

United in
impact.



revvity

2023 ESG Report

Revvity employees volunteer at the Akron-Canton, Ohio Food Bank helping pack donated frozen foods and bulk pasta for community distribution.

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A LETTER FROM OUR CEO



I'm excited to share Revvity's 2023 ESG Report. With the launch of our company earlier this year, we created a new name, logo, and most importantly, a new purpose - to expand the boundaries of human potential through science.

Science that has a profound and direct impact on human health. Science that's revolutionizing newborn screening, pushing the frontiers of cell biology, helping advance precision medicine, develop new therapies for previously untreatable diseases, and fast track discoveries to ensure that patients have access to treatments they need.

For us, the pursuit of a healthier future is not separate from our ESG philosophy or principles, rather, they are inextricably linked, forming the very DNA of who we are. Embarking on our journey as a new company, it is more important now than ever before that everything we do, we do it in a sustainable, ethical and responsible way. We therefore reviewed our ESG commitments and refined them as Revvity, to ensure full transparency and accuracy moving forward. You'll see these updated metrics in the report along with examples of how we've already begun to make terrific initial progress.

For instance, we've created dedicated groups and identified champions to help lead sustainability efforts within our functions and at our global sites. We've adopted new technology to ensure we capture our impact more efficiently and accurately, and we've continued to build employee-led communities and invest in powerful programs to ensure our employees feel engaged, empowered and valued.

Because they are the reason we're able to drive our purpose day in and day out. And it's their collective passion and participation, along with that of our many stakeholders - customers, partners, suppliers, and local governments and organizations - that together, we can create a more sustainable and equitable world.

I'm inspired by and proud of the momentum we've already built over the last six months as Revvity and eager to witness the positive impact that we make for our customers and communities in the months and years ahead.

Thank you for joining us on this journey.

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

About this report

We are pleased to share Revvity's 2023 ESG Report, which illustrates our increasingly deep commitment to driving a positive impact on the world and provides an overview of our ESG strategy, initiatives and performance.

The quantitative data included in this report reflects data from calendar year 2022.

With Revvity embarking on our new company journey earlier this year, it was important that we reset our baselines and goals accordingly to ensure completeness, continued accuracy and transparency. As such, we have shifted to a more comprehensive approach in the way we obtain and analyze all quantitative data relevant to the ESG targets we had set in the past. We utilized our new baseline information to establish ambitious, yet realistic ESG goals that will guide our progress and ensure accountability.

Through monitoring and transparent reporting, we will continue to drive meaningful change within our operations and for all of our stakeholders.

For more information please visit our [ESG website](#) or you can email us at sustainability@revvity.com.

Who is
Revvity?



Who is Revvity?

Embracing the impossible.

At Revvity, **“impossible”** is **inspiration**. We provide health science solutions, technologies, expertise, and services that deliver complete workflows 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 biotech, to clinical labs, academia, and governments.

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

Purpose: Expand the boundaries of human potential through science

Key facts

- Established in 2023
- President and CEO: Prahlad Singh
- Headquarters: 940 Winter Street
Waltham, MA 02451
- NYSE listed and part of the S&P 500 Index
- Serving over 190 countries

REVOLUTIONIZING THE FUTURE OF HEALTH



Delivering solutions and services used by 47 of the top 50 global pharmaceutical companies



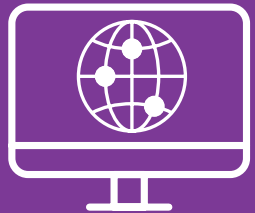
Receiving more than 700 recognitions for the T-SPOT.TB test in peer-reviewed publications, demonstrating excellent performance in clinical and epidemiological settings



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

Our impact

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.



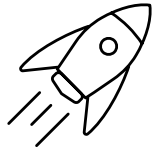
Supplying Revvity's software solutions to more than two million scientists across pharma, biotech and academia



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 ESG program stands, driving us to create more sustainable solutions, and an environment of transparency, accountability, empowerment and inclusivity.



Embrace the unknown

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

At Revvity, we are excited by the hardest challenges and accomplish our best work when the path is unclear, and the solutions seem impossible. Committed to results, we work with urgency while taking responsibility and ownership. With diligence and determination, comfort with discomfort, and permission to embrace trial and error, we're creating the future of human health. Our courage, tenacity and endless curiosity drive us to think in unconventional ways, pivot when needed, and embrace the risks and opportunities that come with the unknown.

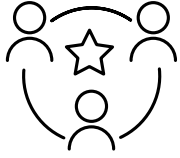


Passion for people

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

Revvity was born of a single-minded pursuit: to help improve human health by bridging the gap between science and people through precision and care. We hire the best and create an inclusive environment for every employee to learn, grow, and have a dynamic career that engages them, inspires them, and supports their well-being. Our curiosity, ambition and deep human insight help us create a profound impact for our people, customers and for the world.





Collaborate for success

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

Deeply passionate about health and humanity, we unite to accelerate the impact of science on our world, sustainably. We harness our myriad skills, capabilities and businesses to think and work in new and unique ways, while holding ourselves accountable to each other — and learning along the way. With transparency and a commitment to doing right, we harness the strength of our people and our differences to inspire us to break down barriers, celebrating our triumphs when we come together in service of something bigger.



Partner with purpose

We inspire new paths with customers to accelerate positive outcomes.

We innovate and collaborate to empower our partners to see science in unexpected ways that deliver breakthrough results. We embed ourselves and infuse our bold vision for the future of human health into every interaction we have. Across individuals, teams, and roles, we are energized by a passionate belief that partnership is about more than just providing solutions. We support the journey from sample to answer, charting a course from “what if?” to “what’s next?”





Our ESG
strategy

Our ESG promise

At Revvity, ESG is not just a commitment we make - it's a cornerstone of our corporate philosophy and shapes the way we do business. That's because 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. Through a holistic approach to ESG, we aspire to inspire lasting change and contribute to a more sustainable and equitable world.



"Embracing more sustainable practices and doing what is right for our employees and customers is not only having a positive impact on our global society, but is also enabling us to be more efficient in our operations and competitive in the marketplace, which I expect will only continue as our ESG progress continues to grow."

Steve Willoughby
SVP of Investor Relations and ESG



ESG goals



Achieve **50%** reduction of the Company's Scope 1 and 2 greenhouse gas emissions by 2033



Reach net carbon neutrality by **2040**



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



Maintain greater than **40%** female representation in leadership positions



Achieve greater than **75%** employee satisfaction



Further evaluate and implement **pay equality commitments** over the next 12 months

Our impact

Last year, we increased our commitments to align with the makeup of our new company, its values and the evolving expectations of our stakeholders.



ESG structure

Board of Directors – Revvity’s ESG strategy is formally overseen by our Board’s Nominating and Corporate Governance Committee

Executive leadership team - 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

Corporate ESG steering committee – Our cross-functional committee of senior leaders provides guidance and support relative to important environmental, social and governance strategy and direction

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

Director of Sustainability – This individual teams up with important stakeholders across the Company to drive, execute and implement initiatives that help to reduce our environmental impact

Sustainability impact teams – Teams across the Company frequently collaborate on initiatives that support our ESG efforts, including our sites and facilities, as well as our human resources, legal, operations, R&D and environmental health and safety groups

Revvity employees – Our colleagues around the world play an essential role in helping advance our ESG program, goals and culture

SUSTAINABLE DEVELOPMENT GOALS

SDGs in focus

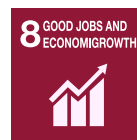
At Revvity, we use the 17 United Nations Sustainable Development Goals (SDG) as a guide. By aligning our business practices with these globally recognized goals, we - alongside our customers and partners - are helping leave the world better than we found it.

The work we do supports many of the UN SDGs, including those listed here. Additionally, Revvity is currently a signatory of the UN Global Compact (UNGC), which demonstrates our commitment to the 10 principles of the UNGC on human rights, labor, environment and anti-corruption.



