

# Modern Slavery Report 2025

## Standard BioTools Inc. and Standard BioTools Canada Inc.



This Modern Slavery Report (the “**Report**”) addresses the period from January 1, 2025 to December 31, 2025 (“**Fiscal 2025**”) and has been prepared in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada) (the “**Act**”). This Report is a joint report made on behalf of Standard BioTools Inc. (“**SBI**”) and Standard BioTools Canada Inc. (“**SBCI**”, and together with SBI, “**SBI Group**”, “**we**”, “**us**” or “**our**”).

### 1. Introduction

Forced labour and child labour, each as defined in the Act, are crimes and serious violations of human rights. As a leading multi-omics life science tools business, SBI Group recognizes the important role that we have in ensuring that our operations and products, and the supply chains that support these, adhere to the highest ethical standards, including the prevention and identification of forced labour and child labour in our supply chain. This Report sets out the steps we have taken during Fiscal 2025 to prevent and reduce the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere by SBI Group or of goods imported into Canada by SBI Group.

### 2. Our Business

The SBI Group designs, develops, manufactures, and sells scientific instruments and platforms used in genomics, proteomics, and multi-omics research and produces and supplies consumables, reagents, and related components that are used in conjunction with those instruments.

SBI is a corporation incorporated pursuant to the laws of Delaware and headquartered Boston, Massachusetts. SBI operates through a global network of facilities across North America, Europe, and Asia, including established operations in the United States and Canada. SBI serves as the corporate headquarters and principal contracting and sales entity. SBI is responsible for commercial activities, including global sales, customer contracting, and overall corporate governance.

SBCI is a corporation incorporated pursuant to the laws of the province of Ontario and is headquartered in Markham, Ontario. SBCI is a wholly owned subsidiary of SB Sciences Inc., which in turn is a wholly owned subsidiary of SBI. SBCI is responsible for operational functions, including manufacturing, research and

development, and procurement activities. SBCI sources components and materials from third-party suppliers as part of SBI's global supply chain and supports the development and production of SBI products.

The SBI Group's supply chain includes businesses that supply goods and services to our organization, including suppliers of raw materials, components, and finished goods (such as electronic and instrumentation components and consumables), distributors and third-party resellers, and service providers supporting manufacturing, logistics, and operations across multiple jurisdictions.

In total, we procure goods and services from approximately 2,300 suppliers and contractors. The suppliers we engage include businesses that operate across multiple tiers of the supply chain and provide specialized components, materials, equipment, and services necessary to support the development, production, and distribution of SBI's products, often through complex global sourcing networks. Approximately 12% of our suppliers are located in Canada. The remaining suppliers are located in various countries across the world including Australia; Austria; Belgium; China; Denmark; France; Germany; Hong Kong; India; Indonesia; Ireland; Israel; Italy; Japan; Latvia; Lithuania; Malaysia; Netherlands; New Zealand; Norway; Poland; Portugal; Qatar; Republic of Korea; Singapore; South Africa; Spain; Sweden; Switzerland; Taiwan; Thailand; Turkey; United Kingdom; and the United States. Approximately 41% of SBI Group's suppliers are located in the United States and approximately 18% are located in Singapore.

Further information about our business can be found in SBI's **ANNUAL REPORT: [Form 10-K for Standard Biotoools INC filed 03/16/2026](#)**

### 3. Our Policies & Due Diligence

#### **Policies**

Through our organizational and governance policies we communicate our values and expectations, setting a high bar for ourselves, our suppliers, and our selling partners, and make it clear that we do not tolerate any forms of forced labour or child labour. We are committed to consistently evolving and improving our approach. We do not tolerate child, forced or bonded labour in any of our operations or by suppliers working for us. We do not knowingly conduct business with any individual or company that participates in child exploitation, forced labour, or human trafficking. We make every effort, including through carrying our due diligence and audits to monitor the performance of our suppliers, to prevent our activities having a negative impact on human rights. Our relevant policies are discussed in further detail below:

#### **Code of Business Ethics and Conduct**

We are committed to conducting our business in a lawful and ethical manner. SBI Group's Code of Ethics and Conduct (the "**Code**") is the foundation of our company policies and sets out guiding principles on professional conduct and establishes that in performing their job duties, SBI Group employees should always act lawfully, ethically and in the best interests of the SBI Group. The Code applies globally to all of SBI Group's locations, affiliates, and subsidiaries, and all SBI Group employees, directors, officers, consultants, and contractors. SBI Group requires employees to acknowledge and comply with the Code on a periodic basis. Consultants and contractors are required, through their contractual arrangements, to comply with the Code or equivalent

standards of conduct. SBI Group reinforces these expectations through onboarding processes, training, and contractual compliance provisions.

