

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2020</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information				
1a Name of plan <u>EUROFINS SCIENTIFIC, INC. 401(K) INCENTIVE SAVINGS PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>002</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>04/04/2011</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>002</u>	1c Effective date of plan <u>04/04/2011</u>	
1b Three-digit plan number (PN) ▶	<u>002</u>				
1c Effective date of plan <u>04/04/2011</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>EUROFINS NSC US, INC.</u> <u>343 WEST MAIN STREET</u> <u>LEOLA, PA 17540</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>27-3225082</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>717-556-3500</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>541380</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>27-3225082</u>	2c Plan Sponsor's telephone number <u>717-556-3500</u>	2d Business code (see instructions) <u>541380</u>	
2b Employer Identification Number (EIN) <u>27-3225082</u>					
2c Plan Sponsor's telephone number <u>717-556-3500</u>					
2d Business code (see instructions) <u>541380</u>					

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2021	MARGARET STOLTZFUS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.		
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	Filed with authorized/valid electronic signature.		
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☐ Same as Plan Sponsor EUROFINS NSC US, INC. 343 WEST MAIN STREET LEOLA, PA 17540		3b Administrator's EIN 27-3225082
		3c Administrator's telephone number 717-556-3500
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN
5 Total number of participants at the beginning of the plan year		5 16285
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year.....		6a(1) 10895
a(2) Total number of active participants at the end of the plan year		6a(2) 11641
b Retired or separated participants receiving benefits.....		6b 17
c Other retired or separated participants entitled to future benefits		6c 6038
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 17696
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 18
f Total. Add lines 6d and 6e		6f 17714
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g 17068
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h 1395
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2S 2T 3D 3H		
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:		
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)		
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2020
		This Form is Open to Public Inspection.

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan EUROFINS SCIENTIFIC, INC. 401(K) INCENTIVE SAVINGS PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 EUROFINS NSC US, INC.	D Employer Identification Number (EIN) 27-3225082	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☒ Yes ☐ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
CHARLES SCHWAB & CO., INC.
94-1737782

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
VANGUARD GROUP, INC.
23-1945930

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CONRAD SIEGEL

PO BOX 5900
HARRISBURG, PA 17110-0900

23-1669823

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 17 37 38 49 50	NONE	795371	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

CONRAD SIEGEL INVESTMENT ADVISORS

01-0726056

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 38 51	NONE	179192	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

CHARLES SCHWAB & CO., INC.

94-1737782

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 50 59 62	NONE	158512	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

AMERICAN CENTURY INVESTMENT INC

44-6006315

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 52	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

FIDELITY & RESEARCH COMPANY

06-1194217

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 52	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

DIMENSIONAL FUND ADVISORS LP

30-0447847

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 52	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	0	Yes ☒ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
AMERICAN CENTURY INVESTMENT MANAGEM	28 52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AMERICAN CENTURY GOVERNMENT BOND R5 44-6006315	0.26% OF ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY MANAGEMENT & RESEARCH COMP	28 52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
FIDELITY(R) 500 INDEX 06-1194217	0.02% OF ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
DIMENSIONAL FUND ADVISORS LP	28 52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DFA US TARGETED VALUE I 30-0447847	0.30% OF ASSETS	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
DIMENSIONAL FUND ADVISORS LP	28 52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DFA INTERNATIONAL SMALL CAP VALUE I 30-0447847	0.45% OF ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
DIMENSIONAL FUND ADVISORS LP	28 52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DFA EMERGING MARKETS CORE EQUITY I 30-0447847	0.33% OF ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
DIMENSIONAL FUND ADVISORS LP	28 52	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
DFA REAL ESTATE SECURITIES I 30-0447847	0.17% OF ASSETS	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
CHARLES SCHWAB & CO., INC.	19 59	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AMERICAN CENTURY INVESTMENTS 43-0821857	RANGE OF 0.00%-0.02% OF AVERAGE DAILY BALANCE OF ASSETS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection.
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan <u>EUROFINS SCIENTIFIC, INC. 401(K) INCENTIVE SAVINGS PLAN</u>	B Three-digit plan number (PN) <u>002</u>
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C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>EUROFINS NSC US, INC.</u>	D Employer Identification Number (EIN) <u>27-3225082</u>
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Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD FIDUCIARY TRUST CO INCOME