Goal 3: Good Health and Well-Being

Ensure healthy lives and promote well-being for all at all ages



Goal 8: Decent Work and Economic Growth

Promote sustained inclusive and sustainable economic growth, full and productive employment and decent work for all



Goal 12: Responsible Consumption and Production

Ensure sustainable consumption and production patterns



Goal 4: Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Goal 9: Industries, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation



Goal 16: Peace, Justice, and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels



Goal 5: Gender Equality

Achieve gender equality and empower all women and girls

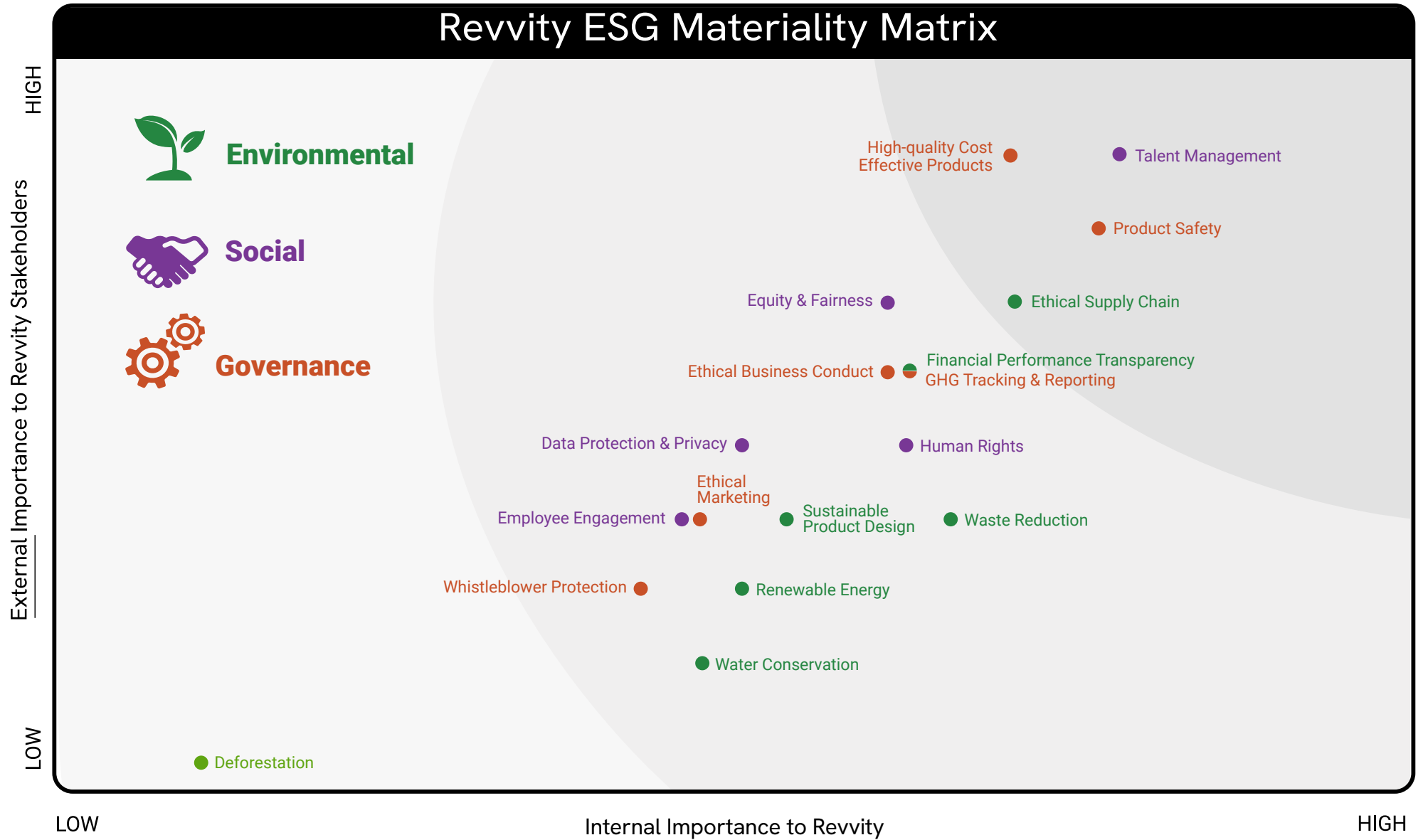


Goal 10: Reduce Inequalities

Reduce inequality within and among countries

Materiality matrix

This assessment was performed in 2022 to gauge the value and relative importance of ESG topics to employees, company leaders, customers and investors. We continue to use this information to focus our strategies and goals as we move ahead.





Revving up
our ESG
journey

Revving up our ESG journey

Over the last year, we have grown our ESG program through a number of focused actions and activities which we believe will have a profound impact as we continue on our sustainability journey as Revvity.

Environmental

- Focusing on collecting more complete and transparent baseline sustainability metrics
- Creating sustainability committees and identifying champions, specifically within logistics, packaging, R&D, operations and the commercial organization, who can help achieve Revvity's ESG goals
- Driving key sustainability site projects, such as installing LED lights and solar panels at our sites
- Continuing to add internal resources to further enhance ESG data collection and analysis efforts and help implement next actions across the company

Governance

- Increasing our external disclosures, across our data, policies and goals
- Investing in the latest ESG tools to improve data accuracy, analysis and transparency
- Expanding our policies for various company topics such as Animal Welfare, Equality and Inclusion, Quality, Bioethics and Sustainable Procurement



Social

- Building a culture of sustainability through educating and empowering our employees
- Expanding our Equity and Inclusion communities on a global, regional and local level
- Investing in programs and tools that advance our talent management and professional development opportunities for our people
- Committing to promoting pay equity within our organization through conducting pay audits and benchmarking

United in
science to
revolutionize
health



United in science to revolutionize health

Our purpose is to expand the boundaries of human potential through science. In our pursuit of that goal, every day we help scientists, researchers and clinicians identify disease and treatments, find cures, and address the biggest threats to health today, all through our groundbreaking solutions.

Expanding the frontiers of cellular science

Our Cellaca® PLX Image Cytometry System is a first-of-its-kind cell analysis solution to streamline cell and gene therapy research and manufacturing.



"I'm proud to witness how our unique solutions are creating a revolution in science. By seamlessly integrating our innovative technologies and data-driven insights, we're empowering scientists to unlock new frontiers and accelerate discoveries, ultimately shaping a brighter future for humanity."

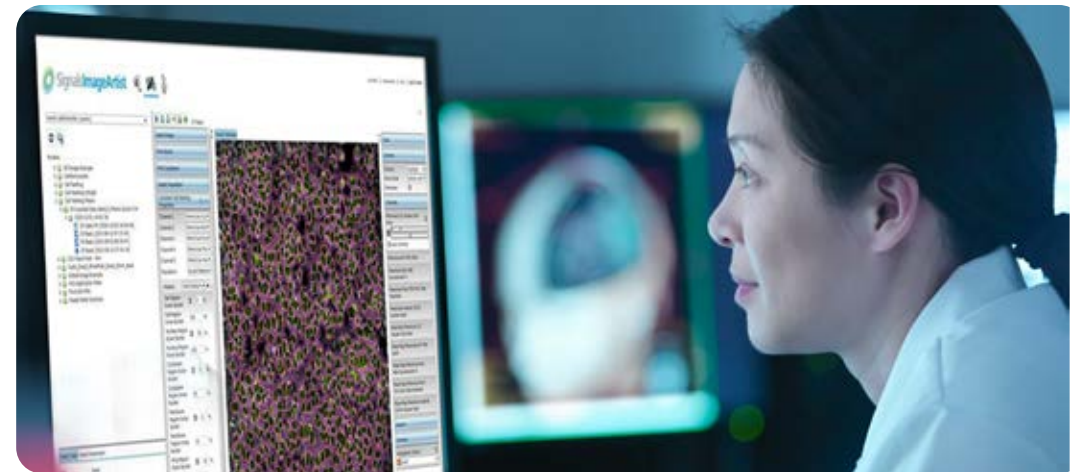
Arvind Sundar-Rajan
VP of Digital and Technology

Revvity Signals: shaping a sustainable future

Our Revvity Signals team is dedicated to providing scientific software solutions that address entire R&D workflows. 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.

In Life Science R&D and clinical research applications, our software accelerates innovation, development, and research, ultimately leading to life-enhancing medicines, promoting our vision of a healthier humankind. In specialty chemicals and materials, our software empowers scientists and formulators to create high-performing materials that align with sustainability initiatives, promoting energy efficiency, lower toxicity, and a circular economy.

Whether in Drug Discovery, Clinical Research, or Specialty Chemicals, our software solutions are the driving force behind expanding the boundaries of human potential through science.





“At Revvity, we’re focused on supporting scientists and clinicians with solutions that help detect disease and predisposition to disease as early as possible. With our powerful combination of cutting-edge science, a constant curiosity and a fierce commitment to improving health, we’re not just delivering diagnostics - we’re delivering insights that will drive better outcomes for so many people around the world.”

