

STANDARD BIOTOOLS INC.
CODE OF ETHICS AND CONDUCT
(as amended and restated on July 30, 2026)

CEO Introduction

Standard BioTools is committed to conducting business ethically and legally in the regions of the world in which we conduct business. This commitment extends to the communities and the workplaces where we conduct business.

In pursuit of this commitment, the Standard BioTools Board of Directors has adopted this Code of Ethics and Conduct. Our Code, which is aligned with our corporate values of customer commitment, integrity, respect and continuous improvement, sets forth the principles which we, as a company, collectively aspire to achieve, and these principles guide us as we conduct business with others and interact with each other.

Throughout the Code you will read about judgment in decision making. Good judgment is paramount to our success as we navigate our marketplace which is complex and regulated by various rules, laws and regulations. Successful navigation of these requirements and achieving long-term business results requires a commitment to achieving these results in an ethical and legal manner. This code sets forth how we accomplish these dual mandates.

We each play an important role in striving to fulfill the expectations of this Code and upholding Standard BioTools' values. In this pursuit, each of us must commit to do the following:

- Read, understand and comply with this Code, applicable Company policies, and the letter and spirit of the law
- Exercise good judgment when making decisions
- Seek guidance if uncertain how to proceed or help is needed
- Speak up and report any known or suspected violations of the Code, applicable law or Company policies to a manager, the Ethics Hotline or other resources identified in this Code
- Cooperate as the Company continuously improves through audits, inspections, other reviews, and investigations

Thank you for your commitment to ethical and legal business conduct with each other and our external stakeholders.

Michael Egholm
Chief Executive Officer

Compliance@standardbio.com

Ethics Hotline 1.844.836.0249

Outside of the US: standardbiotools.ethicspoint.com

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Purpose and Scope

The Standard BioTools Code of Ethics and Conduct (“Code”), as adopted by our Board of Directors, outlines our company’s global standards for business conduct. The Code articulates Standard BioTools’ expectations for ethical conduct in an effort to discourage behaviors that would put the company at risk. In addition to this Code, Standard BioTools (the “Company”) has a variety of policies, some referenced in this document, which are in place to ensure that its employees act in accordance with not only its expectations of their individual roles but also both the letter, and the spirit, of applicable laws and regulations.

The Code applies globally to all Standard BioTools’ locations, affiliates and subsidiaries. Specifically, the Code applies to all of the Company’s employees, officers, consultants, and contractors, as well as the members of its Board of Directors (all such persons are, collectively, referred to in this Code as “Personnel”), regardless of location, seniority, function or region. If any requirement of this Code conflicts with any regional Standard BioTools employee handbook, employment agreement, collective bargaining agreement, or applicable laws or regulations, the local requirements will supersede the conflicting provision(s) of this Code.

All Personnel are expected to read and acknowledge their understanding of the Code as well as all Company policies applicable to their respective roles and responsibilities. As part of the Company’s commitment to ethical conduct, all applicable Personnel will receive annual training on the Code. Vendors, agents, contractors and other business partners are expected to adhere to the spirit of this Code, as well as applicable contractual provisions and laws, when conducting business on the Company’s behalf.

Any questions about the Code, the law, Company policy or appropriate conduct in a particular situation should be directed to your manager, another member of management, a senior leader of the Company, the Legal Department, Human Resources or the Ethics Hotline.

Our Values and Expectations

Our Values at Work

At Standard BioTools, our values are not merely words on a piece of paper or written on our website; our values drive our individual behaviors at work. To assist in understanding how our values can be demonstrated in a variety of roles, the values are broken down into competencies, and behavioral examples of those competencies, that can be demonstrated in our work. These values and competencies, along with the expectations set by our Code, form the basis of how our performance is evaluated each year through our performance reviews, which influences merit

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increases and promotions. It is not just *that* we achieve our desired results, but also *how* we accomplish those results.

