



WHISTLEBLOWER POLICY FOR ACCOUNTING AND AUDITING MATTERS

APPROVED BY THE BOARD OF DIRECTORS ON JUNE 30, 2021;
AS AMENDED BY THE AUDIT COMMITTEE ON MAY 9, 2022 AND MAY 6, 2025

STATEMENT OF POLICY

Cytek Biosciences, Inc. (the “**Company**” or “**Cytek**”) is committed to complying with all laws that govern our business, including those that govern our accounting and auditing practices. We also encourage open discussion within the workplace of our business practices. We will not tolerate conduct that is in violation of laws. If a Cytek employee has a good faith complaint regarding a possible violation of law or policy, including with regard to accounting or auditing matters, we expect the employee to report the complaint promptly in accordance with this policy. Other third parties, such as consultants or vendors, also may report a good faith complaint regarding accounting or auditing matters in accordance with this policy.

The Audit Committee of our Board of Directors has established these procedures to facilitate the reporting of complaints regarding accounting or auditing matters. The procedures enable (i) the receipt, retention and treatment of complaints regarding accounting, internal accounting controls or auditing matters and (ii) the confidential, anonymous submission of concerns regarding questionable accounting or auditing matters. This policy is a supplement to our Code of Business Conduct and Ethics.

SCOPE OF ACCOUNTING MATTERS COVERED BY POLICY

This policy covers complaints relating to accounting matters, including the following:

- (a) fraud, deliberate error or gross negligence or recklessness in the preparation, evaluation, review or audit of the financial statements of Cytek;
- (b) fraud, deliberate error or gross negligence or recklessness in the recording and maintaining of financial records of Cytek;
- (c) deficiencies in our internal accounting controls or noncompliance with them;
- (d) misrepresentation or false statement to management, regulators, the outside auditors or others by a senior officer, accountant or other employee regarding a matter contained in the financial records, financial reports or audit reports of Cytek; or
- (e) deviation from full and fair reporting of our results or financial condition.

POLICY OF NON-RETALIATION

Cytek will not retaliate against any individual for good faith reporting of a concern regarding non-compliance with this policy. Cytek will not retaliate against any individual participating in the investigation of any such complaint solely as a result of such individual’s participation in such investigation. Finally, Cytek will not permit any such retaliation by any manager or executive officer. If any employee believes he or she has been subjected to any such retaliation, or the threat of it, he or she may file a complaint with our Human Resources Department. We will take appropriate corrective action if an employee has experienced any improper employment action in violation of this policy.

RESPONSIBLE OFFICER

The officer responsible for administering this policy is the Head of the Company's Legal Department (referred to as the "**Responsible Officer**"). The Responsible Officer (or his or her designee) is responsible for receiving, reviewing and then investigating (under the direction and oversight of the Audit Committee) complaints under this policy. If an employee has a complaint covered by this policy, he or she should report such matter to the Responsible Officer. If the suspected violation involves the Responsible Officer, the employee should report the suspected violation to our Chief Executive Officer or any member of the Audit Committee.

ANONYMOUS REPORTING OF COMPLAINTS

We have also established a procedure under which complaints regarding accounting matters may be reported anonymously. Employees may anonymously report these concerns by leaving an anonymous message. The toll-free number to call in North America is (855) 560-3194. If you are outside North America, or if you prefer to use the internet, you may voice your concerns by filling out the web form located at <https://www.whistleblowerservices.com/cytk>. Both services are available 24 hours a day, seven days a week.

Employees should make every effort to report their concerns using one or more of the methods specified above. The complaint procedure is specifically designed so that employees have a mechanism that allows the employee to bypass a supervisor he or she believes is engaged in prohibited conduct under this policy. Anonymous reports should be factual, instead of speculative or conclusory, and should contain as much specific information as possible to allow the Responsible Officer and other persons investigating the report to adequately assess the nature, extent and urgency of the investigation.

POLICY FOR RECEIVING AND INVESTIGATING COMPLAINTS

Upon receipt of a complaint, the Responsible Officer (or her designee) will determine whether the information alleged in the complaint pertains to an accounting or audit matter. The Audit Committee will be notified promptly of all complaints that pertain to an accounting or audit matter and will determine the planned course of action. Complaints regarding matters other than accounting or audit will be investigated by the Responsible Officer or other appropriate person designated by the Responsible Officer.

Initially, the Audit Committee will determine if there is an adequate basis for an investigation. If so, the Responsible Officer will appoint one or more internal or external investigators to promptly and fully investigate the claim(s) under the direction and oversight of the Audit Committee. The Audit Committee may also appoint other persons to provide direction and oversight of the investigation. The Responsible Officer will also confidentially inform the reporting person (if his or her identity is known) that the complaint was received and whether an investigator has been assigned. If so, the reporting person will be given the name of the investigator and his or her contact information.

Confidentiality of the employee submitting the complaint will be maintained to the fullest extent possible consistent with the need to conduct an adequate investigation. However, Cytex may find it necessary to share information on a "need to know" basis in the course of any investigation.

If the investigation confirms that a violation has occurred, Cytex will promptly take appropriate corrective action with respect to the persons involved. This may include discipline up to and including termination. Further, in appropriate circumstances, the matter may be referred to governmental authorities that may investigate and initiate civil or criminal proceedings.

RETENTION OF COMPLAINTS

The Responsible Officer will maintain a log of all complaints, tracking their receipt, investigation and resolution, and will prepare a periodic summary report for each member of the Audit Committee. Each

member of the Audit Committee will have access to the log and the Responsible Officer, may provide access to the log to other personnel involved in the investigation of complaints. Copies of the log and all documents obtained or created in connection with any investigation will be maintained in accordance with any established document retention policy.

DELIVERY OF POLICY

This Policy will be delivered to all existing directors, officers, employees and certain consultants (as may be determined by the Responsible Officer) of the Company promptly following its adoption and to all new directors, officers, employees and certain consultants (as may be determined by the Responsible Officer) when they commence service with the Company. Each director, officer, employee and applicable consultant of the Company is required to acknowledge that he or she understands this Policy.

AMENDMENTS

Cytek committed to continuously reviewing and updating our policies and procedures. The Company therefore reserves the right to amend, alter or terminate this policy at any time and for any reason, subject to applicable law and approval by the Company's the Board of Directors or an independent committee of the Board of Directors, as appropriate. For the avoidance of doubt, immaterial updates or changes to the policy will not require such approval. A current copy of the Company's policies may be obtained by contacting the Responsible Officer.

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