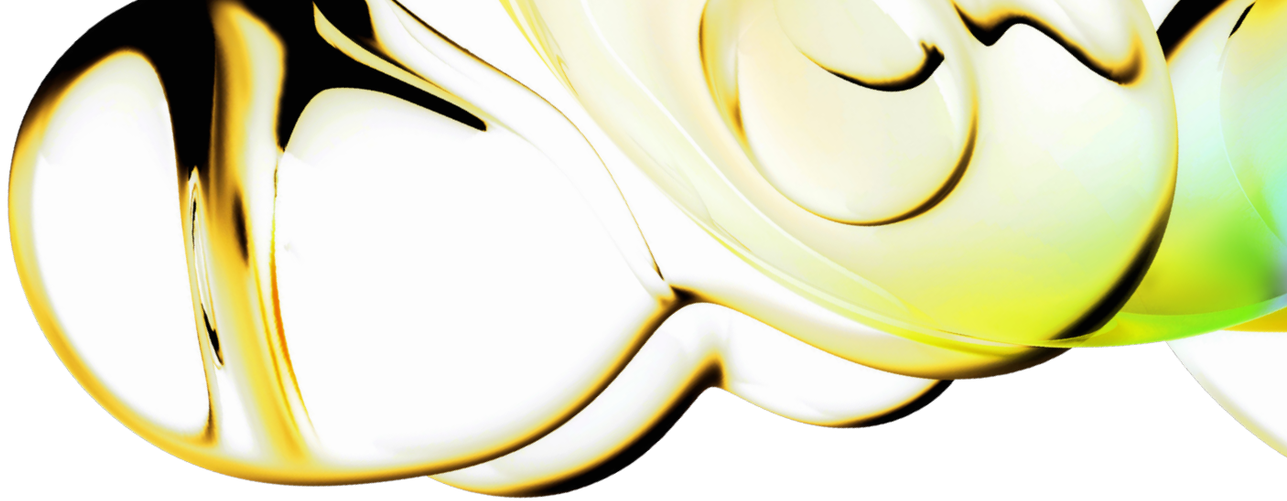
Beyond base and variable pay, we provide a comprehensive suite of benefits designed to support the health, financial security, and well-being of our employees and their families. We're committed to providing broad and equitable access, with approximately **100%** of full-time employees, and **99%** of part-time employees, eligible for our core benefits offering. These primarily include health coverage, protection benefits (such as life, disability, and accident insurance), retirement programs (including pension and provident plans), well-being support (such as Employee Assistance Programs), and time-away benefits, with offerings tailored to local market practices and country-specific requirements.

We also provide:

- Discounts to ViaCord newborn cord blood banking as well as the lab services offered by Revvity Omics including preconception carrier testing, enhanced newborn screening, proactive testing for hereditary cancer and other conditions, and full genomic evaluation.
- Access to backup child care or elder care, adoption assistance, pet insurance, legal services plans, home and auto insurance discount programs, transportation, and bike to work programs.
- Tuition reimbursement and continuing education support in many of our markets.

As part of our broader well-being strategy, we're committed to supporting the emotional and social well-being of our employees, caring for both minds and hearts by ensuring access to the tools and resources needed to navigate life's challenges at any stage. A key pillar of this approach is our ambition to provide enhanced family leave, including **16 weeks** of paid leave for birth parents and **two (2) weeks** for co-parents, implemented across several countries in 2025.

Employee engagement, culture, and equity



We regularly engage with employees to understand their experiences and continuously improve workplace culture. Employee feedback is a critical input into our people strategy.

Employee feedback plays an important role in shaping the experience at Revvity. Managers across the organization continue to engage directly with their teams to better understand feedback, identify opportunities for improvement, and strengthen the day-to-day employee experience.

87%

In 2025, **87%** of our employees participated in our People Experience Survey, which showed **77%** employee satisfaction with Revvity.

Great Place To Work® certification

Great Place To Work®

Best Workplaces™ for Women
Great Place To Work®
POLAND 2026™

Our culture of listening and accountability also supports our approach to ethics and compliance across the organization. We maintain a confidential ethics hotline available to employees, contractors, and third parties for reporting concerns related to our Standards of Business Conduct, company policies, or applicable laws. We're committed to reviewing every report, conducting thorough investigations where appropriate, taking corrective action when concerns are substantiated, and protecting individuals who raise concerns in good faith from retaliation.