<u>Value</u> Principles that define behavior	<u>Competency</u>	<u>Behaviors</u> The way in which one conducts themselves, especially toward others
<u>Customer Commitment</u> We are committed to developing quality solutions for our Customers' unmet needs, creating value for all stakeholders and achieving better business outcomes.	Customer Focused	Focuses on customer (internal & external); engaging with others to improve data-driven processes; build, manage and foster customer relationships through listening, interpreting and delivering solutions to better understand current/future trends and needs.
	Uncompromised Quality	Sets quality expectations through standard work practices and processes (development/implementation/evaluation); leads by example and holds others accountable to meet quality expectations while strengthening customer relationships (local & global).
<u>Integrity</u> We embody Integrity – choosing to uphold the highest standards professionally, personally and intellectually.	Accountable	Instills accountability for themselves and others through proactive planning, gap analysis, delegation, prioritization, support and monitoring progress to achieve goals and results.
	Active Listening & Understanding	Demonstrates self-awareness within themselves and others through active listening for better understanding of other points of view; displays empathy while engaging with others and openness when giving and receiving feedback.
<u>Respect</u> We show respect for each other, value every voice and embrace individuality and the differences in others.	Inclusive	Inclusive approach with others; fosters respectful interaction in team settings; values different perspectives to develop unique solutions/ideas; demonstrates these behaviors in day-to-day interactions and collaboration
	Humble & Authentic	Creates an environment in which people want to do their best; embraces the balance between tentativeness and confidence to achieve humility; which in turn, fuels self-assurance and a growth mindset; advocates for themselves and others; open to new perspectives and acknowledging others in the process.
<u>Continuous Improvement</u> We foster a culture of Continuous Improvement (Kaizen), driving us to be better, do better and evolve every day.	Collaboration	Adopts a mindful, reflective approach towards collaboration with an openness towards continuous feedback; identifying opportunities of improvement for standard work practices and data-driven processes; develops and provides recommendations for our customers (internal & external).
	Continuous Learning Mindset	Continuously seeks opportunities to learn, questions the applicability of past approaches in the current environment, owns growth, accepts and acts on constructive feedback and embraces setbacks as learning opportunities.

Honest and Ethical Conduct

Honest and ethical conduct is the foundation for building and strengthening the Company's reputation and is the expectation for how we conduct business. All Standard BioTools Personnel and external business partners are expected to comply with applicable laws, conduct business honestly and conduct themselves in an ethical manner with all stakeholders, including internal colleagues and external business partners.

Honest Conduct	Conduct that is free from fraud and deception and is characterized by truthfulness, sincerity and transparency.
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Ethical Conduct

Conduct that aligns with accepted moral principles, values and adheres to applicable laws and regulations as well as accepted professional standards of conduct. Ethical conduct may also simply be defined as “the right thing to do”.

Making ethical decisions is not always simple and straight forward. There will be times when the decisions and issues are complex, balancing various objectives and risks, and it may be difficult to determine the appropriate course of action. The Company recognizes that particular actions and conduct may be legal, yet unethical (not the right thing to do). All Personnel are expected to use good judgment and, when in doubt, seek guidance as to the appropriate course of action to take on behalf of the Company.

The following questions may be of assistance when faced with a decision:

-
- ? Are all options legally permissible?
 - ? If reported in the news, would the decision be perceived as positive for the Company? For the person making the decision?
 - ? Has a manager, other senior leader, Human Resources or the Legal Department been consulted prior to making the decision?
 - ? Does the decision align with Company policies, this Code and the Company’s values?
-

If the answer to any of these is “No”, seek guidance, and rest assured that the Company will not expect its Personnel to act in an unethical manner.

Compliance with Laws, Rules and Regulations

All Standard BioTools Personnel and business partners have a duty to comply with all applicable laws, rules and regulations, as well as with applicable Standard BioTools policies, procedures and this Code. In collaboration with colleagues in the relevant departmental functions, Personnel should understand the legal and regulatory compliance obligations associated with their responsibilities and decisions so that potential issues may be identified and expert advice may be sought.

Disregard of the law will not be tolerated. Violations of laws, rules or regulations may subject Standard BioTools (as well as any Personnel involved) to civil or criminal liability, a loss of business or reputation harm. If you are unsure whether particular laws, rules or regulations apply to an aspect of the Company’s business, please consult with an attorney in the Company’s Legal Department.

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Any Personnel or business partner who ignores or violates applicable law, this Code, any Company policy or any manager who penalizes a subordinate for attempting to follow this Code, will be subject to corrective action up to and including termination of employment or contractual relationship. Violations of this Code by a Company director may result in a request that the director resign from the Company's board of directors.

The conduct and records, including emails, of Personnel are subject to internal and external audits and to disclosure to third parties in the event of a government investigation, criminal prosecution or civil litigation.

No business decision is so urgent that it warrants illegal or unethical conduct. Conduct that would place the Company's reputation at risk is never acceptable.

Management Obligations

Standard BioTools expects all Personnel to uphold the Code and acknowledges the vital role of its officers and other people managers in achieving ethical excellence. Leaders are held to an even higher standard than other Personnel and are responsible for embodying the Company's values, guiding employee abidance with this Code and conducting business ethically.