Yves Dubaquié, PhD
SVP of Diagnostics

Spearheading cutting-edge diagnostics

- Our EUROIMMUN team’s UNIQO 160, a new automated IIFT system for autoimmune disease diagnostics, enables labs to perform fast, high-quality image capture and analysis to deliver timely, more reliable results
- As the global leader in newborn screening, we offer solutions to detect over 50 congenital disorders, including the first assay kit to receive U.S. FDA marketing authorization to detect Spinal Muscular Atrophy (SMA) in newborns. Our EONIS™ SCID-SMA Kit enables the simultaneous detection of spinal muscular atrophy (SMA) and severe combined immunodeficiency (SCID) in newborns using a single dried blood spot sample, combining DNA extraction and multiplexing
- Approved by the U.S. FDA, our T-Cell Select™ reagent kit for the automation of our T-SPOT®.TB test workflow for in vitro diagnostic (IVD) used by certified laboratories allows for clinically superior tuberculosis detection with an automated testing workflow, reducing hands-on time for lab personnel





Accelerating our commitment to revolutionize health science

Focused on improving the translation of genomic insights to accelerate therapeutic discovery, our new Scientific Centre of Excellence (CoE) in Cambridge, UK offers a wealth of local and international talent, as well as novel technology – including in its brand-new demo lab. This CoE delivers cell line engineering and screening services to improve the outcomes of drug development through enhanced target selection and pre-clinical screening. The site also focuses on the development of novel products, such as molecular reference standards, as well as tools that facilitate the production of improved therapeutics and new therapeutic approaches. From this site, the Company drives scientific innovation, providing scientists from around the world with key technology that ultimately helps them save lives.



“Revvity Omics provides services to translate insights and create a bridge between life sciences and diagnostics – enabling us to best serve our customers’ needs today and tomorrow, and to accelerate our fundamental vision of a healthier humankind. We offer services and leverage our proprietary platforms to enhance disease detection and monitoring, bring efficiency to drug discovery and improve the effectiveness of cell and gene therapies. Every day, our highly trained scientists strive to truly understand the unique challenges of personalized medicine and pioneer groundbreaking solutions that enable our customers to rapidly improve health outcomes.”

Madhuri Hegde, PhD, SVP and Chief Scientific Officer

Revvity Omics

Revvity Omics maintains a global network of laboratories in China, India, the United States, Sweden and the United Kingdom to deliver “in country, for country” omics-based services to healthcare providers and patients. In doing so, the company is also generating a wealth of information to add to the diversity of genomics databases. This is incredibly important to continue to further understand the genetic underpinnings of health and disease.

A close-up photograph of a woman with dark hair and skin, wearing a white shirt, gently kissing a sleeping baby on the forehead. The baby is also a person of color and is wearing a light blue hospital gown. The woman's hands are clasped together, holding the baby's hands. The background is softly blurred, suggesting an indoor setting with warm lighting. A large black circular graphic is overlaid on the left side of the image, containing white text.

United in
collaboration
to improve
healthcare for
everyone,
everywhere

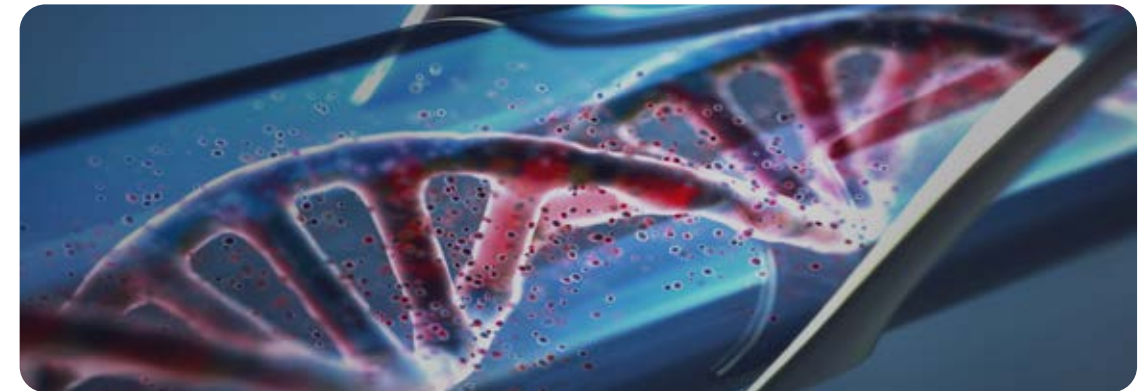
United in collaboration to improve healthcare for everyone, everywhere

Innovative therapies. Breakthrough treatments. Transforming health. It's all only possible because of our people, their passion and the power of partnership.



"The expansion and growing acceptance of cell and gene therapy is an important movement. These technologies have the ability to completely transform healthcare. And so the ability for us at Revvity to navigate the complex workflows and regulations is vital to enable these pioneering innovations to be as successful as possible -- as soon as possible."

Alan Fletcher, PhD
SVP of Life Sciences



Supporting developments in future cancer diagnoses and treatments

Applying our expertise and rich heritage in CRISPR editing technologies, we have been selected to develop and manufacture publicly available Somatic Reference Samples (SRSs) for oncology as part of a collaborative effort led by the Medical Device Innovation Consortium (MDIC). The goal is to enhance cancer diagnostics through next-generation sequencing (NGS) technology. These SRSs, expected to be commercially available in 2024, can benefit patients by bringing more consistency to NGS-based cancer diagnostics development aimed at supporting improved diagnoses and effective treatments.

Improving patient lives

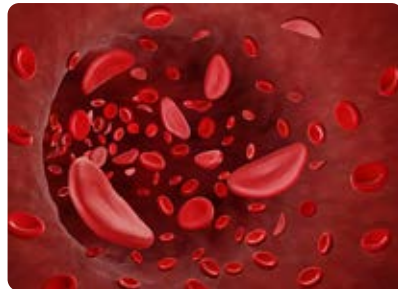
Our license agreement with AstraZeneca will help advance work in cell and gene therapy by providing AstraZeneca with access to Revvity's proprietary Pin-point™ base editing system. This next-generation modular gene editing platform will support AstraZeneca's creation of cell therapies for the treatment of cancer and immune-mediated diseases.

Partnering to improve health around the world



"As a global company, the importance of partnership cannot be understated. Because of our commitment to collaboration, we are able to forge connections that help address the toughest challenges, and bring progress and positive change to the farthest corners of the world."

Miriame Victor
SVP and Chief Commercial Officer



Members of our leadership team met with Egyptian Health Officials to sign two memorandums of understanding (MoU) to support continued development of the country's central laboratories. Egypt will be the first country where our solutions will be used for nationwide screening of Thalassemia and Sickle Cell diseases.



A delegation of senior Revvity leaders met with His Excellency Dr. Mahamudu Bawumia, Vice President of the Republic of Ghana to support efforts to improve health outcomes. Discussions, presentations and roundtables were held to further collaborate on improving public health through maternal and newborn screening programs as well as analysis and diagnoses of both non-communicable and communicable diseases. Ghana is a beacon of best practice of public health in West Africa, and we continue to strengthen our partnership with the Ministry of Health to help improve health for all its citizens.



Revvity employees along with the Commercial Specialist for the US Commercial Services in Lagos, met with Permanent Secretary for the Ministry of Health, Lagos State Government, Nigeria, to discuss potential collaborations around maternal and newborn health, genetic screening, TB testing, and general laboratory testing. These are critical areas where collective efforts can significantly impact the well-being of individuals and communities in Nigeria and beyond.



Revvity leaders continue to speak at global events and conferences, including the 76th World Health Assembly. There, our SVP of Diagnostics, Yves Dubaquier, lent his insights on global health emergency preparedness and how public-private partnerships strengthen health systems.



Revvity General Counsel Joel Goldberg met with elected officials in Washington D.C. to bring Congressional members and staff up to speed on our myriad of pandemic preparedness and response efforts. Discussions touched on Revvity's transformation and other specialized focus areas across life sciences and diagnostics, our commitment to improving newborn screening and maternal health, and the collaboration between our ViaCord business and the Cord Blood Association to make family cord blood banking programs more accessible to American citizens.



As demand for reduced emissions continues to accelerate, digitization has emerged as the key to achieving a toxin-free environment. Revvity Signals Software recently partnered with the Massachusetts Institute of Technology (MIT) on a report to shed light on how the chemicals industry can achieve sustainability.



Revvity's Senior Director, Governments Affairs for Europe and Global Growth Markets, Gisela Abbam, represented our voice at a recent United Nations General Assembly meeting on the fight against tuberculosis. The meeting's theme, "Advancing science, finance, and innovation for equitable access to TB prevention, testing, treatment, and care," is crucial to ending the global TB epidemic. Revvity's continued focus on infectious diseases, and commitment to the fight against TB is demonstrated by our high-quality solutions for tuberculosis diagnostics like the T-SPOT[®].TB test. An established leader in solutions for T cell measurement our SPOT.TB test, aids in the diagnosis of latent TB infection by measuring T cell activation.