Our positive culture was rewarded by **Great Place To Work Certification™**. Revvity was again named a **Great Place To Work®** in the **U.S., China, India, and Poland**. Both the Revvity and Euroimmun teams in Poland were also recognized as **Best Workplaces™**, with Revvity Poland ranking **#2 Best Workplaces for Women™**. This is a testament to the collective effort of our colleagues to make our company a supportive, inclusive, and thriving workplace for all.

Health and safety

Protecting the health and safety of our employees, customers, and partners is a core business priority at Revvity. We continue to advance our Environmental Health and Safety (EHS) programs through targeted initiatives that strengthen workplace safety, reinforce regulatory compliance, and drive continuous improvement across our global operations.

Our global EHS Council provides strategic oversight and governance for companywide EHS programs, ensuring alignment with broader business objectives while fostering the exchange of best practices across sites and business units. In 2025, the Council placed a strong emphasis on advancing how health and safety data is captured, managed, and reported globally. Key efforts included the rollout of a unified incident reporting platform across all business units, manufacturing sites, and commercial offices, as well as the standardization of transparent, consistent metrics that reflect Revvity as one integrated organization. We also strengthened the collection of both leading and lagging indicators and enhanced our ability to analyze trends, enabling earlier identification and mitigation of potential risks.

In parallel, we expanded and modernized our EHS training programs through the implementation of a companywide digital learning platform launched in early 2025. This system features multilingual content to support our diverse global workforce and incorporates interactive modules and knowledge validation tools to reinforce understanding and engagement.

Together, these efforts establish a strong foundation for sustained EHS performance—supporting our ability to protect employees, reduce environmental impact, maintain compliance, and enable responsible business growth. We remain committed to equipping our employees and contractors with the tools, training, and resources needed to perform their work safely and in accordance with all applicable regulations and best practices.

Revvity health and safety indicators

	2024	2025
Number of fatalities	0	0
Total Reportable Incidents*	52	38
Total Recordable Incident Rate (TRIR)	0.52	0.38
Lost Time Incident Rate (LTIR)	0.43	0.29
Days Away Restricted Time (DART)	0.49	0.30

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

In 2025, we recorded zero work-related fatalities among employees and contractors and continued to see improvements in key safety metrics, including reductions in reportable incidents as well as DART and LTIR rates. In addition, many of our manufacturing sites maintain **ISO 14001** and **ISO 45001 certifications**, reinforcing our commitment to internationally recognized standards for environmental management and occupational health and safety.

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

Impacting our stakeholders

- Governance and accountability
- Business ethics
- Product governance
- Risk assessment and readiness
- Data privacy and security