If you are a people manager, you are expected to:

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- ✓ Exemplify the principles of this Code and not encourage or direct anyone to violate this Code or the law
-
- ✓ Ensure that your team members are aware of their responsibilities and accountable for acting in accordance with this Code; support the Company's Compliance training and communications; and assist in implementing Compliance and ethics initiatives
-
- ✓ Promote a culture that encourages open communication and facilitates the reporting of inquiries and concerns and be available to employees who come to you for assistance in making ethical decisions
-
- ✓ Ensure employees understand that business results are never more important than ethical and lawful conduct aligned with Company policies and this Code
-
- ✓ Consider employees' history of complying with this Code when evaluating and rewarding employees
-

Additionally, managers have a duty to report any known or suspected violations of this Code, applicable law or regulations, or Company policies. Managers should not independently

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investigate any potential violations unless they have been directed to do so after reporting the issue to the Legal Department, Human Resources or the Ethics Hotline.

Managers and other senior leaders play a crucial role in establishing and maintaining the Company's ethical standards and culture. Leaders' actions, both positive and negative, define acceptable professional conduct for other Personnel.

Respectful Workplace

Respectful Work Environment

Standard BioTools is committed to providing a workplace and work environment where all employees and visitors feel safe, valued and respected. The Company maintains a workplace where everyone is treated with dignity and respect and is dedicated to ensuring that its work environment positively embraces individuality, differences, engagement and innovation. Standard BioTools prohibits unlawful discrimination, harassment, bullying or any behavior that creates an offensive, hostile or intimidating work environment. Personnel should never target anyone for negative treatment and should be fair in all employment decisions, which are based on merit and never on personal characteristics. The Company prohibits sexual and other forms of harassment and does not tolerate any form of discrimination or harassment of its Personnel or anyone with whom the Company conducts business.

All applicable Personnel should be trained and familiar with the Company's [Anti-Discrimination and Anti-Harassment Policy and Complaint Procedure](#). Any incidents of discrimination or harassment must be stopped as promptly as possible. If any act of discrimination or harassment is observed, experienced or suspected, Personnel are required to promptly report it to their manager, Human Resources, the Ethics Hotline (in accordance with local regulations for ethics hotline reporting) or any of the other resources set forth in this Code.

The Company embraces individuality and differences in its commitment towards fostering a respectful workplace, which is reflective of its values. We believe that we are strongest when we embrace individuality, and that it is essential to seek out various, innovative ideas and foster a culture where all colleagues are respected and engaged. This commitment fosters every aspect of the employee experience, from recruitment to development, training and advancement. As Standard BioTools evolves, we will continue to build a culture that empowers us all. This commitment does not involve preferences based on protected characteristics, and all decisions are based on merit and applicable law.

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Workplace Safety

The safety and well-being of all Personnel is a collective responsibility. Standard BioTools is committed to providing a workplace that is safe and secure for all Personnel and complies with applicable workplace safety requirements. All Personnel are expected to be familiar with Company policies regarding workplace safety and to speak up if they become aware of a safety concern or a situation that violates Company safety protocols.

Additionally, the Company does not permit or condone:

-
- ☒ Employees who are under the influence of, using or in possession of illegal drugs or controlled substances while on Company property
 - ☒ Threats or acts of violence, either verbal or physical, made by any Personnel against any other person, including threats made online
 - ☒ Possession by any Personnel of any weapon while on Company property
-

If you have a question or wish to report a concern involving workplace safety, Personnel are encouraged to consult the Standard BioTools employee handbook where applicable or reach out to your manager, another member of management, a senior leader, the Legal Department, Human Resources or the Ethics Hotline.

In the event of an onsite emergency, please follow location specific emergency procedures.

Social Media

The increasing prevalence of social media requires careful consideration of the potential impact of online activity on both individual and corporate reputations. Standard BioTools recognizes the challenges inherent in separating our personal and professional online presence. Therefore, all Personnel are expected to exercise sound judgment in their online activities, particularly those concerning the Company or its Personnel, products or business operations. All Company policies, including, but not limited to, those regarding confidentiality and harassment, are applicable to social media usage, irrespective of whether such usage is for Company communications or personal purposes.

For comprehensive guidance, please consult the Company's [Social Media Policy](#). Inquiries may be directed to your manager, any senior leader, the Legal Department, Human Resources or the Ethics Hotline.

It's vital to consider social media and electronic communications are never entirely private or permanently deleted. Be mindful, someone may save a screenshot of your content for the

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same reason you deleted the content. Please label personal opinions as your own and be mindful that even your customers and coworkers may see your content.

Customer Commitment

Customer Relationships

Standard BioTools has provided quality products and services to meet its customers' requirements for many years. During this time, the Company has built significant trust and goodwill, which is a treasured asset to the Company. Each and every day, we must earn and retain the trust, respect and goodwill that our customers have bestowed upon us. In the Company's commitment to commercial and ethical excellence, all Personnel are expected to comply with the laws, rules and regulations governing the Company's business and the businesses of its customers while building our business and strengthening our customer relationships.