United in
sustainability

United in sustainability

At Revvity, we take a transparent and collaborative approach to sustainability which extends across all areas and locations of our business. Whether implementing energy-saving initiatives at our sites or identifying new ways to infuse green practices into our product design process, we continually look for opportunities to operationalize sustainability in our business to further reduce our environmental impacts and drive a culture of sustainability.

For 2022, we disclosed our most comprehensive and complete set of environmental metrics to-date to the international organization CDP (formerly known as the Carbon Disclosure Project).



"In 2023, Revvity embarked on our sustainability journey as a new company. I'm proud and excited about the progress we have made over the last year, committing new resources, including additional staff and analytics, to ensure accurate and transparent sustainability metrics and disclosures. It's an exciting time to be part of the Revvity ESG team!"

Stephanie Stroh
Director of EHS and Sustainability



Carbon

We currently measure Scope 1 and Scope 2 carbon emissions from over 76 of our largest facilities worldwide. These metrics represent our new baseline for measuring future progress. Sites included in our sustainability analysis were in-scope, which represent approximately 95% of the Company's total square footage. In 2024, we intend to further our evaluation of our carbon footprint by beginning to identify and start measuring those Scope 3 elements that are most relevant to our business.

We are committed to reducing both our direct and indirect emission sources through improved sustainable practices, service delivery tactics, and use of technology and science. For example, we recently implemented an enterprise-wide ESG software solution from Salesforce.com - Net Zero Cloud - a platform that will enable greater transparency, accuracy, and efficiency in our analysis.

Using best practices across our sites enables greater idea sharing and empowers our employees to use their expertise to discover and imagine new and sustainable ways to do business. Our reduction goals are commitments to both our external stakeholders and our employees, and Revvity is driving them through executive level oversight and increasing employee engagement.

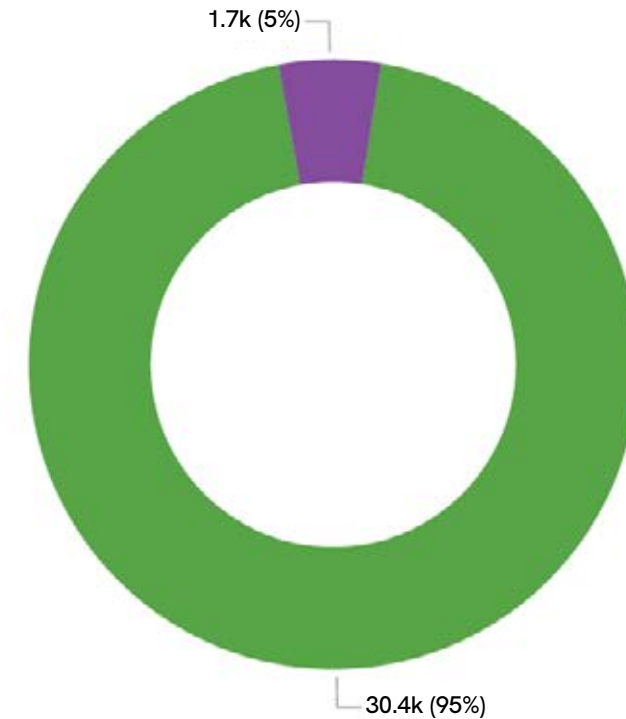
Table 1: 2022 Total emissions by type.

2022 Emission Type	tCO2e
Scope 1 emissions (market-based)	1,723
Scope 2 emissions (market-based)	30,370
Total CO2 (tCO2e)	32,093

Table 2: 2022 CO2 Emissions intensities.

2022 CO2 Emissions	
Intensity (total CO2/ft2)	0.008
Intensity (total CO2/1M revenue)	9.7

2022 Scope 1 and 2 of Emissions (In tCO2e)



Emission type ● Scope 2 emissions (market-based) ● Scope 1 emissions (market-based)

*Sites included in our sustainability analysis that were in-scope represent approximately 95% of the Company's total square footage.



Water

At our sites across the globe, we continue to find new and creative ways to reduce our water usage. Most of the water we use at our global facilities is sourced from public suppliers, and our wastewater is handled by publicly owned treatment facilities.

Table 3: Total water usage in 2022

2022 Water Consumption	
Total water consumption (m3)	250,782
Intensity (m3/total ft2)	0.068

These numbers will be our new baseline for measuring future progress.

Our site in Codolet, France implemented a closed-circuit system for water used during the freeze-drying process, which is expected to save 500m3 of water in 2023 as compared to 2022.



Energy

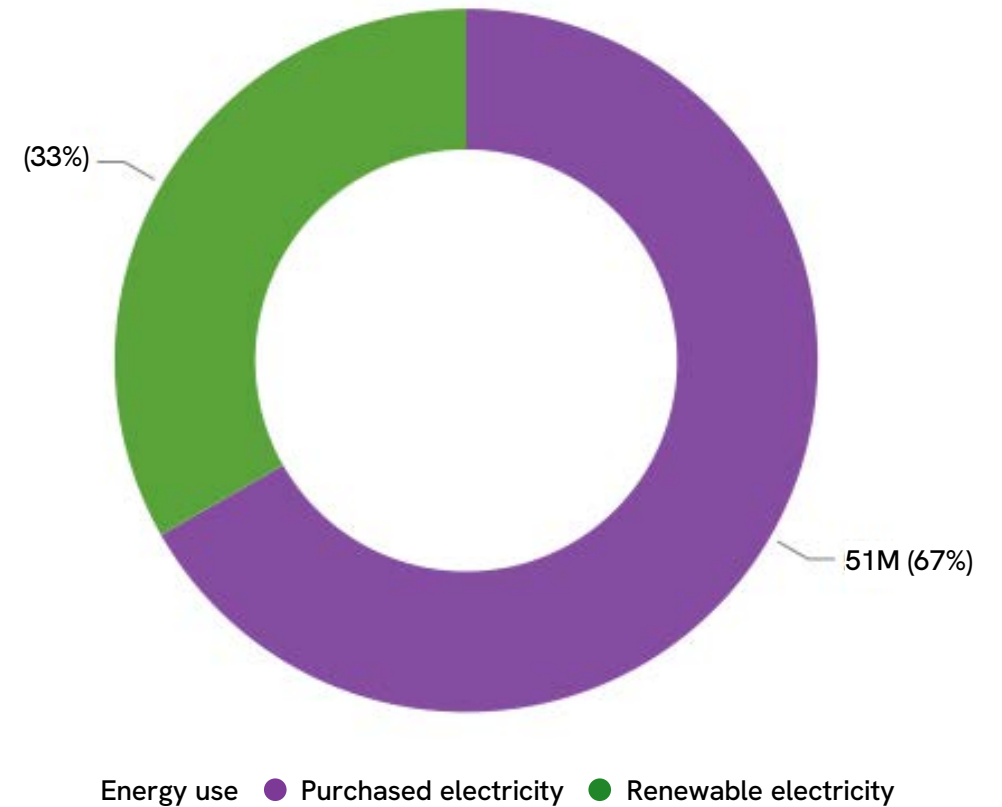
Driving progress in our energy reduction initiatives is crucial to achieve our carbon emission goals and ultimately help protect the planet. For 2022, Revvity collected energy metrics including total energy consumed for 76 sites around the world. These in-scope sites account for ~95% of our total worldwide physical footprint. These metrics will be our new baseline for measuring future progress. Additionally, in 2022, 33.3% of our electricity was renewably generated.

- We recently upgraded all buildings at our Hopkinton site to LED lighting
- At our Codolet, France site, the team optimized storage in cold areas to reduce electricity consumption
- Our Groningen, Netherlands site recently invested in the installation of 600 solar panels, which will produce an estimated 224 kWh of electricity annually

Table 4: Carbon emission in 2022.

2022 Fuel Type		kWh	2022 Energy Use	
Electricity		77,004,781	Total energy in kWh	101,071,703
Natural gas		18,766,898	Total electricity in kWh	77,004,781
Fuel oil		936,150	Renewable electricity in kWh	25,613,124
Propane		1,382,400	% electricity from renewable sources	33.3%
Steam		2,255,936	Intensity- kWh/ total ft2	25.4
Diesel		725,538		

2022 Renewable versus purchased electricity (In kWh)



*Sites included in our sustainability analysis that were in-scope represent approximately 95% of the Company's total square footage.