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-6083967-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>11135670</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD FIDUCIARY TRUST CO 2015

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-6083984-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>10552052</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD FIDUCIARY TRUST CO 2020

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-6083982-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>47276511</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD FIDUCIARY TRUST CO 2025

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-6083980-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>98326877</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD FIDUCIARY TRUST CO 2030

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-6083978-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>104962347</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD FIDUCIARY TRUST CO 2035

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-6083976-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>85904196</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD FIDUCIARY TRUST CO 2040

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-6083974-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>73041810</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD FIDUCIARY TRUST CO 2045

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083972-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 66680929
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD FIDUCIARY TRUST CO 2050

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-6083970-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 50862663
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD FIDUCIARY TRUST CO 2055

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 27-6715091-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 44300072
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD FIDUCIARY TRUST CO 2060

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 45-3799419-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 22054964
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD FIDUCIARY TRUST CO 2065

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 82-6194314-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1407520
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
-----------------	----------------------	---

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan EUROFINS SCIENTIFIC, INC. 401(K) INCENTIVE SAVINGS PLAN	B Three-digit plan number (PN) ►	002
C Plan sponsor's name as shown on line 2a of Form 5500 EUROFINS NSC US, INC.	D Employer Identification Number (EIN) 27-3225082	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....		1a	83375549768
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions		1b(1)	2275514505
(2) Participant contributions.....		1b(2)	35891366443
(3) Other		1b(3)	2089373180
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)		1c(1)	
(2) U.S. Government securities		1c(2)	
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred		1c(3)(A)	
(B) All other.....		1c(3)(B)	
(4) Corporate stocks (other than employer securities):			
(A) Preferred		1c(4)(A)	
(B) Common		1c(4)(B)	
(5) Partnership/joint venture interests		1c(5)	
(6) Real estate (other than employer real property)		1c(6)	
(7) Loans (other than to participants).....		1c(7)	
(8) Participant loans		1c(8)	71249089169685
(9) Value of interest in common/collective trusts		1c(9)	0616505613
(10) Value of interest in pooled separate accounts		1c(10)	
(11) Value of interest in master trust investment accounts		1c(11)	
(12) Value of interest in 103-12 investment entities		1c(12)	
(13) Value of interest in registered investment companies (e.g., mutual funds)		1c(13)	553586928277320665
(14) Value of funds held in insurance company general account (unallocated contracts).....		1c(14)	
(15) Other.....		1c(15)	0241417

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	770488773	905168096

Liabilities

g Benefit claims payable	1g	124888	130130
h Operating payables	1h	36722	58137
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j	0	194
k Total liabilities (add all amounts in lines 1g through 1j)	1k	161610	188461

Net Assets

l Net assets (subtract line 1k from line 1f).....	1l	770327163	904979635
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Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	19238671	
(B) Participants	2a(1)(B)	56817045	
(C) Others (including rollovers).....	2a(1)(C)	4274709	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		80330425
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	1	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	532705	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		532706
(2) Dividends: (A) Preferred stock.....	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	4739342	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		4739342
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	3322	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		3322

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		122877611
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-12364217
c Other income	2c		2292
d Total income. Add all income amounts in column (b) and enter total.....	2d		196121481

Expenses**e** Benefit payment and payments to provide benefits:

(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	61756476	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		61756476
f Corrective distributions (see instructions)	2f		11336
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees	2i(1)	795371	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	179192	
(4) Other.....	2i(4)	160022	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		1134585
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		62902397

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		133219084
l Transfers of assets:			
(1) To this plan.....	2l(1)		1433388
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **TROUT CPA**

(2) EIN: **23-1551315**

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)			
4a	X		3664

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		2000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.			