### **Supplier Code of Conduct**

SBI Group's Supplier Code of Conduct details the requirements and expectations we have of our suppliers, their supply chains, and distributors with whom we engage. We expect our suppliers to comply with all applicable legal requirements in the jurisdictions in which they operate and consistently monitor and enforce our Supplier Code of Conduct in their own operations and supply chain. Our Supplier Code of Conduct also sets forth our principles of inclusivity and accountability. We engage with suppliers that are committed to these same principles and production materials and enterprise management suppliers commit to these standards as a condition of doing business with us. SBI Group incorporates relevant compliance obligations into its standard contract templates and agreements with suppliers, distributors, and other counterparties, requiring adherence to applicable laws and alignment with SBI Group's Supplier Code of Conduct.

### **Whistleblower Policy**

SBI Group maintains a Whistleblower Policy and confidential reporting system that enables employees, suppliers, contractors, and other stakeholders to report concerns related to potential misconduct, including unethical business practices, legal violations, forced labour, or human trafficking risks. Reports may be submitted through management channels or via an independent, confidential reporting mechanism. SBI Group is committed to protecting the confidentiality of individuals who raise concerns in good faith and strictly prohibits retaliation. All reported concerns are reviewed and investigated as appropriate, supporting effective compliance oversight and risk mitigation across our operations and supply chain.

### **Anti-Bribery and Anti-Corruption Policy**

The SBI Group is committed to conducting business with integrity and has implemented a comprehensive Anti-Bribery and Anti-Corruption Policy applicable to employees and third-party partners. The policy requires compliance with applicable anticorruption laws, including the *U.S. Foreign Corrupt Practices Act*, the *Canada Corruption of Foreign Public Officials Act*, and the *UK Bribery Act*. It prohibits offering, giving, or receiving anything of value to improperly influence business decisions and requires accurate recordkeeping, due diligence on third parties, and prompt reporting of suspected violations. These controls support ethical business conduct and help mitigate risks, including those associated with unethical labour practices in global supply chains.

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Our policies are overseen and implemented by SBI's board of directors. We reviewed all our policies on a periodic basis to ensure that they are in line with current standards and best practices.

### **Due Diligence**

We expect third parties with which we work to adhere to business principles and values similar to our own and to comply with all applicable laws and regulations. Before making any commitments towards

third parties, we take steps to appropriately evaluate the relationship and mitigate any associated risks by carrying out risk-based due diligence and checks.

We acknowledge that employees working in our facilities and our supply chain are at potential risk of forced labour or child labour. In order to mitigate this risk, we follow a due diligence approach that includes the following steps:

- **Supplier Screening and Onboarding**

SBI Group conducts due diligence at the point of supplier onboarding and on an ongoing basis:

- Suppliers are screened against applicable restricted party lists using a third-party provider prior to approval and periodically thereafter.
- SBI Group's Legal function, in coordination with Procurement, performs compliance review of suppliers and escalates any identified risks before onboarding is completed.

SBI Group has also enhanced its internal processes to ensure that all suppliers are subject to compliance review prior to engagement.

- **Supply Chain Due Diligence**

SBI Group conducts annual supply chain due diligence using Conflict Minerals Reporting Templates ("CMRTs"):

- CMRTs are collected from relevant suppliers to obtain information on sourcing practices, upstream suppliers, and smelters.
- A third-party provider supports collection and screening of supplier data, including identification of higher-risk smelters and refiners.

This process assists SBI Group in identifying potential risks within its supply chain, including in upstream tiers where direct visibility is limited.

