



Code of Business Conduct and Ethics

DATE: 04-May-2026

Introduction

Alpha Teknova, Inc. (the “**Company**,” “**Teknova**,” “**us**,” “**we**,” “**our**”) is committed to maintaining the highest standards of business conduct and ethics. This Code of Business Conduct and Ethics (this “**Code**”) reflects the business practices and principles of behavior that support this commitment. We expect every associate (employee), officer, and director to read and understand this Code and its application to the performance of his or her business responsibilities. References in this Code to Teknova’s associates are intended to encompass all Teknova associates, including its officers and, as applicable, directors.

The Company’s officers, managers, and other leaders are expected to develop in Teknova’s associates a sense of commitment to the spirit, as well as to the letter, of this Code. Supervisors are also expected to ensure that all Teknova’s agents and contractors conform to the standards of this Code when working for or on behalf of the Company. The compliance environment within each supervisor’s assigned area of responsibility will be an important factor in evaluating the quality of that individual’s performance. In addition, any associate who makes an exemplary effort to implement and uphold our legal and ethical standards may be recognized for that effort in his or her performance review.

Actions by members of your immediate family, significant others, or other people who live in your household (referred to in this Code as “**family members**”) may also raise ethical issues to the extent that they involve the Company’s business. In complying with this Code you should therefore consider not only your own conduct, but also that of your family members.

Do not hesitate to ask questions about whether any conduct may violate this Code, to voice concerns, or to ask for clarification of gray areas. Section 19 below details the compliance resources available to you. In addition, you should be alert to possible violations of this Code by others and report suspected violations, without fear of any form of retaliation. Any associate who violates the terms of this Code may be subject to disciplinary action, which may range from a warning or reprimand, separation from employment and, in appropriate cases, civil legal action or referral for regulatory or criminal prosecution.

After carefully reviewing this Code, you must execute an acknowledgment in a manner provided for by the Company.

The Company’s other policies support and reinforce the principles set forth in this Code. These various other policies are available electronically through the Company’s intranet site, Paylocity (in the case of the Teknova Associate Handbook), through an electronic learning management system, or by requesting them from the Compliance Officer.

1. Honest and Ethical Conduct

It is Teknova's policy to promote high standards of integrity by conducting our affairs in an honest and ethical manner. The success and reputation of the Company depend on the integrity of each person associated with us. It is therefore the responsibility of each associate to apply common sense, together with his or her own highest personal ethical standards, when making business decisions on behalf of Teknova.

2. Legal Compliance

Obedying the law, both in letter and in spirit, is at the foundation of this Code. Teknova's success requires that all associates operate within the law and that they cooperate with local, regional, and national authorities when necessary (as further described in Section 4). We expect associates to understand the legal and regulatory requirements applicable to their areas of activity, including when doing business outside of the United States. We may hold periodic training sessions to promote compliance by the Company's associates with the laws, rules, and regulations associated with their employment. If you ever have a question about how the law applies to you, ask your supervisor or a Compliance Officer (see Section 19). Specifically, Teknova will not tolerate any form of unlawful harassment or discrimination.

3. Insider Trading

Associates who have access to confidential (or "nonpublic") information about the Company are not permitted to use or share that information for stock trading purposes or for any purpose other than to conduct our business. Any information about the Company or about companies with which we do business that we have not made public is considered confidential information. To use information that is both "material" (important enough to affect an investment decision) and nonpublic in connection with buying or selling securities (like Teknova's stock), including by "tipping" other people (giving them material, non-public information) is both unethical and illegal. Associates must exercise the utmost care when handling material nonpublic information. The Company's Insider Trading Policy contains more detailed information.

4. Regulating International Business Activity

Our associates are expected to comply with the law in all countries to which they travel and where we do business, including laws prohibiting bribery, corruption, or the conduct of business with certain individuals, companies, or countries (e.g., those subject to U.S. or other applicable economic sanctions). The fact that in some countries certain laws are not enforced (or enforced only inconsistently) is not an excuse for violating them. Teknova also expects associates to comply with U.S. laws, rules, and regulations governing the conduct of business by its citizens and corporations outside the United States.