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan EUROFINS SCIENTIFIC, INC. 401(K) INCENTIVE SAVINGS PLAN		B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 EUROFINS NSC US, INC.		D Employer Identification Number (EIN) 27-3225082
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 82-3967259		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2020 v. 200204		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14a	
14b	
14c	

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

b The corresponding number for the second preceding plan year.....

15a	
15b	

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16a	
16b	

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
 Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
☐ Yes.
☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
☐ No. Other. Provide explanation _____

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

Years Ended December 31, 2020 and 2019

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

Financial Statements with Supplementary Information

Years Ended December 31, 2020 and 2019

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INDEPENDENT AUDITORS' REPORT

To the Board of Trustees
Eurofins Scientific, Inc. 401(k) Incentive Savings Plan
Lancaster, Pennsylvania

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of **Eurofins Scientific, Inc. 401(k) Incentive Savings Plan**, (the Plan) which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by Charles Schwab Trust Bank, the custodian of the Plan, except for comparing such information with the related information included in the financial statements. We have been informed by the Plan Administrator that the custodian holds the Plan's investment assets and executes investment transactions. The Plan Administrator has obtained a certification from the custodian as of and for the years ended December 31, 2020 and 2019, that the information provided to the Plan Administrator by the custodian is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

Other Matter

The supplemental schedules of delinquent participant contributions, assets (held at end of year), and assets (acquired and disposed of within year) as of or for the year ended December 31, 2020, are required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and are presented for the purpose of additional analysis and are not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedules referred to above.

Report on Form and Content in Compliance with DOL Rules and Regulations

The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the information certified by the custodian, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Thout CPA

October 13, 2021
Lancaster, Pennsylvania

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

STATEMENTS of NET ASSETS AVAILABLE for BENEFITS

December 31, 2020 and 2019

	2020	2019
ASSETS		
Non-Interest Bearing Cash and Cash Equivalents (Note 3)	\$ 49,768	\$ 833,755
Investments at Fair Value (Notes 3 and 4)	894,067,695	553,586,928
Receivables:		
Employer Contributions	514,505	2,275
Participant Contributions	1,366,443	3,589
Notes Receivable from Participants	9,169,685	7,124,908
Plan Mergers Receivable	<u>-0-</u>	<u>208,937,318</u>
Total Receivables	<u>11,050,633</u>	<u>216,068,090</u>
TOTAL ASSETS	905,168,096	770,488,773
LIABILITIES		
Accrued Administrative Expenses	<u>58,331</u>	<u>36,722</u>
NET ASSETS AVAILABLE for BENEFITS	<u>\$ 905,109,765</u>	<u>\$ 770,452,051</u>

See notes to financial statements.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan
STATEMENTS of CHANGES in NET ASSETS AVAILABLE for BENEFITS
Years Ended December 31, 2020 and 2019

	2020	2019
ADDITIONS		
Investment Income (Note 3):		
Interest, Dividends, and Capital Gain Distributions	\$ 4,739,343	\$ 12,656,373
Net Appreciation in Fair Value of Investments	<u>110,519,008</u>	<u>85,859,084</u>
Total Investment Income	115,258,351	98,515,457
Interest on Notes Receivable from Participants	532,705	376,944
Contributions:		
Employer	19,238,671	17,247,751
Participants	56,817,045	44,224,923
Rollovers	<u>4,274,709</u>	<u>5,150,440</u>
Total Contributions	<u>80,330,425</u>	<u>66,623,114</u>
Total Additions	196,121,481	165,515,515
DEDUCTIONS		
Benefits Paid to Participants	61,751,234	43,105,120
Corrective Distributions	11,336	11,596
Administrative Expenses	<u>1,134,585</u>	<u>933,627</u>
Total Deductions	<u>62,897,155</u>	<u>44,050,343</u>
NET INCREASE	133,224,326	121,465,172
TRANSFER IN of ASSETS DUE to PLAN MERGERS (NOTE 1)	1,433,388	201,731,480
NET ASSETS AVAILABLE for BENEFITS		
Beginning of Year	<u>770,452,051</u>	<u>447,255,399</u>
End of Year	<u>\$ 905,109,765</u>	<u>\$ 770,452,051</u>