- **Risk Identification, Assessment and Mitigation**

SBI Group identifies and addresses potential risks through:

- Review of supplier-provided information, including CMRT data;
- Follow-up engagement with suppliers to obtain additional information regarding sourcing practices; and
- Targeted investigations where potential risks are identified

Where appropriate, SBI Group takes steps to mitigate or prevent adverse impacts, which may include:

- continued supplier engagement and requests for corrective actions;
- enhanced due diligence and monitoring; or
- discontinuation of supplier relationships where sufficient assurance regarding sourcing practices cannot be obtained.

- **Policies, Contractual Controls and Responsible Business Conduct**

SBI Group embeds due diligence expectations into its governance framework:

- A Supplier Code of Conduct requires suppliers to comply with applicable laws and provide evidence of supply chain due diligence measures upon request.
- Purchase Order Terms and Conditions require that products are not sourced, directly or indirectly, from prohibited parties or jurisdictions.

- **Monitoring, Oversight and Continuous Improvement**

SBI Group maintains processes to monitor the effectiveness of its due diligence framework and enhance it over time:

- Ongoing monitoring through supplier screening, CMRT collection, and compliance review;
- Periodic reassessment of supplier risks and internal processes;
- implementation of improvements, including enhancements to supplier onboarding and the development of a standardized supplier due diligence questionnaire

- **Reporting, Investigation and Remediation**

SBI Group maintains processes to identify and respond to potential issues, including:

- Internal reporting mechanisms, including anonymous reporting channels;
- Investigation of identified issues in accordance with SBI Group's Internal Investigation Polic, including with external counsel where appropriate; and
- Implementation of remedial actions, such as supplier engagement, termination of relationships, and enhancement of compliance controls.

Through these measures, SBI Group seeks to identify and address potential adverse impacts in its operations and supply chains and to progressively strengthen its due diligence framework in alignment with applicable legal requirements and evolving best practices.

## 4. Assessing Our Risk

SBI Group engages in various activities to identify, assess, and manage supplier risk. In assessing the risk of forced and child labour in our business and supply chains, we refer to external data sources, map supply chains, supplier-provided data (including CMRTs) and risk-based evaluations of supply chain structure and transparency. To identify the business activities with the greatest exposure to these risks, we consider the following factors:

- Long, complex, or non-transparent supply chains
- Jurisdictional risks including poverty, conflict, and enforcement of international human rights standards

SBI Group has also identified that potential risks of forced labour or child labour may arise in certain areas of its multi-tier global supply chain, particularly where components or materials are sourced indirectly through third-party suppliers. Our exposure to the risk of forced labour and/or child labour increases when we engage with third parties, particularly those that are engaged in manufacturing, mining, and quarrying.

Given the nature of its business, SBI Group does not source raw materials directly from mines or extraction sites, and instead relies on suppliers to provide components and materials. As a result, potential risk areas include:

- upstream supply chain tiers, including smelters and refiners that are several levels removed from SBI Group and where visibility is limited; and
- suppliers and distributors that rely on complex global sourcing networks, particularly where components contain metals or electronic materials and where product-level traceability is limited.

SBI Group has also identified limited transparency and incomplete supplier information as a key risk factor, as some suppliers are unable to confirm sourcing at deeper levels of the supply chain. To assess and manage these risks, SBI has implemented a number of measures:

- **Supply chain due diligence and data collection:** SBI Group conducts annual due diligence using CMRTs to obtain information regarding supplier sourcing practices, upstream suppliers, and smelters. This process supports identification of higher-risk supply chain actors.
- **Supplier engagement and investigation:** Where potential risks are identified, SBI Group engages directly with suppliers to request additional information regarding sourcing practices and conducts targeted internal investigations. This includes multi-year review and follow-up with suppliers to clarify sourcing and assess exposure.
- **Risk-based mitigation measures:** Based on the outcomes of these assessments, SBI Group takes actions such as enhanced monitoring, continued supplier engagement, and, where appropriate, discontinuation of supplier relationships where sufficient transparency or assurance cannot be obtained.
- **Ongoing monitoring:** Suppliers are subject to continuous screening and periodic reassessment to identify changes in risk profile over time.
- **Contractual and policy controls:** SBI Group's Supplier Code of Conduct and contractual terms require suppliers to comply with applicable laws and to support transparency into their supply chains upon request.
- Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily.