Among the most important U.S. laws, rules, and regulations that apply to our activities outside the United States include:

- The Foreign Corrupt Practices Act, which prohibits directly or indirectly giving anything of value to a government official to obtain or retain business or favorable treatment and requires the maintenance of accurate books of account, with all company transactions properly recorded;
- U.S. sanctions laws, which generally prohibit U.S. companies, their subsidiaries, and their employees from doing business with or traveling to countries subject to sanctions imposed by the U.S.

government (e.g., Cuba, Iran, Russia, and North Korea), as well as companies and individuals designated on lists published by the U.S. Treasury Department;

- U.S. export controls laws, which restrict exports from the United States and re-exports from other countries of goods, software, and technology to many countries, and prohibit transfers of U.S.-origin items to “denied” persons and legal entities, including companies; and
- Antiboycott regulations, which prohibit U.S. companies from taking any action that has the effect of furthering or supporting a restrictive trade practice or boycott imposed by a foreign country against a country friendly to the United States (e.g., Israel) or against any U.S. person.

If you have questions about whether or how any of the foregoing laws or rules could apply to your work at Teknova, ask for guidance from a Compliance Officer *before* taking any action.

5. Antitrust (Competition) Law

Antitrust law, also called competition law, is designed to promote competition in an economy. These laws are based on the premise that vigorous competition is in the public interest. Antitrust laws generally prohibit:

- agreements with competitors that harm competition or customers, including price fixing and allocations of customers, territories, or contracts;
- agreements that establish or fix the price at which a distributor may resell a product; and
- the establishment or maintenance of a monopoly through anti-competitive conduct.

To avoid violating antitrust laws, Teknova’s associates should never exchange information with the Company’s competitors about Teknova’s pricing, inventory management, business plans or strategies, budgets, projections or forecasts, financial and operating information, manufacturing methods, or development plans.

Some antitrust laws impose severe penalties violations. Understanding the requirements of antitrust and competition laws where we do business can be difficult. Please ask our Compliance Officer for guidance whenever you have a question about how these laws might apply to you and your work at Teknova.

6. Environmental Compliance

Federal law imposes criminal liability on any person or company that contaminates the environment with a substance that could cause injury to the community or environment. State laws and regulations (for Teknova, especially those issued by the State of California, San Benito County, and the City of Hollister) impose additional requirements and potential liabilities for non-compliance. We expect Teknova’s associates to comply with all applicable environmental laws and to support the Company’s efforts to do the same.

7. Conflicts of Interest

Teknova’s associates should avoid situations in which their personal interests could (or could appear to) interfere with the performance of their duties or with the best interests of the Company. Conflicts of interest are prohibited, unless specifically authorized as described below.

If you have any questions about a potential conflict or if you become aware of an actual or potential conflict of interest, and you are not an officer or director of the Company, you should discuss the matter with your supervisor or with the Company’s Compliance Officer. Supervisors may not authorize conflicts of interest or make determinations as to whether a problematic conflict of interest exists without first seeking the approval

of the Compliance Officer. If the supervisor is involved in a potential or actual conflict of interest, then the supervisor should discuss the matter directly with the Compliance Officer. Officers and directors may seek authorizations and determinations from the Nominating and Corporate Governance Committee (the “**Governance Committee**”) of the Company’s Board of Directors (the “**Board of Directors**”). Circumstances that could create a problematic conflict of interest include:

- Employment by (including consulting for), or service on the board of, a competitor, collaborator, partner, customer, or supplier or other service provider.
- Owning, directly or indirectly, a significant financial interest in any entity that does business, seeks to do business, or competes with Teknova.
- Soliciting or accepting gifts, favors, loans, preferential treatment, or other things of value from someone who does business or seeks to do business with Teknova. See Section 11 for further discussion of the issues involved in this type of conflict.
- Soliciting contributions to a charity or for a political candidate from anyone who does business or seeks to do business with Teknova.
- Taking personal advantage of corporate opportunities. See Section 8 for further discussion of the issues involved in this type of conflict.
- Conducting transactions involving the Company with your family members or a business in which you have a significant financial interest.
- Exercising supervisory or other authority on behalf of the Company over a co-worker who is also a family member.
- Maintaining a financial relationship with a director or an associate of the Company that could influence the independent judgment of the director or the associate.
- Loans to, or guarantees of obligations of, associates or their family members by the Company could constitute an improper personal benefit to the loan’s recipients. Some loans are expressly prohibited by law, and the law requires that our Board of Directors approve all loans and loan guarantees to associates.