All Personnel are expected to respect and adhere to the policies of the Company's customers; when those policies conflict with our own, the more restrictive policy should be applied. Customers should never be encouraged or assisted in violating their own company's policies. Personnel must conduct themselves in a manner that enhances customer relationships by fostering goodwill and trust. Relationships built upon trust and mutual respect are beneficial to both the Company and its customers.

Personnel must strive daily to earn and preserve the trust, respect and goodwill customers have bestowed on the Company.

Gifts and Entertainment

The giving and receiving of gifts, when permitted, is a common business practice. Appropriate business gifts and entertainment are courtesies designed to build relationships and understanding among business partners. However, gifts and entertainment should not compromise, or appear to compromise, the Company's, or its Personnel's, ability to make objective and fair business decisions.

As a general rule, Personnel may give or receive gifts or entertainment to or from business partners, customers or suppliers only if the gift or entertainment is:

-
- ✓ Infrequent and modest (i.e., less than \$25)
 - ✓ Intended only to build goodwill
 - ✓ Complies with applicable law and Company policy
-

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- ✓ Would not be viewed as an inducement or reward for any particular business decision
 - ✓ Approved under the [Anticorruption Compliance Policy](#)
-

All gifts and entertainment expenses must be properly accounted for on expense reports. Employees are encouraged to consult their manager or the Legal Department about any proposed gifts, entertainment or other benefits if they are uncertain about the legality or propriety of such.

All Personnel should keep in mind when providing any gift or entertainment that the exchange may violate the Company's [Anticorruption Compliance Policy](#), the recipient's employer's policies or applicable law. The following questions should be asked when providing / receiving a gift or entertainment:

-
- ? Is the recipient a government official, employee or representative?
 - ? Is it aligned with the [Anticorruption Compliance Policy](#), Company guidance and any policies governing the recipient?
 - ? Would the receipt by Standard BioTools Personnel compromise, or be viewed as compromising, that person's ability to make objective and fair business decisions on behalf of Standard BioTools?
 - ? Would the offering by Standard BioTools Personnel appear to be an attempt to obtain business through improper means or gain a special advantage?
 - ? Are all expenses for gifts or entertainment accurately accounted for through expense reporting?
-

Personnel must use good judgment to ensure observance of this Code, Company policies, and applicable laws and regulations. Any questions about whether any gifts or entertainment are appropriate should be directed to your manager, senior leader, the Legal Department, Human Resources or the Ethics Hotline.

Government Interactions

The Company may be involved in business transactions with the U.S. government, state and local governments, or the governments of other countries and is committed to dealing honestly, ethically and legally with government officials, employees and representatives.

Personnel whose job responsibilities include interacting with government agencies or representatives are expected to understand and comply with any special laws, rules, regulations and Company policies that apply to these interactions. Managers should ensure that their team members are aware of, and understand, applicable government requirements, including any

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special requirements that may apply to communications with governmental bodies or agencies having regulatory authority over the Company's products, services, other operations or to communications relating to government contracts or other government transactions.

In particular, Personnel are responsible for ensuring that no attempts to improperly influence the actions of any public official are made and that no statements to government officials are false or misleading.

In general, when dealing with public officials, Personnel and business partners must avoid any activity that is, or might appear to be, illegal or unethical. Examples of conduct that must be avoided include:

-
- ☒ Inaccurately representing which Standard BioTools products are subject to a government contract
-
- ☒ Soliciting or obtaining confidential information from a government official, such as a sealed bid from a competitor prior to the award of a government contract
-
- ☒ Hiring present or former government employees without first consulting the Legal Department
-
- ☒ Offering anything of value to a government employee with or without the intent of influencing a government decision
-

Employees must submit a written request for review by the Legal Department prior to structuring, or entering into, any arrangement from which a government official could directly or indirectly derive a personal benefit.

Personnel who conduct Standard BioTools' business with government entities are required to become familiar with the Company's [Anticorruption Compliance Policy](#). Please consult with the Legal Department for assistance in determining whether a potential activity might violate this guidance or the [Anticorruption Compliance Policy](#).

Political Activities

The Company respects the rights of Personnel to voluntarily participate in political activity in accordance with applicable laws and encourages Personnel to participate in the political process. It is the Company's intent to fully comply with all local, state, federal, foreign, and other applicable laws, rules and regulations regarding political activity.

Personnel may make personal political contributions to candidates or political action committees. When engaging in political activities or expressing political opinions, Personnel must be clear that they are acting in their personal capacity and are not acting on behalf of the Company. Political

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contributions must never be made with the intent to improperly influence someone or inappropriately gain advantages for the Company.