Waste

Our manufacturing and laboratory facilities generate a variety of waste, some of which is classified as hazardous by applicable environmental regulations. All waste generated by our facilities is disposed of properly. Due to our increased recycling efforts, we were able to achieve a non-hazardous waste landfill diversion rate of 27% in 2022. These numbers will be our new baseline for measuring future progress.

- At our Boulder, Colorado site, the team made process improvements which has reduced waste generation and reagent usage, and removed silica from their standard procedures

The impact has been:

- 100% reduction in spent silica waste generated (2,208 kg annually of waste not generated)
- 3.5% reduction in halogenated waste generated annually
- 210 gallons of waste not generated annually
- 69.4% reduction of solvent waste generated (910 gallons annually of waste not generated)

Revvity's compliance with environmental directives

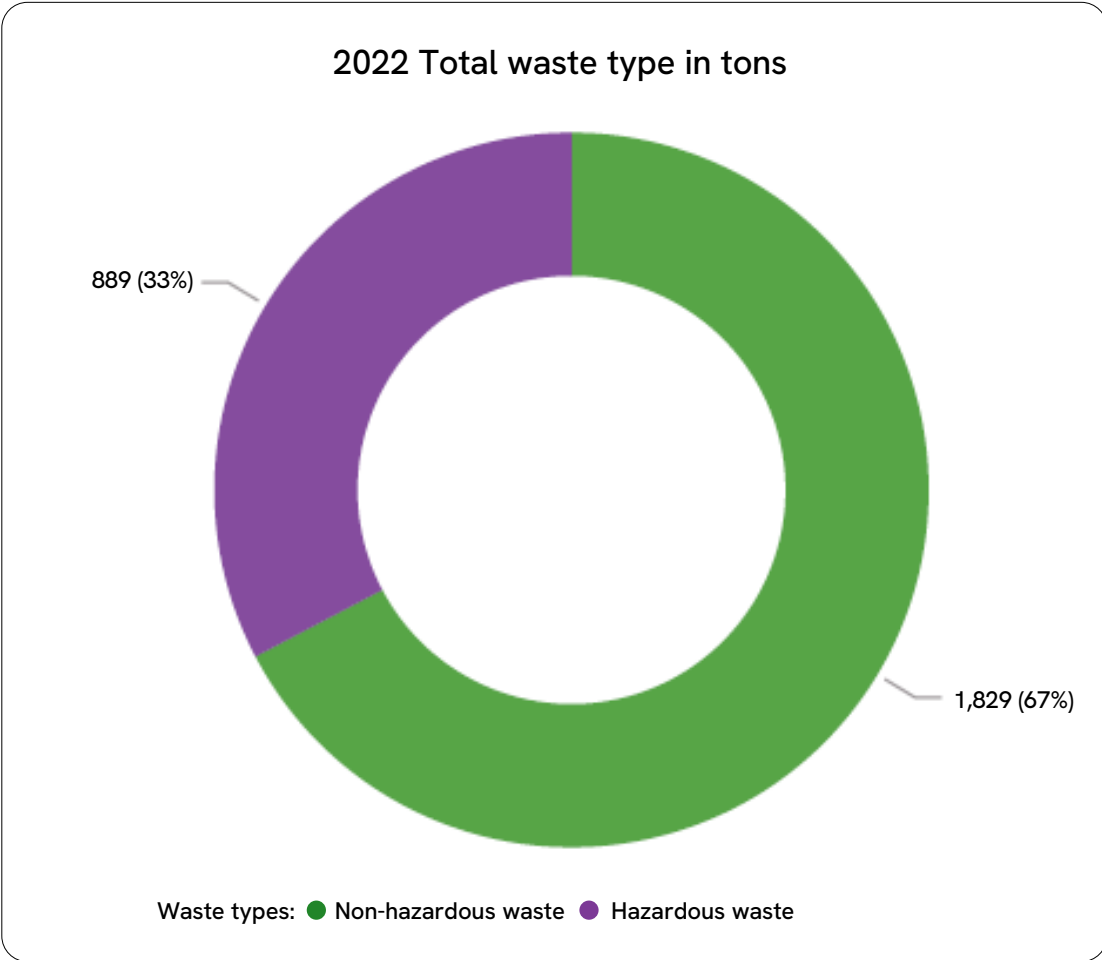
- Under the Waste Electrical and Electronic Equipment (WEEE) Directive and implementing regulations, when customers buy new electrical and electronic equipment from Revvity they are entitled to:
 - send old equipment for recycling on a one-for-one, like-for-like basis (this varies depending on the country)
 - send the new equipment back for recycling when this ultimately becomes waste
 - producers of B2B must provide arrangements for the WEEE to be collected from the business end-user's premises by a licensed waste carrier and taken to a licensed recycler
- Revvity as a B2B EEE producer is fully compliant with the WEEE Directive





Table 5: Total waste management in 2022.

2022 Waste Treatment Methods	
Total hazardous waste (In tons)	889
Recycled (In tons)	453
Landfilled (In tons)	1,332
Composted (In tons)	44
Combusted (In tons)	889
Total non hazardous waste in tons (minus recycled and composted)	1,332
Intensity total hazardous waste (in tons)/1M revenue	0.27
Non-hazardous waste diversion Rate	27%



*Sites included in our sustainability analysis that were in-scope represent approximately 95% of the Company's total square footage.

Sustainable innovation

At Revvity, the solutions we develop are helping to solve the world's greatest health challenges. But we believe they can help the planet too. By integrating a focus on sustainability from the earliest stages of research and development, we aim to reduce the environmental impacts of our operations while also helping enable our customers to reach their sustainability targets. Integrating and operationalizing sustainability into all functions of our business from product innovation to customer use and disposal enables Revvity to actively drive a circular economy.

As we develop new products, we include sustainable considerations such as minimizing solvent and gas usage, reducing hazardous waste and optimizing energy usage. We also look to reduce product maintenance while accelerating speed-to-market and extending instrument lifetimes to lessen the amount of labor and waste associated with development and instrument disposal. To better understand opportunities to create more sustainable solutions, we have begun identifying key staff members to enroll in training from My Green Lab, a nonprofit organization that encourages scientists to infuse sustainability into their labs' operations.



"We recognize that every choice we make has a ripple effect on the world. That's why we continue to drive important initiatives that help optimize our operations while minimizing our environmental footprint."

Tajinder Vohra
SVP of Global Operations



For example, we have seen success at some of our sites in converting to more sustainable packaging for products and plan to expand this initiative to more of our sites in the coming years.

▪ Styrofoam reduction project

- Exploring options to remove styrofoam in packaging where feasible
- Success at multiple sites including San Diego, Boulder, and Groningen

▪ Driving reductions in cold chain shipments

- Conduct stability testing for multiple products lines across our portfolio to examine feasibility of ambient shipping conditions
- Explore sustainable packaging substitutions when cold chain is required

▪ Sustainable logistics

- Understand our shipping patterns and explore opportunities to reduce carbon footprint

We have also formed a global logistics council which is lead by our SVP of Global Operations to further our sustainability efforts around packaging and logistics. Specifically, there is an initiative underway to reduce overall packaging by combining packages when possible and reducing package sizes.

United in investing
in our people



United in investing in our people

Whether you've been with Revvity for two days or 20 years, our goal is to ensure that every employee feels engaged and supported, that they fully experience the Revvity values and culture, and that their experience is consistent, collaborative and inclusive.

That's because our people are our superpower. So when we empower them, they in turn are inspired to deliver their best work and show up as their whole selves.

For us, investing in our people is a reflection of our commitment to building an environment where everyone can thrive, contribute and find fulfillment in their professional journey.



Onboarding

MyOnboarding Journey

We've reimaged and refreshed our onboarding experience to ensure our employees have a seamless transition and experience into their new role as a member of the Revvity family. From important information about our business and culture, to all of our various programs, tools and systems, we've thought of it all. During the year, we've conducted touch point feedback sessions with our new hires to ensure we understand firsthand about their experience and continuously support their onboarding.



"Our Revvity team is full of some of the brightest minds and most passionate people. They show up every day inspired about the work they do and the impact it will have. That's why we show up for them by listening to what they need to be their most authentic selves."

Magali Four
SVP and Chief People & Culture Officer



Engage

When we actively engage and empower our team members, we not only harness their creativity but also their passion to amplify the impact we can make on the world. Our focus is on ensuring that all employees feel a sense of belonging, community and togetherness so that together, we can drive our purpose forward.

One way we do that is by ensuring our colleagues are informed and that their voices are heard. On a quarterly basis, we provide important news and insights related to Revvity's Culture & Belonging initiatives, training and awareness updates, as well as opportunities to actively participate in shaping our unique culture together.

