

Supplier Code of Conduct

September 2026

Purpose

This Code communicates Perceptive requirements and expectations for suppliers, including ethical conduct, legal compliance, responsible business practices, sustainability engagement and protection of confidential information.

Introduction

Perceptive Informatics, LLC and its affiliates ("Perceptive") believes that a strong relationship with our Suppliers is critical to ensuring our company's success. This Supplier Code of Conduct (Code) communicates our requirements to our Suppliers. This will ensure that anyone who works for us and our Customers shares our values and works to the highest ethical standards.

Expectations

Ethical business conduct is everyone's responsibility. This Code is the foundation of our relationship with our Suppliers, creating a mutual understanding of our company's core values and beliefs and ensuring consistent compliance from all of our Suppliers.

This Code sets forth the principles and requirements for establishing and maintaining a business relationship with Perceptive. Perceptive reserves the right to monitor Suppliers' ongoing compliance with these principles and requirements.

Suppliers are responsible for ensuring that they and their employees understand and comply with the principles in this Code and that third parties they engage also apply the same or substantially similar principles.

Scope

This Code applies to any company or person who provides goods or services to Perceptive. We expect that you read and understand this Code and ensure that your code is substantially in alignment with this Code. If not, you must ensure that anyone who works on behalf of Perceptive understands and complies with this Code.

Perceptive is committed to complying with the laws of the countries in which we operate. Laws and regulations are complex and vary from country to country. Suppliers must comply with the laws and regulations in each country where they conduct business. When working across multiple countries, Suppliers must comply with the more restrictive requirements.

This Code does not provide the answer to every situation or question you may face. You have a responsibility to use good judgment, to comply with the spirit of the Code and to seek help if you have questions or concerns. If the right course of action is not clear, consult Perceptive's Legal Department. You can email compliance@perceptive.com for guidance.

Business Integrity

We hold all Suppliers to the highest ethical standards and expect them to conduct business honestly and ethically. This means doing the right thing and complying with applicable laws and regulations.

Adherence to Applicable Laws and Regulations

Suppliers must comply with all applicable laws, rules, regulations and industry standards of the countries in which they operate, including applicable U.S. laws, as well as this Code.

Anti-Bribery and Anti-Corruption

Corruption in any form is strictly prohibited. There are many forms of corruption, including fraud, bribery, kickbacks, facilitation payments, and extortion. Corruption may involve cash payments or providing anything of value.

Suppliers must not, either directly or indirectly, pay, offer, promise, ask for, accept, or agree to accept any bribe or kickbacks to or from any person, including government or political party officials, officials of international organizations, candidates for public office, or representatives of other businesses or persons acting on behalf of any of the foregoing, to retain or gain a commercial advantage – or even appear to do so.

Government Officials

Perceptive prohibits Suppliers or any of its employees, agents, officers or other members of its management, contractors or subcontractors from being officials, officers, agents, or representatives of any government or political party or international organization where they may be in positions of official government authority able to use that position to improperly assist or aid Perceptive or

its Customers to obtain or maintain business or obtain a business advantage. Facilitation payments, either directly or indirectly, are prohibited regardless of their value.

Accuracy of Business Records

Suppliers must maintain up-to-date books and records, including proper accounting for all payments and expenses made on behalf of or from funds provided by Perceptive, to demonstrate compliance with applicable laws and regulations and Generally Accepted Accounting Principles. Suppliers must have accounting and financial internal controls to ensure records are accurate and complete in all material respects.

Gifts and Entertainment

In the normal course of business there may be occasions that involve the giving or receiving of infrequent, nominal value, business-related entertainment or gifts. The following guidelines govern the giving or acceptance of entertainment and gifts to or from any person or organization associated with Perceptive.

Perceptive Suppliers may offer or accept entertainment only when it is permitted by local laws and codes, is infrequent, of customary and reasonable value, and not intended to influence decision-making or obtain an unfair advantage.

Permissible gifts include items of nominal value, such as branded items, and perishable items of reasonable value, such as food, candy or flowers.

Business meals attended by both Supplier and Perceptive representative(s) are permissible if they are modest, infrequent, not excessive or lavish in nature, are for appropriate business purposes, and do not violate applicable laws, regulations or codes.