See notes to financial statements.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

NOTES to FINANCIAL STATEMENTS

NOTE 1 - DESCRIPTION of PLAN

The following description of the **Eurofins Scientific, Inc. 401(k) Incentive Savings Plan** (the Plan) provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all eligible employees of Eurofins NSC US, Inc. (the Company). Employees become eligible for elective deferrals after attaining one hour of service. After 90 days of service, employees become eligible to receive employer matching contributions. High school or college student employees working during semester breaks, non-resident aliens, and leased employees are not eligible to participate in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan Administrator is responsible for the oversight of the Plan. In collaboration with the investment advisor, the Plan's Trustees determine the appropriateness of the Plan's investment offerings and monitor investment performance.

The Plan was impacted by changes related to the SECURE Act of 2019, which was passed into law December 19, 2019. Many of the provisions of the SECURE Act went into effect in 2020. A key provision of the SECURE Act which impacted the Plan is raising of the required minimum distribution age from 70½ to 72.

A controlled group is generally considered one employer for Form 5500 reporting purposes. Participating employers under the Eurofins Scientific, Inc. 401(k) Incentive Savings Plan are as follows:

Eurofins Scientific, Inc.	Boston Heart Diagnostics Corporation
Product Safety Labs, Inc.	DiscoverX Corporation
Eurofins Central Laboratory, LLC	Eurofins Digital Media Services, LLC
Eurofins Analytical Laboratories, Inc.	Eurofins Met Laboratories, Inc.
Eurofins Genomics, LLC	Eurofins CEI, Inc.
Eurofins Agrosience Services, LLC	Eurofins Cyber Security North America, Inc.
Eurofins Microbiology Laboratories, Inc.	Eurofins Genomics Engineering, LLC
Eurofins DQCI, LLC	Eurofins Sensory, Consumer Research and Product
Eurofins QTA, Inc.	Design US Holding, Inc.
Eurofins Frontier Global Sciences, Inc.	Eurofins Food Chemistry Testing US, Inc.
Eurofins Panlabs, Inc.	Eurofins Botanical Testing US, Inc.
Eurofins Pharma BioAnalytics Services US, Inc.	Eurofins CRL Cosmetics, Inc.
Eurofins Calscience, Inc.	Gold Standard Diagnostics Corporation
Eurofins S-F Analytical Laboratories, Inc.	Eurofins EAG Material Science, LLC
Eurofins Lancaster Laboratories	Eurofins BioPharma Product Testing Columbia, Inc.
Professional Scientific Services, LLC	Eurofins EAG Agrosience, LLC
Eurofins Product Testing US, Inc.	Eurofins EAG Engineering Science, LLC
Eurofins BioDiagnostics, Inc.	Eurofins Genomics Blue Heron, LLC
EGL Genetic Diagnostics, LLC	Transplant Genomics, Inc.
Eurofins Spectrum Analytical, Inc.	TestAmerica Environmental Services, LLC
Eurofins Lancaster Laboratories	NanoLab Technologies, Inc.
Environmental, LLC	Eurofins J3 Resources, Inc.
Eurofins QC, Inc.	Eurofins Viracor BioPharma Services, Inc.
Eurofins Eaton Analytical, Inc.	Eurofins DiscoverX Products, LLC
Eurofins Air Toxics, Inc.	Eurofins ARCA Technology, Inc.
Eurofins NSC US, Inc.	Eurofins NDSC Environment Testing Americas, Inc.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