8. Corporate Opportunities

Teknova’s associates, officers, and directors may not take personal advantage of opportunities that are presented to them or discovered by them as a result of their position with the Company or through their use of corporate property or information without authorization from the Compliance Officer or the Governance Committee. Similarly, significant participation in an investment or outside business opportunity by a Teknova associate that is directly related to the Company’s business requires pre-approval from the Company.

9. Maintenance of Corporate Books, Records, Documents, and Accounts; Financial Integrity; Public Reporting

The integrity of our records and public disclosures depends upon the validity, accuracy, and completeness of the information supporting the entries in our books of account. Therefore, our corporate and business records must be created accurately and honestly. The making of false or misleading entries or other statements, whether they relate to financial results or otherwise, is strictly prohibited.

Our accounting records are also relied upon to produce reports for our management, stockholders, and creditors, as well as for governmental agencies. Associates who collect, produce, or analyze information for

or otherwise contribute in any way in preparing or verifying these reports must strive to ensure that our financial disclosures are accurate, transparent, and complete. No associate may take or authorize any action that would cause our financial records or financial disclosure to fail to comply with generally accepted accounting principles, the rules and regulations of the Securities and Exchange Commission (“SEC”), or other applicable laws, rules, and regulations. Specifically, all associates must cooperate fully with Teknova’s Finance and Accounting Personnel, with our independent public accountants, and with our legal counsel. No person may coerce, manipulate, mislead, or fraudulently influence our Finance and Accounting Personnel, our independent public accountants, or our legal counsel. Finally, no associate should knowingly make any false or misleading statements in any of our reports filed with the SEC or knowingly omit any information necessary to make the Company’s disclosures accurate.

Any associate who becomes aware of a departure from the foregoing standards has a responsibility to report it promptly. Any person can bring their concerns to a supervisor, to the Compliance Officer, the Audit Committee, using one of the compliance resources described in Section 19 of this Code or in the Company’s Open Door Policy for Reporting Violations and Complaints (the “**Open Door Policy**”).

10. Fair Dealing

We strive to outperform our competition fairly and honestly. We gain advantages over our competitors through superior performance of our products and services, not through unethical or illegal business practices. Acquiring proprietary information from others through improper means, obtaining or possessing trade secrets improperly, or inducing improper disclosure of confidential information from past or present associates of other companies are all prohibited, even if motivated by an intention to promote Teknova’s interests. If you obtain information by mistake that may constitute a trade secret or other confidential information of another business, or if you have any questions about the legality of proposed information gathering, consult your supervisor or the Compliance Officer, as further described in Section 19.

Associates involved in procurement have a special responsibility to adhere to principles of fair competition. Those associates must base decisions about the purchase of products and services for the Company exclusively on normal commercial considerations, such as quality, cost, availability, service, reputation, and other legitimate factors. They may not accept things of value for themselves from the Company’s prospective or actual suppliers or other vendors.

11. Gifts and Entertainment

Business gifts and entertainment are meant to create goodwill and positive working relationships, not to gain improper advantage with customers or facilitate approvals from government officials. Unless they receive express permission from a supervisor, the Compliance Officer, or the Governance Committee, Teknova’s associates may not offer, give, or accept gifts or entertainment to or from people outside Teknova unless consistent with customary business practices and not (a) of more than token or nominal value, (b) in cash, (c) likely to appear to be a bribe or kickback, (d) made or received on a regular or frequent basis or (e) in violation of any applicable law. This principle applies to our transactions everywhere in the world, even where the practice of gift giving may be commonplace.

Under some laws, such as the U.S. Foreign Corrupt Practices Act (described in Section 4 above), giving anything of value to a government official to obtain or retain business or favorable treatment is a criminal act. Under the United Kingdom’s Bribery Act of 2010, the same conduct is illegal even if it takes place between private parties.

Discuss with your supervisor or the Compliance Officer any proposed entertainment or gifts you might offer or receive if you are uncertain about their appropriateness.

12. Protection and Proper Use of Company Assets

Teknova expects all associates to use the Company's property, such as office supplies, computer equipment, laboratory or manufacturing equipment or supplies, and office, laboratory, or manufacturing space as efficiently as possible and only for legitimate business purposes (although we may allow for incidental personal use, for example of computer equipment). Teknova's associates may not use the Company's corporate name, any brand name or trademark owned or associated with the Company, or any physical or electronic letterhead stationery for any personal purpose.