Any gifts, entertainment or hospitality provided must not be intended to influence decision-making or obtain unfair advantage, and must not create, or be perceived to create, a conflict of interest with Perceptive's business interests.

Hospitality, gifts and entertainment in the contract pre-award or negotiating period, other than permissible business meals, are not permitted.

Prohibited Gifts, Entertainment and Hospitality

Except as permitted above, Suppliers must not offer, and Perceptive colleagues and members of their immediate family must not accept or solicit, directly or indirectly, from any Supplier, current or potential, any gifts, including but not limited to the following:

- Any lavish or excessive entertainment, gifts, or hospitality
- Cash payments
- Cash equivalents, including gift certificates/cards, vouchers, checks, and lottery tickets
- Travel and accommodations
- Vacations
- Services or favours
- Job opportunities
- Loans
- Discounts that are not available to all Perceptive colleagues

Gifts, business meals, or entertainment, of any value, must never be offered to or from any government official or their associates. Special care is required when dealing with Healthcare Professionals (HCPs). In many countries, HCPs are government officials subject to special rules and regulations. Gifts and entertainment to or from HCPs are not permitted. Business meals for HCPs may be permissible provided they have been approved by Perceptive in advance.

Questions regarding permissible gifts, entertainment, or hospitality can be addressed to compliance@perceptive.com or to your Perceptive Procurement contact.

Sanctions

Suppliers must not at any time, directly or indirectly, use or engage in any capacity, in connection with the goods or services provided to Perceptive, any entity or person in any U.S. Office of Foreign Assets Control (OFAC) or other non-US government sanctioned country or with any entity or person that is found within the US Treasury Department's Specially Designated Nationals List (SDN). Suppliers must have appropriate due diligence policies and procedures in place that ensure they do not hire, engage, or work with any country, individual, or entity on any applicable sanctions list.

Trade Compliance

Suppliers must comply with all applicable laws and regulations regarding import and export controls, licensing, sanctions, denied parties, embargoes, anti-boycotts and other trade restrictions that have been approved by recognized national and international authorities. Each country may

have different requirements for clearing goods and for keeping records. Suppliers must maintain complete and accurate import/export records.

Conflicts of Interest

Suppliers are responsible for avoiding situations that present, or create the appearance of, a conflict between their interests and their obligations to Perceptive and our obligations to our business partners.

If a Supplier becomes aware of any actual, apparent or potential conflict of interest between the Supplier's interest, duties, obligations or activities, including that of an individual employee, Perceptive must be notified immediately.

Fair Competition and Antitrust

We believe that fair competition is in everyone's best interest. We require Suppliers to abide by all global fair competition and anti-trust laws and regulations and to compete fairly.

Confidential Information

Confidentiality is crucial to Perceptive and our Customers. Suppliers shall have processes in place to ensure that the confidentiality of all information is guaranteed by all Suppliers and their representatives. Approved confidentiality agreements must be entered into by Supplier if confidential information is to be shared. Sharing of such information with authorized recipients must only be on a "need to know" basis. All other sharing of confidential information is prohibited.

Protection and Use of Information

While conducting day-to-day business with Perceptive, a Supplier may be given access to Perceptive's or our Customers' confidential information, including intellectual property, study data and documents, and personal information. Personal information means any information relating to an identifiable individual person.

Suppliers shall process Perceptive's and our Customers' personal data solely in accordance with Perceptive's and our Customers' instructions. Supplier must not use any personal data for their own purposes.

Suppliers must have adequate data privacy and security measures to ensure that confidential and personal information is protected and remains confidential and must only use such information as

is appropriate for the delivery of goods and services to Perceptive. Suppliers must not disclose this information or transfer it unless given written permission from Perceptive. Suppliers must comply with all applicable data privacy laws and regulations.

Intellectual Property

Suppliers shall respect Perceptive's and our Customers' intellectual property rights, including processes, information, copyrights, trademarks, patents, in-house developed software, trade secrets, decision rights, logos, brands and know-how. Suppliers are required to take the necessary precautions to safeguard any intellectual property they develop or possess on behalf of Perceptive.