Governance and accountability

Executive compensation

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

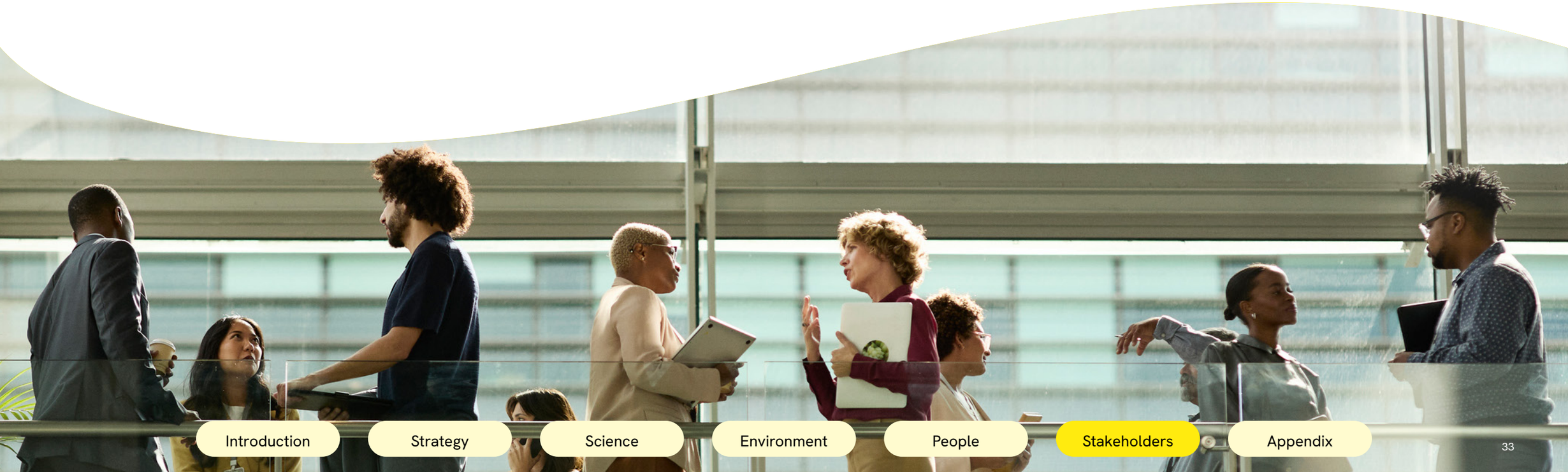
ESG Board oversight

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

Political involvement

We formed the Revvity Political Action Committee (PAC) in 2024 to support causes important to the Company and its mission. It also supported U.S. incumbent candidates for the House of Representatives and the Senate without regard to political affiliation, committee assignments and the presence of Revvity employees in their jurisdictions.

Revvity PAC operates in accordance with the U.S. Federal Election Commission (FEC) rules and regulations, and all contributions are made public on the FEC website. For further details, view our Public Policy and Political Engagement statement.



Business ethics

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

Revvity standards for third parties

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

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

We represent our products and services in a truthful and balanced manner 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 are screened and approved via our MAPSS (Marketing, Advertising, Promotional, Scientific, and Sales) review system to ensure FDA compliance.

We also partner with suppliers to support the regulatory 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)

We've 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

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

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

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.