And we offer opportunities for two-way feedback both informally and formally through our companywide People Experience Survey. In October 2023, we completed our latest survey, where 85% of our colleagues shared their feedback. With an engagement score of 7.5, many colleagues commented on our company's strong peer relationships and manager support.

Unveiling and celebrating Revvity

With our launch of Revvity earlier this year, we've had plenty to celebrate. From our official launch event in Dallas to ringing the opening bell at the New York Stock Exchange, our people and their enthusiasm, excitement and spirit have been front and center.





Our values in action

Employees across the globe have continued to show their support for Revvity’s new values following the launch earlier this year. A variety of over 70 initiatives, engaging more than 4,700 employees globally, have been led around our values, including workshops, leader-led discussions, volunteering activities, brainstorming sessions and games.

Many teams conducted a “Values Workshop” where they facilitated discussions and allowed colleagues to share what each value means to them, how they can apply them to their roles and how they can bring our Revvity values to life in their everyday work:

By the numbers

- Europe - we held 15 sessions with 1,000 employees attending
- Global Growth Markets region - we held 26 sessions with 600 employees attending
- North America - we held 13 sessions with over 1,400 employees attending
- North Asia and Oceania region - we held 18 sessions with over 2,100 employees attending



Prioritizing health and well-being

- We launched a new pilot of BetterUp™ Care to over 2,000 employees globally; the program provides a custom plan with confidential, one-on-one coaching to help our colleagues manage stress, navigate challenges and show up as their best self in work and life
- At our San Diego, site, the team partnered with WorkBetter Inc., to bring certified instructors on-site to teach yoga, meditation, and HITT classes for Revvity employees

United in giving back

In our first year as Revvity, we introduced our new annual United in Giving Back initiative. Through this program, all of our Revvity colleagues around the globe were invited to team up in-person, where possible, and find meaningful ways to create positive change in their local communities.

Check out just some examples of the incredible impact we made:



At our Waltham, MA headquarters, we worked with Boston Children's Hospital to donate blood for those in need and collected food that will benefit the local non-profit organization OpenTable



Our team from Lafayette, Colorado volunteered with Food Banks of America food bank, lending a helping hand and contributing to the fight against hunger



Our team in India focused on a theme of "education for all", sponsoring education for underprivileged children and visiting NGOs to distribute important educational resources



Our employees visited the Niepolomice Forest in Poland, spending the day picking up trash and filling over 20 garbage bags



Our colleagues in the Philippines prepared and delivered gift packages to 100 new mothers

Helping shape the next generation

Our Senior Director, Government Affairs for Europe and Global Growth Markets, Gisela Abbam and HR Leader, Europe North Region, Angelique Parry, have regularly attended meetings of the All Party Parliamentary Group (APPG) on Diversity and Inclusion in STEM. As such, Revvity was one of the sponsors of the APPG's recent report on regional STEM skills inequity.

On National Intern Day, Revvity celebrated interns at our Hopkinton site. The day included a tour of the demo lab, imaging lab, Diagnostics R&D lab and manufacturing floor, as well as fun team bonding activities. We appreciate all our interns and were excited to recognize them and the work they do to help us drive our purpose forward.

Equity, inclusion and belonging

At Revvity, we believe that our work to create a healthier world would not be possible without the diverse experiences our employees bring to work every day. We pride ourselves on embracing the unique perspectives and innovative ideas that are born from having employees from so many different cultures and backgrounds. Our corporate leadership team is committed to gender balance and equality at all levels of management.



"Our passion for people is a pivotal element of Revvity's culture. This underlying character of our company comes from the hard work, energy and passion of our colleagues as well as our endless commitment to promote an inclusive and respectful workplace reflective of the communities and customers we serve. Our ERG program deepens this commitment by engaging our colleagues around topics they want to champion. Collectively, they advocate for representation and equity while providing both career and personal development opportunities."

Sophie Abbott
Senior Director, Talent Acquisition and Culture & Belonging



Shaping an inclusive culture

We welcome and celebrate our employees' different backgrounds and the unique value they bring through our everyday interactions, as well as by recognizing several regional and global holidays.

Chinese New Year: Also known as Spring Festival, we celebrated - the year of the Rabbit - alongside our colleagues in China

Black History Month: To celebrate Black History Month, we shared the history behind this holiday and important resources showcasing the many contributions made by members of the African American community

International Women's Day: In line with this year's theme, our colleagues shared how they will continue to #EmbraceEquity - "I will embrace equity by seeking to understand the needs of our employees and building a culture centered around fairness, equal opportunity and belonging" - Amanda Valela, Global Culture Program Leader

International Day of Women and Girls in Science: In honor of this global event, our own Carola Schmidt, General Manager Automated Robotic Systems, shared her personal sentiments on the importance of encouraging and celebrating women in fields of STEM - "I am proud to work alongside many women striving to improve lives around the globe and continuing to achieve breakthroughs in healthcare and science by pushing boundaries"

Pride Month: At Revvity, we proudly stand with the LGBTQ+ community not just during Pride Month but year-round. This year, our theme centered on "Building a Culture of Allyship" to help us continue to foster an inclusive environment, which is a key focus of our value - Passion for people.

Our colleagues across the globe celebrated in creative ways:



"Show Us Your Pride & Joy" car event organized by our team in Cambridge, UK



Our EUROIMMUN U.S. team hosted a "Color Party"



Employees in Korea embraced our United in **Allyship** theme



"Allies have the power to challenge prejudice, create a safe space for inclusive conversations and use their privilege to amplify the voices and experiences of LGBTQ+ individuals who have been excluded. We pride ourselves on ensuring that we provide an experience for our employees and customers that starts with and always maintains a level of authentic engagement."

Robert Gendron, VP/GM, ViaCord



Employee network groups

To further a sense of community among our global team, we have initiated a number of networking groups designed to bring our people together around their shared interests - including those geared toward parents, animal lovers, travelers, runners and cyclists, and food enthusiasts.



Juntos@Revvity - Juntos, which means “together,” allows colleagues to build a community, increase engagement, and foster discussion around various topics impacting Hispanic employees at Revvity. The group recently held a series of fun and informative activities throughout Hispanic Heritage month, including a panel with both Revvity and industry experts on the current state of Latino health and Latin Fusion Fitness Fridays.

Employee resource groups

We’ve also continued to expand our network of Employee Resource Groups, all of which provide a space for our team members around the world to connect, share experiences, and contribute to a more inclusive work environment.



Able@Revvity - ABLE is dedicated to creating a culture of awareness and wellbeing and a community centered around understanding and celebration. The group provides an opportunity for employees with visible and invisible disabilities or illnesses, colleagues who are neurodivergent, and allies along with caregivers for persons with disabilities to come together and share support for, and stories with, one another.

“I believe JUNTOS stands as a beacon of commitment and change. Founded with a vision of empowerment, inclusion, and community, we are dedicated to fostering an equitable pathway to leadership for Hispanic/Latinx employees and allies within Revvity so they can create long-term impact within the company and beyond. Our mission, to create an inclusive workspace for the vibrant and growing Hispanic/Latinx community, extends beyond the office walls. Through community outreach, cultural awareness, career development, and commercial value, we are not only aligning our goals with the business but also nurturing the leaders of tomorrow.”

Joanna Banegas
MBA, MA Senior Talent Acquisition Partner and JUNTOS Co-Chair



“Within the ABLE ERG, our mission is clear - to ensure that every voice is heard, every ability is celebrated and every barrier is broken. We’re not just advocating for inclusion. We’re redefining what it means to embrace diversity in all its forms.”

Miles Burrows
VP/GM, Revvity Europe



Our inaugural ERG - Revvity's Women's Forum - has been busy driving important initiatives that are helping inspire female employees to advance their careers and leadership potential. Mostly recently, they introduced Womentoring—an informal global mentoring program, aimed at empowering women and allies to create a community where the focus is on the invisible topics that contribute to the way we feel and the way we perform at work.



Veterans@Revvity - The mission of this group is to create a space for employees who have served, or are currently serving, in the military, while providing developmental and networking opportunities that enable these members to achieve their full professional potential while actively engaging with the Veteran community. We also welcome employees who are family members of veterans to share their experiences.



Pay equity

To analyze wages and diagnose and address pay inequities, we implemented an internal pay equity review process into our annual global salary review cycle, and have taken additional action in specific countries. For example, to increase transparency for employees in the UK, we published our first Gender Pay Gap Report, which can be found on our corporate website. We also conducted an assessment of pay practices in the U.S. in 2022 to further our commitment in maintaining pay equity in similar job functions based on gender.