Insider Trading

Supplier may be given access to material or non-public information about Perceptive, our Customers and other companies that we do business with. Material information is information that a reasonable investor would consider important to a decision to buy, hold or sell stock or other securities and which could therefore reasonably affect the price of stock or other securities. This is sometimes known as "insider information".

Suppliers, their employees and representatives must not buy or sell securities in their own account or any account over which they exercise control, when they are in possession of non-public, material information associated with stock or other securities. In addition, they may not pass along any non-public, material information or advise anyone to buy or sell securities while in possession of this non-public, material information.

Political Contributions

All political contributions must be made in compliance with applicable laws, regulations and industry standards. Suppliers are prohibited from giving any political support, including financial or other resources, on behalf of Perceptive or our Customers.

Labor and Human Rights

Suppliers are required to follow all general workplace standards, including those governing hiring, separation, compensation and the treatment of employees. This commitment establishes and ensures a supportive working environment for all employees.

Non-Discrimination

Suppliers shall provide a workplace free from discrimination. Discrimination on any basis, including race, religion, gender, sexual orientation, marital status, disability, nationality, veteran status, trade union membership, political opinion or any other protected class is prohibited.

Anti-Harassment

Workers have a right to a workplace free of harassment or discrimination in any form. Perceptive requires that its Suppliers prohibit all types of harassment including, but not limited to, physical, verbal, visual, psychological, sexual harassment or other conduct of any kind that creates an intimidating, offensive or hostile work environment.

Prevention of Sexual Harassment and Respectful Conduct

Suppliers shall ensure that all personnel engaged in providing goods or services to Perceptive, including employees, contractors, consultants, agents and subcontractors ("Supplier Personnel"), conduct themselves in a professional, respectful and lawful manner when interacting with Perceptive employees, contingent workers, contractors, customers, study participants, suppliers and other business partners.

Suppliers must maintain a zero-tolerance approach to sexual harassment, sexual misconduct, bullying, intimidation and any other behaviour that could create an intimidating, hostile, degrading, humiliating or offensive environment within any Perceptive workplace, worksite, event, meeting, business activity or virtual working environment.

Suppliers shall take appropriate measures to ensure that Supplier Personnel:

- Understand and comply with all applicable laws relating to sexual harassment, discrimination and workplace conduct;
- Complete any training, induction or awareness activities reasonably required by Perceptive;
- Promptly report any concerns, complaints or incidents involving sexual harassment or inappropriate conduct arising in connection with services provided to Perceptive;
- Cooperate fully with any investigation undertaken by Perceptive or the Supplier relating to such conduct; and
- Refrain from any form of retaliation against individuals who raise concerns or participate in an investigation.

Human Rights

Suppliers must respect human rights and warrant that all employees work on a voluntary basis and must prohibit all forms of human rights abuses, including child labor, forced, involuntary, or indentured labor, slavery, human trafficking and physical punishment.

Suppliers must respect employees' rights to join, not join, or form a trade organization for the purpose of collective bargaining and will not discriminate, interfere, retaliate or harass any employee who exercises their right.

Suppliers shall encourage and facilitate the reporting of concerns or illegal activities in the workplace and shall promptly investigate any reports received. Suppliers must ensure that employees can report such concerns without fear of retaliation or reprisal of any kind.

Wages, Benefits and Working Hours

Suppliers shall comply with all applicable wage and hour laws and regulations.

Diversity

Suppliers must be committed to building and promoting an environment that is inclusive of all people and their unique abilities, strengths and differences. Inclusion means creating a workplace where people can be themselves regardless of their gender, gender identity, religion, age, race, color, disability, ethnicity, cultural affiliation, sexual orientation or beliefs.

Environmental, Health and Safety Practices

Health and Safety

Suppliers must provide their employees with a healthy and safe workplace in compliance with all local and national health and safety regulations and ensure safety management systems are in place to prevent work-related personal injuries.

Worker Safety and Protection

Suppliers must protect employees from chemical, biological and physical hazards, in addition to the prevention of onsite accidents. To help ensure safety, Suppliers must provide employees with the necessary training and protective equipment.

Suppliers must maintain records documenting workplace injuries and health and safety trainings. Suppliers must implement emergency response plans, including evacuation drills, fire detection equipment, and first aid supplies, to ensure the safety of workers.