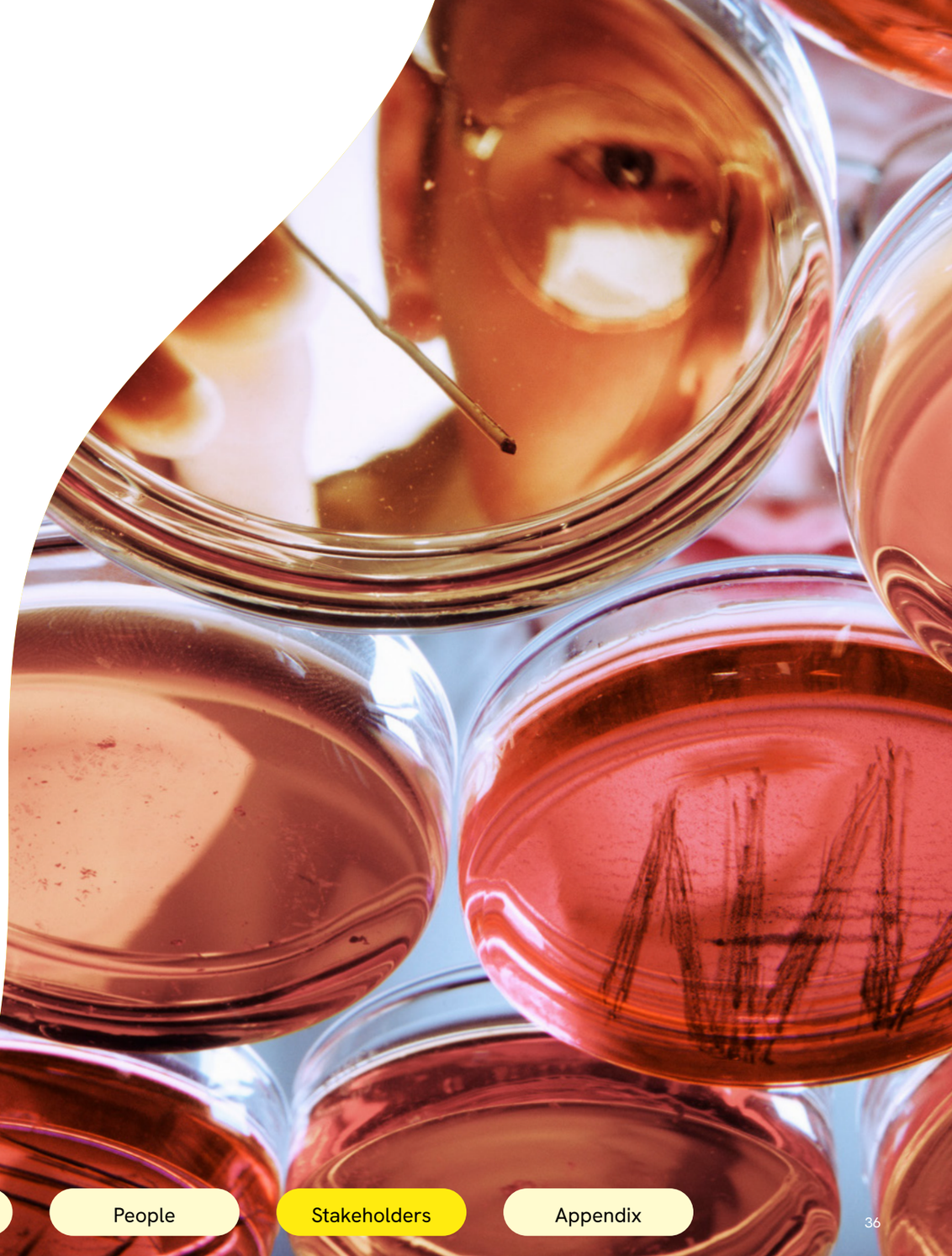
Disposal of radionuclides

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

Our **Sustainable Supply Chain Policy** emphasizes our commitment to sustainability and compliance with international standards across global operations and supplier relationships. The organization's philosophy focuses on responsible procurement, reducing environmental impact, promoting ethical labor practices, and fostering positive engagement with the communities in which we operate.

Our commitment to sustainable procurement

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

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

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

In 2025, our Sustainability Procurement Committee, made up of members from the Sustainability and Global Sourcing teams, tracked more than 10 new KPIs with EcoVadis to strengthen monitoring and management of the supplier network. This approach helps identify risks, address impacts, and drive continuous improvement in sustainable business practices.

In addition to **achieving 100% supplier engagement**—meaning all requested supplier scorecards were received last year—our sustainable procurement program has achieved the following goals:

36% >30% of top direct spend suppliers currently rated within the EcoVadis ratings platform.

71% >60% of direct spend risk ranked with the EcoVadis IQ platform and prioritized for further engagement.

For more details, please read our Sustainable Supply Chain Policy.

Risk assessment and readiness

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

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

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

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

Our response to changing business realities

2023 – Enhancing our ERM approach

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

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

2024 – 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.

2025 & 2026 – Global subsidiaries review – process enhancement

- Global subsidiary reviews / risk assessments from the Internal Audit team.
- Supporting alignment and integration of key subsidiaries and processes globally.
- Enhanced process efficiency and effectiveness for subsidiaries globally.
- Enhanced oversight program of key subsidiaries.

Furthermore, we've completed due diligence and reporting for key external compliance reports, including the Modern Slavery reports for Canada, Australia, California and the U.K., as well as California's Modern Slavery and Transparency in Supply Chains statement. These reports demonstrate our commitment to transparency and accountability in our operations and supply chain.

Data privacy and security

We're committed to the responsible stewardship of personal data, maintaining global privacy and security practices that are designed to promote regulatory compliance and foster the trust of the researchers, institutions, and organizations we serve.

Trust and culture

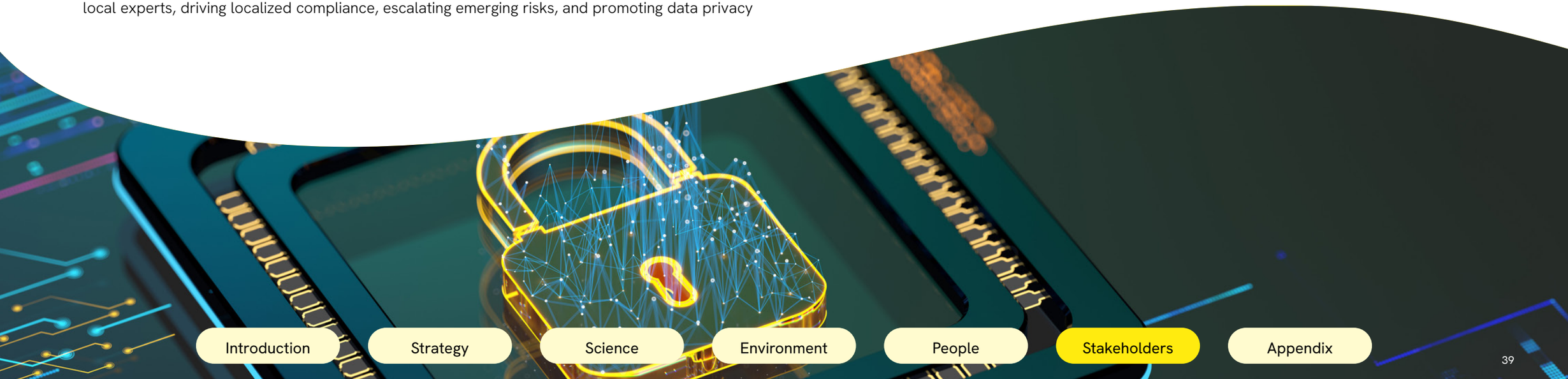
We recognize that safeguarding this information is fundamental to our business. Our objective is to handle personal data fairly and transparently, cultivating a corporate culture where privacy and data protection are viewed as a shared responsibility across the entire organization.