While acting on behalf of the Company or while using our computing or communications equipment or facilities, Teknova's associates may not access the internal computer system or other resource of any third party ("hacking") without authorization or commit any unlawful act (like harassment, fraud, sending unsolicited "spam" email, etc.). Any Teknova associate intending to send unsolicited bulk emails to people outside of the Company as part of that associate's job must have prior approval from the associate's supervisor or the Compliance Officer.

Teknova's associates should report any misuse or suspected misuse of Teknova's assets to their supervisor or the Compliance Officer.

13. Confidentiality

Every Teknova associate is a party to an Employee Proprietary Information and Inventions Agreement (or similar agreement) requiring that associates act to protect from unauthorized disclosure all Teknova's confidential and proprietary information. Because we interact with other companies and organizations, there may be times when an associate learns confidential information about others before that information becomes public; Teknova's associates must treat that information in the same manner as they treat Teknova's confidential and proprietary information. Unauthorized use or distribution of confidential and proprietary information could also be illegal and result in civil liability and/or criminal penalties.

Teknova's associates must also take care not to disclose confidential information inadvertently. Materials that contain confidential information, such as memos, notebooks, mobile devices, data storage devices, and laptop computers, should be stored securely. Associates may not discuss the Company's business, business prospects, or confidential information in any on-line forum or otherwise using any social media tool or internet platform, regardless of whether they use their own name or a pseudonym. Teknova's associates should presume that all Company emails, voicemails, and other communications are confidential and should forward or otherwise disseminate them outside of the Company only when necessary for legitimate business purposes.

In addition to the above responsibilities, when Teknova associates handle information protected by any other policy published or maintained by Teknova, then they must handle that information in accordance with the applicable policy.

14. Media/Public Discussions

In order to ensure the accuracy and consistency of the Company's public disclosures, and to limit the number of people covered by the SEC's Regulation FD (Fair Disclosure) ("**Regulation FD**"), the Company has

designated certain officers (the “**Designated Officers**”) as the only ones who are permitted to communicate with the media or with market professionals in the investment community, such as analysts, brokers, investment bankers, asset managers, investment advisors, and hedge fund managers with respect to matters concerning the Company.

The Designated Officers are Teknova’s:

- Chief Executive Officer;
- Chief Financial Officer;
- General Counsel & Chief Compliance Officer; and
- other people designated from time to time by any of the foregoing officers or the Company’s Disclosure Committee as being authorized to speak in particular circumstances on the Company’s behalf.

Accordingly, Teknova associates other than the Designated Officers are not to respond under any circumstances to inquiries from the media or the investment community unless specifically asked to do so by a Designated Officer. They should instead refer all such inquiries from the financial and investment community to Teknova’s Chief Financial Officer and all such inquiries from the general public or media to the Company’s Chief Executive Officer or one of the other Designated Officers.

No Teknova associate other than a Designated Officer may provide any information to the media about the Company “off the record,” “for background,” confidentially, or secretly.

Please also refer to the Company’s Disclosure and Regulation FD Policy, which applies to every Teknova associate.

15. Political Activities and Contributions

As a private citizen, you are free to make contributions to causes, candidates, or political parties of your choice. However, if you express a personal opinion in a public forum (such as social media posts), do not use the Company’s name, imagery, letterhead, or Company e-mail. Teknova’s associates must not engage political activities, such as campaigning for an elected office, gathering signatures for a nominee or in connection with a petition, or fundraising while in or on any of Teknova’s premises.

Any lobbying activities or proposed political contributions using the Company’s funds must be pre-cleared through the Compliance Officer.

16. Charitable Contributions

As with political activities, Teknova’s associates may not use the Company’s resources to support charitable or other non-profit institutions without prior approval by the Company.

17. Human Rights

It is Teknova’s policy not to knowingly engage suppliers or service providers who demonstrate a lack of commitment to the health and safety of their workers or operate in violation of human rights laws (e.g., laws prohibiting child or slave labor and human trafficking). Any Teknova associate concerned that a supplier or provider of services to the Company engages in practices inconsistent with this policy or otherwise with this Code should immediately report that concern to the Compliance Officer.

18. Waivers

Any waiver of any provision of this Code for Teknova’s executive officers or directors may be authorized only by our Board of Directors or, to the extent permitted by the rules of The Nasdaq Stock Market LLC (“**Nasdaq**”) and our Corporate Governance Guidelines, a committee of the Board of Directors, and the Company will disclose any such waiver if required.