Sustainability

Perceptive seeks to create a sustainable environment and we require our Suppliers to do the same. Suppliers must comply with laws regarding environmental practices and should strive to consistently improve their own environmental performance and reduce their environmental footprint.

Supplier Sustainability Engagement

Proportionate approach: These expectations are designed to create a clear supplier engagement ask while recognising that suppliers will be at different stages of sustainability maturity.

Perceptive expects its suppliers to actively support responsible and sustainable business practices across their operations and supply chains. In support of Perceptive's own sustainability commitments, including greenhouse gas emissions reduction, supply chain transparency and responsible sourcing, suppliers are asked to take reasonable and proportionate steps to measure, manage and improve their environmental impact.

Suppliers should, where appropriate to their size, maturity, geography and the nature of the goods or services provided, work towards recognised sustainability practices and external assessment frameworks. These may include maintaining an EcoVadis rating or equivalent ESG assessment, setting greenhouse gas emissions reduction targets aligned with the Science Based Targets initiative or an equivalent framework, participating in climate disclosure through CDP or similar platforms, and maintaining appropriate environmental policies, procedures and improvement plans.

Perceptive recognises that not all suppliers will have the same resources, maturity or exposure to formal sustainability platforms. Accordingly, these expectations will be applied in a commercially reasonable, proportionate and risk-based manner. A supplier's lack of a current EcoVadis rating, SBTi validation or equivalent certification will not, by itself, constitute non-compliance with this Code. However, suppliers are expected to engage constructively with Perceptive's sustainability objectives and to demonstrate continuous improvement where reasonably practicable.

Perceptive may request information from suppliers to help assess sustainability maturity, greenhouse gas emissions, environmental practices, diversity and responsible sourcing. Suppliers are expected to respond to reasonable requests in good faith and, where improvement

opportunities are identified, to work collaboratively with Perceptive on practical and proportionate actions.

Pollution Prevention

To promote a sustainable environment, Suppliers shall strive to reduce their resource consumption and use, including implementing improvement plans for waste reduction, recycling and water and energy conservation policies.

Permits and Reporting

Suppliers shall obtain and maintain all required environmental permits and follow applicable reporting requirements.

Management Systems

Commitment and Accountability

Suppliers will demonstrate commitment to the principles contained within this Code by allocating appropriate resources and maintaining adequate documentation to demonstrate conformance with the principles and values within this Code and compliance with all laws, regulations and standards.

Subcontractors

Perceptive must be informed in writing of all subcontractors involved in providing goods or services to Perceptive. Suppliers will only accept ethical and lawful behavior from all persons or entities who may act on their behalf to perform services for Perceptive. This Code must flow down to subcontractor contracts.

Risk Management

Suppliers shall have a risk management plan to identify, assess, and manage risks in all areas on an ongoing basis. This includes assessing risks associated with persons or entities who act for them.

Business Continuity and Disaster Recovery

Suppliers shall implement and maintain business continuity and disaster recovery plans for all operations supporting any goods or services provided to Perceptive or our Customers. Business continuity plans and disaster recovery plans must be tested regularly.

Audits and Inspections

Perceptive reserves the right to audit Suppliers upon reasonable notice to ensure compliance with the standards in this Code. Suppliers shall provide Perceptive with necessary information and allow Perceptive or its representative access to the Suppliers' relevant premises and documentation in order to verify that the Suppliers, their employees and subcontractors comply with this Code. Findings inconsistent with this Code must be promptly corrected. Suppliers must fully investigate any non-compliances and incidents and take corrective and preventative actions, as needed.

Speaking Up and Ethics Hotline

Perceptive encourages individuals to report any questions or concerns, including concerns regarding violations of this Code, through a web-based report. These reports can be filed from within or outside the Perceptive network.

Suspected violations of this Supplier Code of Conduct can also be reported to compliance@perceptive.com.

No Retaliation

Perceptive prohibits and does not tolerate any retaliation taken against an individual who, in good faith, has reported a suspected violation of this Supplier Code of Conduct.

When a potential violation has been reported, Perceptive will investigate the report to the fullest extent possible and respond appropriately.