Governance

Data privacy risk is addressed within our enterprise risk management framework, which is subject to oversight by our Board of Directors' Audit Committee. At the operational level, our privacy program is overseen by our Legal department and guided by a Global Data Protection Officer (DPO). To embed privacy principles throughout our global operations, this centralized leadership is supported by a worldwide network of trained Privacy Champions. These champions act as local experts, driving localized compliance, escalating emerging risks, and promoting data privacy awareness across our business units. Our internal policies are aligned with industry standards and are reviewed and updated with the support of specialized external privacy counsel to reflect evolving legal requirements in the jurisdictions where we operate.

Regulatory landscape

Revvity operates in an increasingly complex global regulatory environment. Our privacy programs are designed to align with key data protection regulations, including the EU General Data Protection Regulation (GDPR), the EU ePrivacy Directive, and the California Consumer Privacy Act, as amended. We monitor the evolving U.S. state privacy landscape, including more than 20 comprehensive state privacy laws now in effect and emerging health-data-specific statutes. We also track regulatory developments that may affect our business, including requirements under the EU AI Act applicable to AI systems used in connection with medical devices and in vitro diagnostics, and the U.S. DOJ's Bulk Data Rule governing transactions involving certain categories of sensitive personal data. For cross-border data transfers, we use EU Standard Contractual Clauses and other approved transfer mechanisms to support lawful data flows across the jurisdictions in which we operate.



Operational safeguards

We maintain a documented incident response plan to manage and mitigate potential data security incidents, including defined escalation procedures and regulatory notification workflows. We conduct Data Protection Impact Assessments (DPIAs) for processing activities that present potential risk, such as new product and platform launches, AI and machine learning model development involving personal data, and cross-border data transfers. DPIAs are designed to comply with the GDPR and are also used to satisfy analogous risk assessment requirements under U.S. state privacy laws, including the California Consumer Privacy Act, as amended. As we integrate advanced technologies and artificial intelligence into our operational and business functions, we strive to apply privacy-by-design principles to evaluate data usage and maintain appropriate safeguards. This commitment extends to our external relationships. We incorporate data protection requirements into our contracts with vendors and third-party partners, and we conduct risk-based due diligence of third-party data processors as part of our vendor engagement process. Furthermore, all employees are required to complete data privacy training annually. Training content is reviewed each cycle and updated to reflect new regulatory requirements and emerging risks. Employees in certain roles receive additional targeted training based on the nature of the data they handle.

Marketing

This governance specifically informs our communication with customers for B2B marketing purposes. Our Data Protection Office and Legal department maintain a formal Marketing Communication Privacy Policy to support compliance with applicable data protection and marketing consent laws. This policy governs all marketing communications, including emails, phone calls, and text messages. Our systems manage country-specific consent requirements, including opt-in, double opt-in, and opt-out provisions. To honor user preferences, all marketing emails contain a direct link for recipients to unsubscribe, and we diligently track and implement these unsubscribe requests.

Our customers operate in highly regulated environments, and their confidence in our data protection practices supports the long-term partnerships on which our business depends. We seek to incorporate privacy considerations into our product development, platform design, and service delivery processes.

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

Cybersecurity

Our Security Operations function is designed to protect Company data and systems by keeping information secure, reliable, and available. Our technology environment is monitored around the clock to detect and respond to potential security issues; while ensuring we meet our ethical, legal, and regulatory responsibilities. Our security program follows recognized security standards and employs a combination of internal teams and trusted security partners to deliver a robust set of controls that protect all aspects of our business including identity and data protection, and email, network, and cloud security. Our Threat Intelligence team keeps us informed of and responsive to emerging threats.

We regularly introduce new or updated security protections to help us keep pace with new and evolving cyber risks. Our cyber resilience capabilities support business continuity, help protect critical data, and align with the Company's enterprise risk management and regulatory expectations.