NOTES to FINANCIAL STATEMENTS

(Continued)

NOTE 1 - DESCRIPTION of PLAN (Continued)

General (Continued)

Eurofins Lancaster Laboratories, Inc.	Precision TEM, LLC
Eurofins NTD, Inc.	TestAmerica Laboratories, Inc.
Eurofins Viracor, Inc.	EMLab P&K, LLC
Eurofins VRL, Inc.	Environmental Sampling Supply
Eurofins Advantar, Inc.	Aerotech Laboratories, Inc.
Eurofins Clinical Diagnostics US NDSC, Inc.	Eurofins Xenco, LLC
Diatherix Laboratories, Inc.	Clinical Enterprises, Inc.
Eurofins ANA Laboratories, Inc.	Eurofins Abraxis, Inc.

Plan Restatement and Amendments

Effective January 1, 2019, the Plan was amended to recognize that Abraxis, Inc. is now renamed Eurofins Abraxis, Inc.

Effective January 1, 2019, the Plan was amended to remove the requirement that salary reduction and employee nondeductible contributions be suspended for six months following the receipt of a hardship withdrawal.

Effective January 1, 2019, the Plan was amended to permit nondeductible contributions that were previously covered under the TestAmerica Environmental Services, LLC 401(k) Savings Plan, which is merged into the Plan effective December 31, 2019. An employee nondeductible contribution account shall be maintained for the participant, and such accounts shall be nonforfeitable.

Effective January 1, 2019, the Plan was amended to allow the earnings portion of the employee 401(k) and Roth elective deferral account be withdrawn in the event of a hardship.

Effective January 1, 2019, the Plan was amended to allow a hardship withdrawal to be taken for expenses and losses incurred as a result of a disaster declared by the Federal Emergency Management Agency.

Effective January 1, 2019, the Plan was amended to recognize Eurofins EAG Material Science, LLC, Eurofins BioPharma Product Testing Columbia, Inc., Eurofins EAG Engineering Science, LLC, and Eurofins EAG Agrosience, LLC as participating employers in the Plan.

Effective January 1, 2019, employees of Cascade Analytical, Inc. are eligible to participate in the Plan. Cascade Analytical, Inc. was rolled into Eurofins Microbiology Laboratories, Inc.

Effective May 13, 2019, Eurofins Technologies North America, Inc. merged into Eurofins Abraxis, Inc.

Effective June 1, 2019, the Plan was amended to recognize Blue Heron Biotech, LLC, as a participating employer in the Plan.

Effective July 1, 2019, the Plan was amended to permit in-service hardship withdrawals from employer contribution accounts by participants covered by the retirement plan sponsored by Blue Heron Biotech, LLC.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

NOTES to FINANCIAL STATEMENTS

(Continued)

NOTE 1 - DESCRIPTION of PLAN (Continued)

Plan Restatement and Amendments (Continued)

Effective August 1, 2019, the Plan was amended to recognize Transplant Genomics, Inc., as a participating employer in the Plan.

Effective October 1, 2019, Eurofins Craft Technologies, Inc. merged into Eurofins S-F Analytical Laboratories, Inc.

Effective January 1, 2020, the Plan Sponsor created two break-out companies, Eurofins Viracor BioPharma Services, Inc. and Eurofins DiscoverX Products, LLC from existing participating employers, through which employees were transferred from other participating employers. The Plan was amended to recognize Eurofins Viracor BioPharma Services, Inc. and Eurofins DiscoverX Products, LLC as participating employers in the Plan.

Effective January 1, 2020, the Plan was amended to recognize TestAmerica Environmental Services, LLC, TestAmerica Laboratories, Inc., NanoLab Technologies, Inc., Eurofins J3 Resources, Inc., Eurofins DiscoverX Products, LLC, and Eurofins Viracor BioPharma Services, Inc. as participating employers in the Plan.