Standard BioTools' funds and assets must not be used for, or be contributed to, political campaigns or political practices under any circumstances without the prior written approval of the Legal Department and, if required, its board of directors. Please consult with the Legal Department for assistance in determining whether a potential political contribution or activity might violate this guidance.

Please consult with the Legal Department prior to engaging in any lobbying activity or
contacting government officials on behalf of the Company.

Supplier Relationships

The Company's suppliers contribute greatly to its success. To foster strong supplier relationships and ensure a reliable supply chain, Personnel must treat our suppliers ethically and create mutually beneficial partnerships. Similarly, Standard BioTools expects its suppliers to conduct themselves in an ethical manner. These expectations are described in the Company's Supplier / Distributor Code of Conduct, which is located on the Standard BioTools website. Standard BioTools and its suppliers benefit from conduct that is both legal and ethical.

As a global company, Standard BioTools frequently encounters suppliers in countries governed by laws, regulations and local customs that differ from those of the United States. Standard BioTools Personnel who conduct business with suppliers, vendors and subcontractors should strive to ensure that the Company only engages with suppliers who can meet our expectations for product quality, lawful conduct and ethical business practices.

The Company expects Personnel to engage suppliers that are committed to ethical and legal standards that are similar to those adhered to by the Company. Examples of relevant standards include, but are not limited to:

Employee rights and compensation

Elimination of human trafficking and slavery

Environmental responsibility and sustainability

Health and safety

Anti-bribery and anti-corruption compliance

Conflict minerals compliance

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Personnel are responsible for confirming that all suppliers are aware of the Company's expectations and for reporting any potential violations of applicable law.

Integrity in the Workplace

Accurate Records & Disclosures

As a publicly traded company, Standard BioTools is dedicated to maintaining timely, accurate and complete financial records for the benefit of its investors, regulators, customers, Personnel and other stakeholders who rely upon timely and accurate disclosures for decision-making purposes.

In accordance with applicable laws and regulations, Standard BioTools has established controls and procedures governing the entry, maintenance and disclosure of financial records. All Personnel are required to ensure the accuracy, honesty and transparency of Company financial records, including by providing clear documentation of the purpose of all transactions, identifying all parties involved, submitting appropriate supporting documentation and recording the full amount of every transaction. Obfuscating transaction details or creating hidden accounts is strictly prohibited.

All Personnel are required to comply with applicable policies, procedures and training when entering transactions into Company systems and to report any suspected irregularity in the Company's records.

Standard BioTools complies with all laws and regulations applicable to the preservation of its business records. Records should be retained or destroyed only in accordance with the Company's document retention policies. Any inquiries regarding these policies should be directed to the Legal Department or the Company's [Global Document Retention Policy](#).

For additional information regarding the reporting of complaints related to the Company's accounting, internal accounting controls or auditing practices, please consult the [Complaint Procedures for Accounting and Auditing Matters](#), which is available on the Standard BioTools internal website or upon written request to compliance@standardbio.com.

Conflicts of Interest

All Standard BioTools Personnel have a responsibility to act in the best interest of the Company. This responsibility requires the avoidance of any activities that create a conflict of interest. Conflicts of interest may arise in a variety of circumstances, including the intersection of personal, social, financial or professional endeavors with those of the Company. When a potential conflict of interest exists, the Company's interest must take priority.

Examples of conflicts of interest include, but are not limited to:

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- ✓ Having a substantial financial interest in a competitor of the Company
 - ✓ Doing business with a relative or friend on behalf of the Company
 - ✓ Hiring, promoting or directing business to a relative or friend
 - ✓ Engaging in an activity that competes with the Company
 - ✓ Personally profiting from a business opportunity otherwise intended for the Company
 - ✓ Having undisclosed additional employment that conflicts with your employment by the Company
-

If a potential, or actual, conflict of interest is suspected, you must seek guidance from your manager, a senior leader, the Legal Department, Human Resources or the Ethics Hotline. You may be requested to complete a document disclosing the conflict.

Even the appearance of a conflict can be detrimental to the Company and its reputation.
Disclosing potential conflicts allows the Company to mitigate any risks and safeguard its
interests.

Antitrust and Competition Laws

Antitrust and competition laws promote fair competition in the marketplace and ensure a level playing field for businesses by prohibiting anti-competitive practices. These laws generally prohibit:

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- ☒ Agreements with competitors to control prices, restrict trade, limit production, or divide markets or customers
 - ☒ Anti-competitive tying or bundling arrangements
 - ☒ Actions undertaken to stifle competition, establish monopolies or create barriers to entry, including predatory pricing
-

Antitrust laws are complex and vary by country. Standard BioTools Personnel whose roles may involve antitrust issues are responsible for understanding applicable laws. Given the complexity and international variations in these laws, proactively consulting with the Legal Department is essential for navigating any questions or concerns.