Operational maturity

Our Security Operations organization recently obtained an ISO 27001:2022 certification that covers our global IT Infrastructure and Cybersecurity program, including Governance, Risk, and Compliance.

SASB index

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

Accounting metric	SASB code	Response
Affordability and pricing		
Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Pricing provided by Revvity to customers varies by business line but includes electronic, telephonic, and mail quoting disclosures. Pricing is dependent upon geographic region, customer type, type of channel, and other factors. Some business lines (ex. Service/Informatics) also operate under multi-year contractual arrangements.
Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	HC-MS-240a.3	Revvity does not disclose this information.
Product safety		
(1) Number of recalls issued, (2) total units recalled	HC-MS-250a.1	During 2025, Revvity had zero recalls that were reported to the FDA.
Products listed in any public medical product safety or adverse event alert database	HC-MS-250a.2	There are no products listed in the FDA's MedWatch Safety Alerts forHuman Medical Products database which can be found here: https://www.fda.gov/safety/medwatch-fda-safety-information-and-adverse-event-reporting-program
Number of fatalities associated with products	HC-MS-250a.3	None
Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	HC-MS-250a.4	None
Ethical marketing		
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	None
Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	We represent our products and services in a truthful and balanced way and comply with applicable regulatory and legal requirements governing our products and services' marketing and sale. We promote our diagnostic products solely based on their approved usages and maintain a robust internal review process to assure all marketing and external communications adhere to these requirements.

Accounting metric	SASB code	Response
Product design and lifecycle		
Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	Please see the Product Governance section of our 2025 Impact Report for additional detail.
Total amount of products accepted for take-back and reused, recycled or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	Revvity does not disclose this data. Please see the Product Governance section of our 2025 Impact Report for additional detail.
Supply chain		
Percentage of entity's facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	All medical device facilities at Revvity under ISO 13485 or ISO 9001 are subject to scheduled audits per terms by Notified Bodies.
Percentage of Tier 1 supplier's facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	Revvity does not currently report the percentage of Tier 1 supplier facilities participating in third party audit programs for manufacturing or product quality.
Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	Our traceability through the supply chain is managed through our service provider, Source Intelligence, who performs due diligence on all the components we use. Through their outreach to all our suppliers, we are able to identify non-compliant materials and non-hazardous replacements. We perform due diligence for all relevant regulatory substances including: RoHS, REACH, California Prop65, and the presence of conflict minerals. Supplier documentation is obtained to verify all compliance requirements.
Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	Please refer to Revvity's most recent Conflict Minerals Report: https://s202.q4cdn.com/561573250/files/doc_downloads/2026/06/FY-2025-Form-SD_Conflict-Minerals-Report.pdf Supplier Code of Conduct: https://s202.q4cdn.com/561573250/files/doc_downloads/Revvity_oversight_policies/2026/Supplier-Code-of-Conduct_April-2026.pdf Sustainable Supply Chain Policy: https://s202.q4cdn.com/561573250/files/doc_downloads/EnvironmentalPoliciesDocuments/2025/Revvity-Sustainable-Supply-Chain-Policy.pdf
Business ethics		
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	None
Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	We have adopted the AdvaMed code through our updated Supplemental Code of Ethics (SCoE) which reflects our commitment to ethical practices in developing, testing, marketing and selling our products, and consolidates legal and regulatory requirements, together with guidance and best practices from a number of sources including the Department of Health and Human Services' Office of the Inspector General publications on prevention of Fraud, Waste and Abuse.

Data reconciliation

Table 1: Energy consumption [unit: kWh]

Energy consumption	2022	2023	2024	2025
Total energy consumption from nonrenewable sources	72,666,471	67,501,617	63,119,633	62,974,160
Total energy consumption from renewable sources	29,497,873	28,657,983	31,657,009	30,820,516
Total energy consumption	102,164,343	96,159,600	94,776,643	93,794,676
Intensity- kWh/ total ft²	26.3	24.9	24.7	25.7

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

Energy consumption by Fuel	2022	2023	2024	2025
Total energy	102,164,343	96,159,600	94,776,643	93,794,676
Electricity	77,500,201	72,560,513	71,952,157	71,194,781
Natural gas	18,351,055	18,177,701	17,705,217	18,209,133
Fuel oil	968,150	1,115,737	1,074,871	1,164,193
Steam	2,255,936	1,353,655	1,015,784	690,921
Diesel	3,074,017	2,936,981	3,011,635	2,531,733
Propane	14,984	15,014	16,979	3,915