Through these steps, SBI Group seeks to identify, assess, and manage risks associated with limited visibility in upstream supply chains, and to take appropriate action where potential risks are identified. SBI Group continues to enhance its processes to improve supply chain transparency and risk management.

## 5. Our Commitments

### **Remediation Measures**

Our Code of Business Conduct and Ethics and our Whistleblower Policy require all employees and contract workers of the SBI Group to report actual or possible misconduct. We also undertake diligence efforts (as further described in this Report) to mitigate the risk of forced labour and child labour in our business and supply chains.

In Fiscal 2025, no incidents of forced labour or child labour were reported or identified within the SBI Group's operations or supply chain. As a result, remediation measures were not required to correct any forced labour or child labour or to compensation for the loss of income to vulnerable families. In the event that we discover any forced labour or child labour in our business and supply chains, we may take some or all of the following measures to remediate such forced labour or child labour:

- suspension or termination of a supplier, sub-supplier or contractor;

- actions to prevent forced labour or child labour and associated harms from reoccurring such as corrective action plans; and/or
- capacity-building measures, enhanced supervision and/or monitoring of supplier, sub-supplier or contractor.

### **Training**

Every year, SBI personnel at all levels are required to complete a mandatory annual training and certification on SBI’s Code of Ethics and Conduct to ensure that it is understood and properly applied to our daily activities. Every new employee of SBI must complete mandatory online training on our values and policies, including our Code of Ethics and Conduct, and is informed of how to report wrongdoing under our Whistleblower Policy. We provide employees with ongoing and mandatory annual training requirements to ensure that all employees have current knowledge, including training that supports awareness of supply chain compliance risks and responsible sourcing expectations.

## 6. Our Progress and Effectiveness

As part of our governance processes, we monitor compliance with our policies on an ongoing basis. We also review any concerns raised through our Whistleblower Policy and other informal mechanisms of employee feedback. To date no significant concerns or complaints have been identified.

We have selected certain key performance indicators (“KPIs”) with respect to human rights, including forced labour and child labour, and such KPIs are reviewed by **SBI’s** senior leadership team on a periodic basis. Any non-conformances identified are dealt with by the appropriate teams. Support is provided to suppliers where necessary to resolve any issues raised. These KPIs include tracking:

- training delivered to employees; and
- supplier engagement and monitoring activities, including follow-up actions taken in connection with identified risks.

We also assess the effectiveness of our policies by:

- evaluating outcomes of supplier due diligence activities, including responsiveness and improvement in supplier transparency;
- reviewing trends in supplier risk profiles identified through ongoing monitoring; and
- periodic internal reviews of policies, controls, and program effectiveness by the responsible internal team.

## 7. Approval & Signature

This Report was approved by SBI’s board of directors on **June 23, 2026** pursuant to subparagraph 11(4)(b)(ii) and has been submitted to the Minister of Public Safety and Emergency Preparedness in Canada. This Report is also available on our company website at <https://investors.standardbio.com/social-responsibility>.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, in the capacity of Chief Executive Officer of SBI, attest that I have reviewed the information contained in this Report on

behalf of the governing body of SBI. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I make the above statement in my capacity as a member of the board of directors of SBI for and on behalf of the board of directors and not in my personal capacity.

*Michael Egholm*

**Michael Egholm**

Chief Executive Officer, Standard BioTools Inc., **June 23, 2026**

I have the authority to bind Standard BioTools Inc.

This report may contain forward-looking statements regarding Standard BioTools Inc.'s plans, initiatives, and expected future actions in relation to its compliance, due diligence, and risk management practices. These statements are based on current expectations and assumptions and are subject to risks and uncertainties that may cause actual results to differ materially.

Forward-looking statements are provided for informational purposes only and speak only as of the date of this report. Standard BioTools Inc. undertakes no obligation to update or revise such statements except as required by applicable law.