If presented with a request that may violate antitrust laws or regulations, refrain from
responding and contact the Legal Department immediately.

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Confidentiality

The Company's confidential information is one of its most important assets. Standard BioTools does not disclose confidential information to anyone within or outside of the Company unless the recipient is an employee who needs the information to perform work responsibilities or a person outside the Company who has been authorized by management to receive the information. Confidential information includes all nonpublic information (regardless of the source) that might provide an advantage to the Company's competitors or cause harm to the Company or any of its customers, suppliers or other business partners if disclosed, including information about any of the following:

Company systems, processes, operations, business plans, forecasts, finances, pricing, and
acquisition or divestiture opportunities

New product development, technology, intellectual property or business data

Customer or vendor relationships, customer information, competitive information, partner
information or contracts

Personally identifiable information relating to Personnel, customers or other individuals
(names, addresses, telephone numbers and social security numbers)

Information similar to the above that is provided to the Company by its customers, suppliers
or other business partners

Additionally, since Standard BioTools regularly interacts with other companies and organizations, Personnel might become aware of confidential information about other companies or organizations before the information has been made available to the public. This information must be treated in the same manner as the Company's confidential information.

Personnel are expected to refrain from disclosing confidential information unless and until the information is released to the public through approved channels (usually through a press release, an SEC filing or a formal communication from senior management). This means that Personnel must not discuss confidential information with individuals outside the Company or even with other Personnel unless such Personnel have a legitimate need to know the information to perform their job duties. Unauthorized use or distribution of confidential information might violate contractual agreements that the Company has entered into with its business partners or might be illegal and could result in civil liability and/or criminal penalties.

The confidentiality obligations owed by Personnel to the Company are not intended to impede any individual from making a whistleblower report or disclosing information when the disclosure is required by applicable law. If you have questions concerning confidentiality please seek

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guidance from your manager, a senior leader, the Legal Department, Human Resources or the Ethics Hotline.

Data Privacy

In the course of conducting business, Standard BioTools collects, uses, processes and stores personal information about its customers, Personnel, suppliers and other business partners for a variety of lawful purposes. The Company is obligated to secure and protect this information in compliance with applicable data privacy and data protection laws and regulations globally.

Data privacy refers to protecting information about individuals (personal information). Data privacy is a rapidly evolving, complex field of law and the number of jurisdictions implementing privacy regulations is continually expanding. Standard BioTools is committed to adhering to applicable data privacy laws and requirements in the jurisdictions in which we operate.

Taking special care to protect personal information and to handle it properly builds trust with customers and other stakeholders interacting with the Company. Unlawful or unauthorized use or disclosure of personal information could harm the individuals whose information is compromised and could expose the Company to legal and regulatory risks, financial penalties and reputational damage.

The Company has established a privacy program, led by the Data Protection Officer (“DPO”), to implement measures that enable compliance with global privacy laws and regulations that vary by country and impact its business.

The Company’s observance of applicable data privacy requirements can only be achieved if all Personnel commit to protect personal information by doing the following:

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- ✓ Ensuring consent is provided for any personal information obtained
 - ✓ Protecting personal information from unauthorized access or distribution
 - ✓ Using personal information only in a manner aligned with the consent provided
 - ✓ Ensuring methods are available for data subjects to opt out of consent when applicable
 - ✓ Ensuring that agreements with third-party processors of customer or Personnel information include appropriate contractual clauses that are implemented by the third-party processor
 - ✓ Reaching out to the Company’s DPO regarding any questions or concerns relating to data privacy
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Personnel who handle or process personal information must be aware of the Company’s [Global Privacy Policy](#) and other local procedures or guidance for protecting personal information.

Compliance@standardbio.com

Ethics Hotline 1.844.836.0249

Outside of the US: standardbiotools.ethicspoint.com

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Standard BioTools Personnel will receive annual training on data protection. For additional guidance, please contact the DPO, DPO@standardbio.com or the Legal Department.

Insider Information and Securities Trading

Stock transactions in publicly traded companies are heavily regulated to promote a fair and equitable marketplace. One aspect of these regulations restricts insider trading where those employed by a company, or an outsider acting on a tip from an insider, engages in a stock transaction based on knowledge of the Company that is unavailable to the public. This information is referred to as material, non-public information (“MNPI”).

Information is “material” if there is a substantial likelihood that a reasonable investor would find it relevant when making an investment decision (*i.e.*, whether to buy, sell or hold a security). This can include information about mergers or acquisitions, financial results, management changes and the relevant company’s financial performance. The information is “non-public” if it has not been released publicly.