Table 3: Water consumption

Water Consumption	2022	2023	2024	2025
Total water consumption (m³)	249,729	267,684	250,194	231,138
Intensity (m³/total ft²)	0.073	0.077	0.072	0.069

Table 4: Scope 1& 2 emissions [unit: tCO_2 e]

Emissions	2022	2023	2024	2025
Total Scope 1 and 2 GHG emissions (market-based)	31,370	28,851	26,628	26,286
Total Scope 1 and 2 (location-based) GHG emissions	33,701	31,650	27,965	27,681
Gross direct GHG emissions (Scope 1)	3,441	3,422	4,269	4,282
Gross market-based energy indirect GHG emissions (Scope 2)	27,929	25,429	22,359	22,003
Gross location-based energy indirect GHG emissions (Scope 2)	30,260	28,228	23,697	23,398
Scope 3 emissions				
Purchased goods and services (category 1)				79,188
Capital goods (category 2)				8,259
Waste generated in operations (category 5)				1,004
Business travel (category 6)				1,991
Upstream leased assets (category 8)				2,837
Downstream Transportation and Distribution (category 9)				10,175
Total Scope 3 GHG emissions				103,453
Total GHG emissions (Scope 1 and 2 GHG emissions (market-based) + Scope 3 GHG emissions)				129,739

Table 5: Waste management [unit: tons]

Waste management	2022	2023	2024	2025
Hazardous waste	691	723	571	607
Combusted	691	723	571	607
Non-hazardous waste	1,657	2,208	2,223	1,886
Recycled	314	661	1,085	830
Landfilled	1,300	1,447	1,033	957
Composted	43	100	106	99
Total non-hazardous waste (minus recycled and composted)	1,300	1,447	1,033	957
Total waste (minus recycled and composted)	1,992	2,170	1,603	1,564
Total waste (Hazardous waste + Landfilled + Recycled + Composted)	2,349	2,932	2,794	2,493
Non-hazardous waste diversion rate	22%	34%	54%	49%
Diversion rate	15%	26%	43%	37%

Data reconciliation

Table 6: Workforce KPI

Workforce KPI	2024	2025
Total workforce	11,248	10,856
Voluntary turnover rate	9%	7%
Internal mobility rate	11%	24%
Average training hours/employee	N/A	11
Compliance training completion (%)	>98%	>99%

Table 7: Compensation & benefits KPI

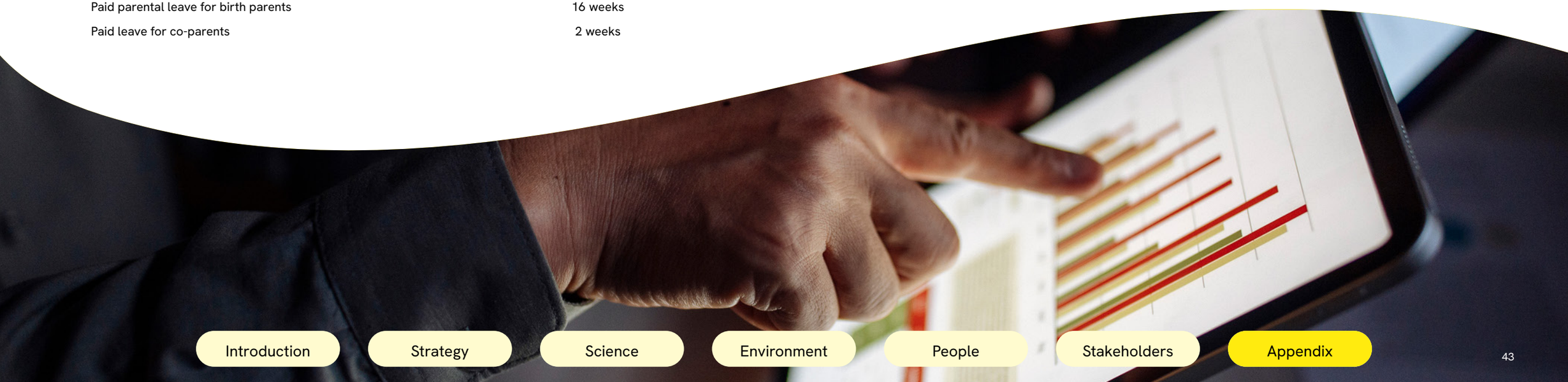
2025 Compensation & benefits KPI	
Countries offering annual incentive/bonus plans	37
Employees receiving discretionary recognition awards	18%
Increase in employees receiving equity-related compensation	9%
Full-time employees with access to comprehensive benefits	100%
Part-time employees eligible for core benefits	99%
Paid parental leave for birth parents	16 weeks
Paid leave for co-parents	2 weeks