Employee benefits

Our goal is to evaluate and adjust benefits policies through the lens of equity. In 2023, we conducted a thorough review and benchmark of our U.S. benefits offerings to identify competitive gaps and concerns related to health disparities. The findings of our review will be reflected in our 2024 benefit plan offerings and phased in over time.

U.S. EEO-1 data

Revvity is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability status, age, or veteran status or any other characteristics protected by applicable law. Revvity is committed to a culturally diverse workforce. Our consolidated EEO-1 report can be found on our ESG website under the "Diversity" section.

Perform

In addition to the learning resources we offer, our annual performance review and goal-setting process provides employees with constructive and actionable feedback and encourages them to create and achieve meaningful professional development goals

- **360 Feedback** - This companywide process allows employees to give and receive confidential, anonymous feedback from their colleagues. Alignment to core leadership capabilities and our values are assessed, and the reports are used as a development tool to help raise awareness of how an employee is perceived from various perspectives
- **Peer to Peer Recognition** - Saying “thank you” is an easy way to let others know you care. That’s why we encourage employees to recognize their colleagues for a job well done through our Rewards & Recognition Awards program in MyWorkday
- **Global Employee Recognition** - At Revvity, we value how we work as much as what we achieve, and we demonstrate this through our Global Recognition Program, which is based on our company values and includes supervisor-to employee, peer-to-peer and years of service* recognition initiatives

(*) in most countries

Grow

At Revvity, we are passionate about helping our employees grow – both as people and professionals. We offer access to resources that support them in developing their unique skillsets, while sharing guidance as they continue through their career journeys.

Training and Education

Unconscious Bias Training - Our online Unconscious Bias training course educates employees on how to better recognize and overcome biases. We also provide targeted group workshops for HR team members, leaders, and direct supporters of DEI work so that we empower and equip them to go from “awareness to action” and model an inclusive workplace. All people managers are required to complete Unconscious Bias training. In 2022, 90% of our people managers completed this training.

Allyship Training Program - Through MyLearning and in line with Revvity’s Pride Month theme this year, we launched our Allyship Training Program – a three-course program that enables our employees to show their support for and serve as an ally to their LGBTQ+ colleagues

We have established the Learning Hub, a collaborative online learning environment that is a single access point to digital tools, structured learning opportunities, on-demand materials, the latest learning announcements and other professional development resources. It includes:

Anytime Learning - Revvity’s Anytime Learning platform offers employees access to a wide variety of professional development training modules, covering topics ranging from business acumen to conflict resolution and diversity, equity, and inclusion

MyLearning/LMS - MyLearning is our Learning Management System (LMS), featuring training modules geared toward educating our new hires and providing current employees with the latest information on new policies and regulations



Professional development

MyCareer Journey - Revvity's internal mobility program empowers our employees to explore the many different careers option available to them within the company

Talent Flow - Serving as our central point of information for all people managers, our Talent Flow channel provides reference materials related to managing the employee lifecycle and offers live training opportunities to discuss relevant and timely leadership capabilities

Manager Success Journey - Our new globally aligned manager onboarding curriculum is designed to help people managers acquire the necessary knowledge, skills and behaviors to become effective organizational members and provide foundations for impactful and culturally aligned leadership in an ever-evolving organization

BetterUp™ Coaching - We partner with BetterUp™ to help our employees access highly personalized professional development sessions with coaches that suit their unique skillsets and development goals. We have extended the program to more than 50 current leaders, as well as nearly 300 future or current leaders.

Revvity Leadership Academy - Through this, we provide employees access to programs and presentations designed to instill the knowledge and skills necessary to effectively lead others and accelerate both strategy and business results. The programs offered are customized for a variety of audiences, ranging from individual contributors aspiring to become people managers to new managers seeking to learn the fundamentals and experienced managers looking to inspire their teams. Learners can engage in live cohorts or participate virtually in a self-paced format. In 2023, almost 900 employees participated in this program.



How to forge your own career growth - Our North Asia and Oceania DEI Committee hosted an event where guest speaker, Revvity's Chief People and Culture Officer, Magali Four, shared her personal career journey, important lessons learned and insights gained, helping to empower others as they continue on their own career paths.

Philanthropy

Revvity's impact reaches the farthest corners of the world and touches millions of lives. We do this through our solutions, but also contributions we are able to make to drive positive change.



- Each year, through our Revvity Foundation, we donate thousands of dollars to the Red Cross to assist communities devastated by earthquakes, hurricanes, and other natural disasters. We've also supported other charitable organizations that connect to our purpose, such as the American College of Medical Genetics, the March of Dimes Foundation, and the Autoimmune Encephalitis (AE) Alliance.
- As part of our commitment to expanding sickle cell disease (SCD) screening across Sub-Saharan Africa, we also recently made a donation to Ghana Health Services to build screening capacity for an additional 50,000 babies annually. This works toward that country's goal to increase SCD screening from its current 4% of all babies born in the country to 50% by 2030. We also donated RT-PCR equipment which will increase the country's testing capacity to detect pathogens like respiratory viruses by more than 200,000 samples per year.
- During our brand launch event in Dallas, we supported the Firefly Fund, a nonprofit organization dedicated to funding research and education to accelerate the development of a cure for neurodegenerative genetic diseases. Based in Austin, Texas, the Firefly Fund leads programs, including newborn screening, Translational Medical Research, and the Patient Access Fund. These initiatives provide vital resources, support, and reassurance to families affected by Niemann-Pick Disease Type C (NPC) and other related conditions.

Supporting charities near and dear to our employees' hearts

Our Charitable Match Giving Program supports causes that our employees are passionate about by matching financial contributions to approved charitable organizations. In 2022, employees continued to participate in this program, resulting in more than \$115,000 in donations matched by Revvity.

Worker safety



At Revvity, the health and safety of our employees, customers, and suppliers is a top priority. We continually strive to improve our EHS management systems. As we embrace our new identity and culture as Revvity, in 2023, we launched a Global EHS Council to engage our worldwide health and safety leaders to review, collaborate, and drive corporate EHS objectives across the company.



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 2022, there were zero instances of work-related fatalities among employees or contractors at Revvity.



Advancing our corporate policies

All of our existing corporate policies were reviewed and updated as part of the transformation to Revvity. The following policies are newly created and have been added within the last 12 months.

We are continuously reviewing and refining Revvity's company policies so they accurately reflect our commitment to our people and our communities. All our latest policies can be found on our [ESG website](#).

- [Environmental Health and Safety Policy](#)
- [Human Rights Statement](#)
- [Diversity, Equity and Inclusion Principles](#)
- [EEO-1 Report](#)
- [Statement Against Discrimination and Harassment](#)
- [Fair Labor Statement](#)
- [Public Policy and Political Engagement Statement](#)
- [Quality Policy](#)
- [Anticorruption and Bribery Policy](#)
- [Bioethics Policy](#)
- [Animal Welfare Policy](#)
- [Sustainable Procurement Policy](#)
- [Dealer Code of Conduct](#)
- [Standards of Business Conduct](#)



United in
integrity

United in integrity

Our guiding business philosophy drives us to maintain sound corporate governance in accordance with our high standards of ethics and in compliance with the law.

Companywide adherence to regulations and internal policies is monitored by our Compliance Committee, which receives reports from a diverse group of representatives across the Company. Additionally, our Board of Directors helps establish and maintain standards for employees, officers and directors in line with the procedures and principles described in our Corporate Governance Guidelines.











"At Revvity, governance and integrity go hand-in-hand. We set the highest standards for ourselves and ensure that everyone follows the same rules and does the right thing. In doing so, we help establish our reputation as a trusted and responsible organization."

Joel Goldberg
*Senior Vice President, Administration,
General Counsel and Secretary*

Board Qualification Matrix

	Peter Barrett, PhD	Samuel R. Chapin	Sylvie Grégoire, PharmD	Alexis P. Michas	Michelle McMurry-Heath, PhD	Prahlad R. Singh, PhD	Michel Vounatsos	Frank Witney, PhD	Pascale Witz
Knowledge, skills and experience									
Strategic & 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	11	7	8	22	1	4	3	7	6

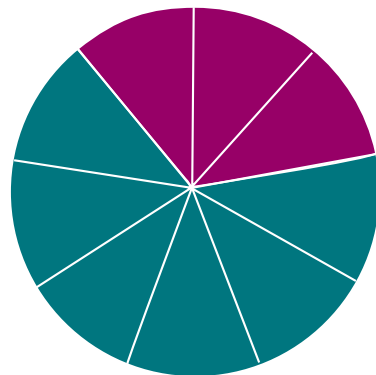
| Table 8: Board Committee Composition.