Effective January 1, 2020, for participants covered by the TestAmerica Environmental Services, LLC 401(k) Savings Plan, the Plan was amended to: permit in-service withdrawals from employer contribution accounts for those who have completed 10 years of participation; permit in-service hardship withdrawals from employer contribution accounts; and permit in-service withdrawals from nondeductible employee contribution accounts.

Effective January 1, 2020, for participants covered by the TestAmerica Environmental Services, LLC 401(k) Savings Plan, the Plan was amended to preserve the early retirement provisions of the TestAmerica Environmental Services, LLC 401(k) Savings Plan, which state a participant may retire after attaining age 55 and the participant's right to his/her account balance shall be 100% vested and nonforfeitable.

Effective January 1, 2020, the Plan Sponsor acquired EMLab P&K, LLC, Environmental Sampling Supply, and Aerotech Laboratories, Inc. The Plan was amended to recognize EMLab P&K, LLC, Environmental Sampling Supply, and Aerotech Laboratories, Inc. as participating employers in the Plan.

Effective January 1, 2020, the plan was amended to permit in-service withdrawals from nondeductible employee contribution accounts by participants covered by merged plans.

Effective January 1, 2020, the Plan was amended to recognize that Blue Heron Biotech, LLC is now renamed Eurofins Genomics Blue Heron, LLC.

Effective January 2, 2020, the Plan Sponsor created a break-out company, Eurofins ARCA Technology, Inc., from an existing participating employer, through which employees were transferred from another participating employer. The Plan was amended to recognize Eurofins ARCA Technology, Inc. as a participating employer.

Effective March 1, 2020, the Plan Sponsor created a break-out company, Eurofins NDSC Environment Testing Americas, Inc., from an existing participating employer, through which employees were transferred from another participating employer. The Plan was amended to recognize Eurofins NDSC Environment Testing Americas, Inc. as a participating employer.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

NOTES to FINANCIAL STATEMENTS

(Continued)

NOTE 1 - DESCRIPTION of PLAN (Continued)

Plan Restatement and Amendments (Continued)

Effective March 23, 2020, the Plan Sponsor created a break-out company EmpowerDX, Inc., from an existing participating employer, through which employees were transferred from another participating employer.

Effective April 1, 2020, the Plan Sponsor acquired Precision TEM, LLC and as of this date, the Plan was amended to recognize Precision TEM, LLC as a participating employer.

Effective during April 2020, the Plan adopted provisions in accordance with the CARES Act to allow for coronavirus-related plan distributions and loans to qualified participants who have been impacted by the pandemic. Qualified participants who request and certify eligibility under the CARES Act prior to December 31, 2020, may request a distribution or loan (prior to 180 days subsequent to March 27, 2020) equal to the lesser of \$100,000 or their entire account balance. If a qualified individual has an outstanding loan as of the date of the CARES enactment or is granted a new loan at this time, the loan payments with a due date from the CARES enactment through December 31, 2020, may be suspended for up to 12 months. The suspended loan is then reamortized with any interest that accrued during the payment delay period. The reamortization period for a new loan will be a maximum of 60 months from January 1, 2021. If the loan was already in place, the CARES suspension period is disregarded in determining compliance with the 60 month rule or 120 month rule for loans for the purchase of a principal residence.

Effective July 1, 2020, the Plan Sponsor acquired Xenco Laboratories, LLC, and was subsequently renamed Eurofins Xenco, LLC. Effective July 1, 2020, the Plan was amended to recognize Eurofins Xenco, LLC as a participating employer.

Effective July 31, 2020, the Plan was amended to remove Avogadro LS, Inc. as a participating employer under the Plan.

Effective August 1, 2020, the Plan was amended to recognize that EmpowerDX, Inc. is now renamed Clinical Enterprises, Inc.

Effective October 12, 2020, the Plan Sponsor acquired Hawaii Cellular Therapy and Transplant Laboratory, and subsequently merged Hawaii Cellular Therapy and Transplant Laboratory into Eurofins VRL, Inc.