Any person who is aware of MNPI about the Company is prohibited from, directly or indirectly, buying or selling the Company’s securities, or otherwise taking advantage of such information. It is also illegal to “tip” others who might make an investment decision based on MNPI about the Company or any other company or organization.

It is important to note that insider trading is about the act of trading using MNPI, not whether money was made or lost on the trade. Insider trading laws prohibit the use of MNPI to trade shares of a public company to achieve a financial gain or to avoid a financial loss, such as selling the stock of a publicly traded company before news is released to the public that would be expected to result in a decrease in the stock price.

Insider trading is a serious matter, prohibited by Company policy and illegal. Standard BioTools’ [Insider Trading Policy](#) establishes guidelines for all Personnel regarding how to appropriately trade shares of Company stock or the stock of other publicly traded companies with which Standard BioTools conducts business and about which Personnel may have access to MNPI as a result.

If you are uncertain about the legal requirements related to the trading of shares in the Company’s stock or shares in any publicly traded company with which Standard BioTools conducts business, please refer to the Company’s [Insider Trading Policy](#) or seek guidance, before trading, from your manager, a senior leader, the Legal Department, Human Resources or the Ethics Hotline.

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Material, non-public information is not known to the public, may be positive or negative for the stock price, and would likely affect a person's decision to buy, sell or hold the stock.

Proper Use and Protection of Company Assets

Standard BioTools goes to great expense to acquire the assets and resources that it provides to Personnel for the accomplishment of its business objectives. Company assets exist in many forms, including but not limited to:

Physical	Facilities, equipment, supplies and other tangible assets
Intellectual	Data, patents, trademarks, Company "know how", etc.
Monetary	Cash, credit lines and other financial assets

All Personnel are obligated to preserve and protect company assets from waste, abuse, and theft and ensure that such assets are efficiently utilized only to advance the Company's business objectives and not for the personal use or gain of any Personnel or other person.

Personnel are encouraged to consult the Standard BioTools employee handbook where applicable or your regional Legal or Human Resources business partner for a more detailed description of the use of Company assets, including computers, software and electronic methods of communication.

Global Trade

Standard BioTools operates globally, and the Company and its Personnel are therefore obligated to comply with the laws and regulations of each country in which it operates and conducts business. This obligation applies to all Personnel and business partners conducting business on behalf of Standard BioTools, including the Company's distributors and suppliers.

All Personnel and applicable third parties conducting business on behalf of the Company must also comply with laws and regulations applicable to cross-border transactions. Examples of applicable international trade laws and regulations include the following:

Trade Embargoes	Prohibit U.S. companies and their employees from conducting business with, or traveling to, countries subject to an embargo
Economic Sanctions	Prohibit U.S. companies from engaging in trade or financial transactions with certain countries, entities or individuals

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Denied Party Rules	Prohibit U.S. companies and their employees from engaging in trade with specific individuals or companies placed on lists maintained by certain U.S. government agencies
Export Controls	Restrict exports from the U.S. to certain countries (even indirectly through subsidiaries or through intermediary countries)
Anti-Boycott Regulations	Prohibit U.S. companies from engaging in boycotts of other countries that are not sanctioned by the US government

International trade laws are very complex and the penalties for violations can be severe. Inquiries regarding the legality of any global trade activity or any suspected violation of global trade requirements by the Company, or a third party acting on its behalf, should be directed to the Legal Department.

All Personnel are expected to know the origins and final destinations of all products shipped to and from the Company.

Continuous Improvement

Speaking Up

The Company recognizes that employees will need to seek guidance, ask questions, provide suggestions and relay issues concerning the workplace. Additionally, all Personnel have an obligation to inform the Company if they become aware of suspected or actual violations of the Code, applicable laws and regulations, or Company policies. The Company anticipates that many of these issues will be brought by employees directly to their managers.

If an employee is uncomfortable discussing a matter with their manager, or if circumstances prevent an employee from doing so, the Company offers other reporting options, including reaching out to another member of management, a senior leader, the Legal Department, Human Resources or to the Ethics hotline, which permits individuals to report matters of concern anonymously.

While the Company provides employees with various channels to communicate issues of concern, please understand that not every issue will be resolved to the employee's satisfaction and the Company may not be able to share every detail concerning how an issue was addressed. The Company recognizes the critical importance of open communication in fostering a productive work environment and encourages all employees to raise issues of concern without fear of reprisal.

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Standard BioTools expects all managers and senior leaders to maintain an “Open Door” policy and be receptive to employees who choose to respectfully voice their concerns.

Compliance Program

Standard BioTools’ commitment to ethical and legal conduct is supported by its Compliance Program. The Company’s Legal Department oversees and monitors compliance by Personnel with this Code and makes periodic reports to the Standard BioTools Audit Committee regarding the effectiveness of the Compliance Program.