	Director since	Audit committee	Compensation & benefits	Nominating & corporate governance
Alexis P. Michas	2001			
Peter Barrett, PhD	2012			
Samuel R. Chapin	2016			
Sylvie Grégoire, PharmD	2015			
Dr. Michelle McMurry-Heath	2022			
Prahlad Singh, PhD	2019			
Michel Vounatsos	2020			
Frank Witney, PhD	2016			
Pascale Witz	2017			

 Committee Chair  Committee Member

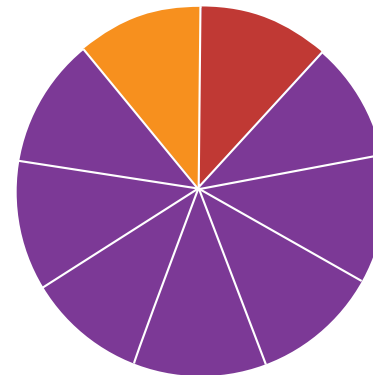
Gender

6 Male | 3 Female



Ethnic makeup

7 Caucasian | 1 African American | 1 Asian/Pacific Islander





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. Based on shareholder feedback, in 2022, we included a Total Shareholder Return (TSR) modifier as part of their 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' Nominating and Corporate Governance Committee to ensure appropriate interaction and involvement from our Board on these important topics.

Political involvement

In 2022, 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.

All individuals employed by the company who engage with public policy and political activities are obligated to abide by Revvity's Standards of Business Conduct.

Climate change strategy

Our climate change strategy is formed at the top levels of Revvity's corporate structure. Our Board of Directors and its Nominating and Corporate Governance Committee review the Company's approach to ESG initiatives and policies, while our CEO is accountable for overall risk management with regard to ESG matters. The CEO is informed by an ESG Steering Committee which includes our SVP and Chief Financial Officer, SVP and General Counsel, SVP of Global Operations, SVP and Chief Commercial Officer, SVP and Chief People and Culture Officer, VP of Corporate Communications, Senior VP of Investor Relations and Head of ESG.

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 our management of Revvity's 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, we have increased our goals regarding reducing carbon emissions in order to align with Science Based Targets and the Science Based Target Initiative (SBTi).



Environmental compliance

At Revvity, we are 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

As part of the Company's focus on Total Quality, greater than 80% of our design and manufacturing facilities that have been owned by the Company 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 the Company's operations or our reputation with customers and others. We recently completed a comprehensive materiality assessment to gauge the importance of specific ESG topics to our stakeholders and inform our strategies going forward.

Based on internal efforts to date, we have focused on topics including carbon emissions, energy management, solid waste reduction, talent management, diversity, equity and inclusion. We surveyed external and internal stakeholders to help define the issues, which formed the foundation of our current corporate social responsibility strategy. We plan to update this analysis periodically.

Revvity monitors changes in market trends as well as the requirements and attitudes of our customers and investors relating to climate change. We use these determinants to assess reputational risk. We continue to experience a growing trend in which customers require us to communicate our climate-change management strategies as well as our goals and demonstrations of progress. This is also true of our investors and potential candidates. Understanding and satisfying those expectations will help us remain competitive and grow market share.



Business ethics

Revvity does 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 Revvity's Standards of Business Conduct (SoBC). All employees are required to review our SoBC and annually complete a related course through our Learning Management System.

We communicate Revvity's standards for ethical and lawful business conduct to third parties through our Code of Business Conduct for Dealers and Agents, which summarizes the values and principles that Revvity expects 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. 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. All diagnostics and clinical marketing materials and website content go through Revvity's Promotional Review Board (PRB) process for approval to ensure FDA compliance.

- **Revvity Ethics Hotline** - Revvity maintains 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.

You can contact the Revvity Ethics Hotline

Via telephone: United States - 866-723-0561; Outside of the US (+1) 781-663-6905
Via email: ethics.hotline@revvity.com



Product governance

Revvity delivers innovative products and services that accelerate our customers' positive impact to global health. We are 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. Our NPI processes also include a review of hazardous chemical ingredients. The review addresses hazard classification, labeling, packaging, and transportation requirements, as well as any applicable authorizations or restrictions on use of the substance in products. Revvity monitors and reports 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.

Revvity has registered several substances with the European Chemicals Agency (ECHA) in compliance with the REACH regulation. We use these substances in the manufacture of life sciences and diagnostic reagents in Europe. Revvity has applied to the European Chemicals Agency (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, Revvity informs customers about the presence of Annex XIV substances in products and provides instruction about avoiding releases to the environment.

Revvity's products are compliant with the European Union's Reduction of Hazardous Substances (RoHS) Directive and other regional RoHS regulations that seek to reduce the environmental impact and increase the recycling of electrical and electronic equipment through restriction of certain hazardous substances. We also comply with the European Union's Waste Electrical and Electronic Equipment Directive to reduce the disposal of waste by allowing customers to return eligible equipment for recycling at the end of its useful life. 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, Revvity complies with applicable restrictions on hazardous substances, including lead, mercury, cadmium and others identified in Europe, China, and elsewhere. We also participate in compliance schemes for the collection and recycling of end of life electrical and electronic equipment, packaging materials, and batteries where applicable. This means tracking and reporting to compliance schemes on quantities of products sold and recycled, as well as paying applicable fees. In addition, Revvity is compliant with In Vitro Diagnostic 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 the molecule, potentially impacting how it interacts with other molecules. The radionuclides are disposed of in several ways. Short-lived isotopes that decay to cold materials are held in storage until 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 Centre 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 are 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 are committed to conducting all research in an ethical and responsible manner, we have adopted both an [Animal Welfare Policy](#) as well as a [Bioethics Policy](#) which address those important principles.



Supply chain and operations

Our ability to obtain high quality, competitively priced raw materials in a timely fashion is critical in developing innovative products and solutions for our customers. For this reason, 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, 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 into our factories and involve employees at all our suppliers whenever new products or parts are purchased or developed. In addition, we have regular employee training on product safety and quality control for all our employees.

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' ESG commitments while continuing to further our own sustainability strategy, we incorporate ESG requirements into supplier requests for proposal and are in the process of developing a supplier scorecard for ESG metrics.

Another important focus is ramping up how we drive sustainability within our procurement, shipping, logistics and sourcing teams. Our Revvity Sustainable Procurement Policy outlines our commitment in this area.

Risk assessment and readiness

In order to achieve and successfully execute our Company's business objectives, it is 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 are 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. 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.

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 corporate 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, the Revvity Personal Data Processing Policy, and sound business practices for communicating with our customers for B2B marketing purposes. The policy relates to data privacy laws and regulations such as the GDPR, the e-Privacy Directive, and the California Consumer Privacy Act of 2018 (CCPA) and covers emails, phone calls and text messages. The 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. Revvity diligently tracks the unsubscribes and adjusts email lists to ensure compliance with user requests.



A photograph of a group of people in business attire clapping. The focus is on the hands of a woman in the foreground, who is wearing a dark blazer. Other people are visible in the background, also clapping. The scene is brightly lit, suggesting an indoor event.

Awards and
recognition

Awards and recognition



EUROIMMUN Germany Named a Kununu Top Company 2023

Our EUROIMMUN Germany team was recently named a Kununu Top Company 2023 based on feedback from employees. The team has received this award every year since 2015 and, once again, exceeded the requirements in 2023, with an employee recommendation score 4.2 stars (out of 5), based on 397 employee ratings.



China Team Recognized for Social Media Recruiting

Our Talent Acquisition Team in China was awarded the “Best Social Media Recruitment Award” at the Talent Momentum Summit along with 16 other top companies in the region.



EUROIMMUN U.S. Named a 2023 New Jersey Top Workplace

Our EUROIMMUN U.S. team was recently named a 2023 New Jersey Top Workplace by NJ Advance Media, which celebrates regionally recognized companies that make the world a better place to work together by prioritizing a people-centered culture and giving employees a voice. The 2023 New Jersey regional awards program measures workplaces on employee engagement, leadership, and other basics using the Engage Workplace Survey enlist anonymous feedback.

At Revvity, we take great pride in everything we do - from the solutions we develop to the way we empower and engage our global team. We're honored to have recently received recognition for our efforts.



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 2022, 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 2022 Environmental, Social and Governance 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 2022 Environmental, Social and Governance 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 I 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/2022/2022-rvty-conflict-minerals-report.pdf and Supplier Code of Conduct https://s202.q4cdn.com/561573250/files/doc_downloads/Revvity-Supplier-Code-of-Conduct-2023.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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