19. Compliance Standards and Procedures

Compliance Resources

To facilitate compliance with this Code, we have implemented a program of Code awareness, training, and review. We have appointed our General Counsel & Chief Compliance Officer to the position of Compliance Officer to oversee this program. The Compliance Officer can be reached at damon.terrell@teknova.com. The Compliance Officer is a person to whom you can address any questions or concerns about compliance with this Code or with the Company’s other policies and requirements. The Compliance Officer is also responsible for:

- investigating possible violations of this Code;
- overseeing the training of new and existing Teknova associates about the policies within or contemplated by this Code;
- making this Code available to Teknova’s associates by readily accessible means, including on the Company’s secure internal human resources (People) website, alongside Teknova’s Associate Handbook.
- updating this Code as needed, with approval of the Board of Directors or Nominating & Corporate Governance Committee, as appropriate, to reflect changes in the law, the Company’s operations, and recognized best practices, and to reflect the Company’s experience; and
- otherwise promoting an atmosphere of responsible and ethical conduct.

Clarifying Questions and Concerns; Reporting Possible Violations

If you encounter a situation or are considering a course of action and its appropriateness is unclear, discuss the matter promptly with your supervisor or the Compliance Officer; even the appearance of impropriety can be very damaging.

Every Teknova associate has a responsibility to report suspected or actual violations of this Code or the Company’s other policies and requirements. Whether you choose to speak with your supervisor or the Compliance Officer or use any of the other resources Teknova makes available, **you may do so without fear of any form of retaliation. The Company will take prompt disciplinary action against any associate who retaliates against anyone for reporting a compliance concern, up to and including separation from employment.**

Teknova operates two whistleblower hotlines. The first is aimed at people outside the Company who wish to report concerns about Teknova’s compliance with the law or applicable regulations, including the Company’s financial reporting obligations. Anyone may bring concerns of that nature directly to the attention of the Audit Committee of the Board of Directors by using the Teknova Governance Hotline, reachable either by phone (toll-free) at (833)-731-1890 or on the web at: <https://www.whistleblowerservices.com/TKNO>. The Company shall at all times make available to its associates a second service through which they can report

any concern about working at Teknova, including about safety, security, workplace misconduct, and about compliance with this Code or any other Company policy. That service shall allow any associate to make reports anonymously, by email, telephone, or on the web. Whether a Teknova associate identifies themselves or remains anonymous, that associate's telephonic or email contact information will be kept strictly confidential to the extent reasonably possible considering the objectives of this Code and subject to applicable law.

The Compliance Officer will investigate all reported possible violations of this Code or other Company policies promptly and with the highest degree of confidentiality that is possible under the circumstances. The Company expects that Teknova's associates will cooperate with the investigation. As needed, the Compliance Officer will consult with external legal counsel, the People department, and/or with the Governance Committee. It is the Company's policy to employ a fair process by which to determine violations of this Code.

With respect to any complaints or observations of violations that may involve accounting, internal accounting controls, and auditing concerns, under the Company's Open Door Policy, the Compliance Officer shall promptly inform the Audit Committee, and the Audit Committee shall be responsible for supervising and overseeing the inquiry and any resulting investigation.

If any investigation concludes that a violation of this Code has occurred, Teknova will take such action as it believes to be appropriate under the circumstances, up to and including separation from employment, referral for civil action, or criminal prosecution. The Company may also take additional appropriate action to deter any future violations of this Code.

20. No Rights Created

This Code is a statement of certain principles, policies, and procedures that is intended to govern the conduct of the Company's business. It does not create any rights in any natural or legal person, including an employment contract or term of employment with any Teknova associate.

21. Changes; Review

Subject to applicable rules and regulations of the SEC and Nasdaq, the Company reserves the right to amend or terminate this Code at any time and for any reason. Any changes to this Code will be effective upon approval by the Board of Directors. The Governance Committee will review and reassess the adequacy of this Code from time to time and recommend to the Board of Directors any changes the Governance Committee determines are appropriate. All changes must be promptly disclosed as required by law or regulation.

22. Website Disclosure

This Code, as it may be amended from time to time, shall be posted on the Company's website.

Adopted on June 14, 2021

Effective on June 29, 2021

Revised May 4, 2026