Policies, Procedure & Training

It is in the best interest of the Company that all Personnel know and comply with their legal and ethical obligations. The Company has, and will continue to implement as needed, policies and procedures to ensure ethical and legal conduct by and on behalf of the Company.

The Company’s commitment to compliance requires that all Personnel are trained on policies and procedures applicable to their specific roles and responsibilities. Thus, periodic training sessions are provided to all Personnel to facilitate awareness, understanding and abidance with applicable requirements. Failure to complete required training may result in disciplinary action up to and including termination of employment, consistent with applicable laws.

Reporting Violations

If any violation of law, this Code or Company policy is known to or suspected by any Personnel, the matter should be promptly brought to the attention of their manager, another member of management, a senior leader, the Legal Department, Human Resources or the Ethics Hotline.

Additionally, Personnel may reach out directly through any of the following channels to make a report or ask questions:

Contact the Company’s Legal Department

Email	Mail
compliance@standardbio.com	Standard BioTools Inc. 50 Milk Street, 10 th Floor Boston, Massachusetts 02109

Contact the Company’s Ethics Hotline

Online: standardbiotools.ethicspoint.com	Phone: United States (844) 836-0249
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For other countries, please refer to standardbiotools.ethicspoint.com

Compliance@standardbio.com

Ethics Hotline 1.844.836.0249

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In situations where the confidential submission of an anonymous report is preferred, Personnel are encouraged to use this third-party hotline provided by EthicsPoint, which will send any information provided to the Legal Department in a totally confidential and anonymous manner.

Contact the Audit Committee

Email auditcommittee@standardbio.com	Mail Standard BioTools Inc. c/o Audit Committee Chair 50 Milk Street, 10 th Floor Boston, Massachusetts 02109
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Employees located in the EMEA region are encouraged to consult the Whistleblower Policy applicable to their specific country which was communicated during employment on-boarding, and which can also be found in LabHub.

If an employee has been issued a supplemental Whistleblower Policy applicable solely to their country of residence, the guidelines contained in that notice will prevail if any instructions in this Code regarding the reporting of unethical or illegal conduct conflict with the policy in effect in the country of residence. This guidance applies to any matter that might give rise to an ethical or legal violation in the country of residence, regardless of whether the matter is related to an employee's job responsibilities.

Non-Retaliation & Anonymity

Any individual who observes possible unethical or illegal conduct is encouraged to report their concerns without fear of retaliation. The Company will not tolerate direct or indirect unlawful retaliation, in any form, against a person for making an internal complaint or making a good faith report of suspected or actual misconduct or violations of this Code, or for assisting in any investigation. Conversely, bad faith reporting could lead to disciplinary action, up to and including termination.

Any Personnel involved in retaliation will be subject to disciplinary action consistent with applicable laws. In addition, Standard BioTools itself could be subject to civil or criminal liability for acts of retaliation against individuals who report possible violations.

To the extent permitted by applicable law, if your situation requires that your identity be kept secret, your anonymity will be protected. However, because it may be more difficult to thoroughly investigate reports that are made anonymously, Personnel are encouraged to identify themselves when making a report. All reports, whether identified or anonymous, will be treated

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confidentially to the extent consistent with both the Company's need to investigate the matter and applicable law.

[Investigations](#)

The Company is committed to treating allegations of misconduct seriously and will take necessary steps to promptly investigate and address potential wrongdoing. For additional information, Personnel are encouraged to consult the Company's [Internal Investigations Policy](#), which can be found in LabHub.

Any employee contacted as part of an internal investigation is requested to fully cooperate with the investigation, adhere to the confidential nature of the investigation and exercise discretion. An employee's refusal to cooperate in an investigation, including active legal holds, may result in disciplinary measures as deemed appropriate by the Company and permitted by applicable law.

[Discipline/Penalties](#)

Individuals who violate any laws or regulations governing the Company's business, any provision of this Code, or any other Standard BioTools policy, procedure or requirement will be subject to disciplinary and/or enforcement action by the Company, which may include termination of employment, consistent with applicable laws. Additionally, if any act in violation of a provision of this Code is illegal, the offender may be subject to civil or criminal liability.

[Amendment, Modification and Waiver](#)

Any waiver of the application of certain Code provisions to any of the Company's directors, executive officers, or any financial or accounting officers at or above the level of the principal accounting officer or controller may be made only by the Standard BioTools board of directors and must be promptly disclosed to stockholders if and as required by law or Nasdaq rules. Any waiver of the application of provisions of this Code to other Personnel may be made only by the Company's Chief Financial Officer.