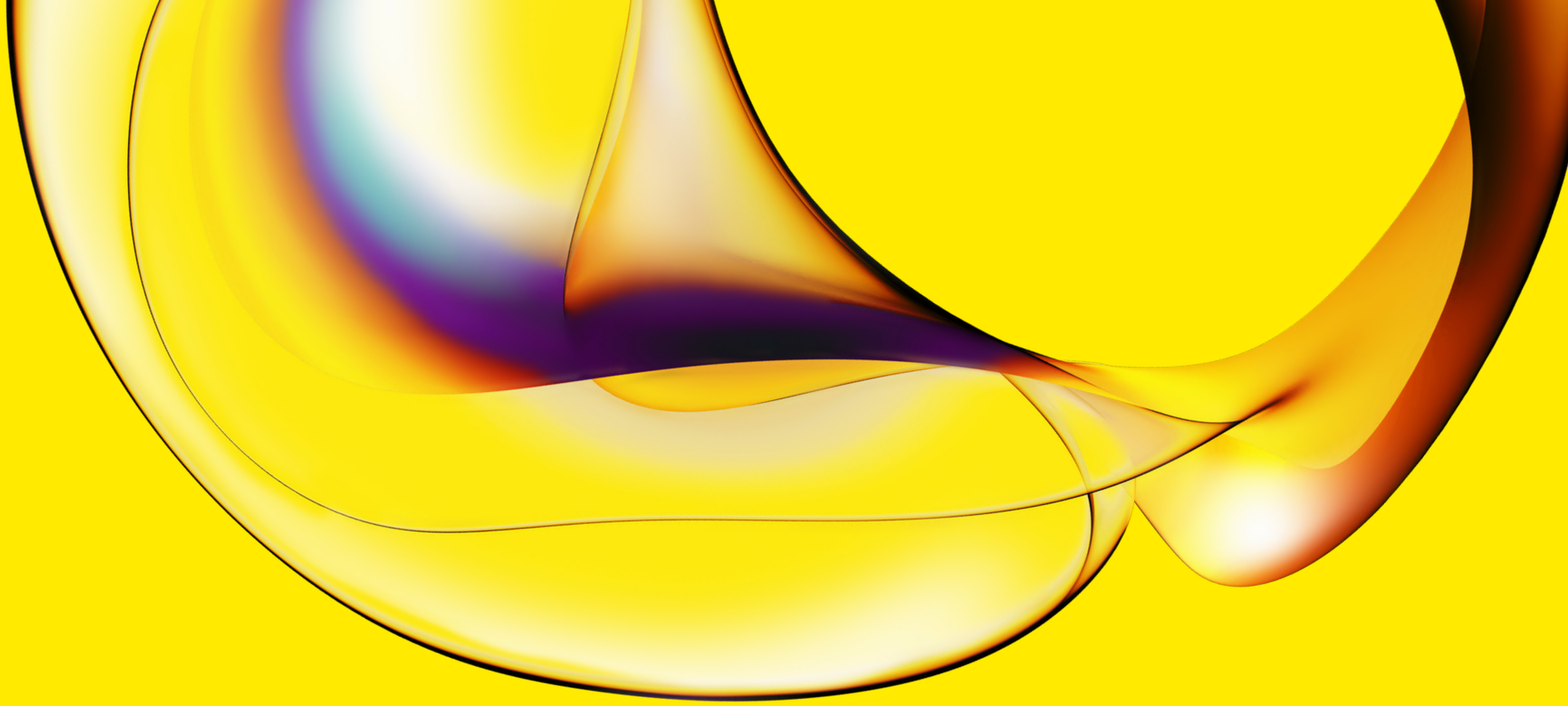
Table 8: 2025 People Experience Survey

2025 People Experience Survey	
Participating employees	87%
Satisfaction rate	77%

Table 9: Revvity health and safety indicators

Revvity health and safety indicators	2024	2025
Number of fatalities	0	0
Total Reportable Incidents	52	38
Total Recordable Incident Rate (TRIR)	0.52	0.38
Lost Time Incident Rate (LTIR)	0.43	0.29
Days Away Restricted Time (DART)	0.49	0.30





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