Effective November 30, 2020, Eurofins Clinical Molecular Testing, LLC merged into Eurofins Viracor, Inc.

Plan Mergers

Effective December 31, 2018, Eurofins EAG Material Science, LLC, Eurofins BioPharma Product Testing Columbia, Inc., Eurofins EAG Agrosience, LLC, and Eurofins EAG Engineering Science, LLC were acquired by the Plan Sponsor with assets totaling \$91,884,321. Of this, assets totaling \$81,465,747 were received by the Plan during the year ended December 31, 2019. Remaining assets to be transferred to the Plan totaling \$7,957,726 represented investments that had not yet been liquidated and were recorded as plan merger receivable at December 31, 2019. These assets were received by the Plan during the year ended December 31, 2020. Notes receivable from participants totaling \$982,064 were received by the Plan during the year ended December 31, 2019. Benefit payments of \$363,765 were paid out of Plan funds during the year ended December 31, 2019, prior to transfer. The assets decreased in value by a total of \$1,115,019 prior to being transferred into the Plan. Employees of Eurofins EAG Material Science, LLC, Eurofins BioPharma Product Testing Columbia, Inc., Eurofins EAG Agrosience, LLC, and Eurofins EAG Engineering Science, LLC. were eligible to participate in the Plan January 1, 2019.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

NOTES to FINANCIAL STATEMENTS

(Continued)

NOTE 1 - DESCRIPTION of PLAN (Continued)

Plan Mergers (Continued)

Effective March 13, 2019, the Plan Sponsor acquired Blue Heron Biotech, LLC. Accordingly, assets totaling \$748,846, and notes receivable from participants totaling \$2,224, were received by the Plan during the year ended December 31, 2019.

Effective October 4, 2019, the Plan Sponsor acquired J3 Resources, Inc and the previous employer plan was merged into the Plan effective September 1, 2020. Of this, assets totaling \$1,433,388 were received by the Plan during the year ended December 31, 2020. Employees of J3 Resources, Inc. are eligible to participate in the Plan January 1, 2020.

Effective December 31, 2019, the Plan Sponsor acquired TestAmerica Environmental Services, LLC and NanoLab Technologies, Inc. Accordingly, assets totaling \$200,980,800 were recorded as plan merger receivable at December 31, 2019 and were received by the plan during the year ended December 31, 2020. Employees of TestAmerica Environmental Services, LLC and NanoLab Technologies, Inc. are eligible to participate in the Plan January 1, 2020.

Effective July 31, 2020, upon the Plan Sponsor's sale of Avogadro LS, Inc., a participating employer, Plan participants employed directly by Avogadro LS, Inc. were no longer permitted to make elective deferral or Roth contributions to the Plan and both the Plan Sponsor and Avogadro LS, Inc. were no longer permitted to make any matching contributions to the Plan on their behalf. As of July 31, 2020, the participation of Plan participants employed directly by Avogadro LS, Inc. was fully discontinued and employees were able to take distributions from the Plan at their discretion.

Contributions

Participants are allowed to contribute up to 75% of eligible compensation, as defined in the Plan Document. Participants may designate all or a portion of their deferral contributions as after-tax contributions. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified retirement plans (rollovers). The Plan includes an automatic enrollment provision whereby all newly eligible employees are automatically enrolled at a rate of 6% of eligible compensation, unless they affirmatively elect not to participate in the Plan. Additionally, participants automatically enrolled in the Plan, who subsequently decide not to participate in the Plan within 90 days of being auto-enrolled, can request such deferral contributions made during this time to be refunded.

The Company may make a discretionary matching contribution to the Plan. The matching contribution is determined each Plan year. Additional profit sharing and non-elective contributions may be made at the option of the Company's board of directors. The employer profit sharing contribution, if any, is generally allocated to eligible employees ratably as a percentage of compensation.

Participants direct the investment of all contributions to their accounts into various investment options offered by the Plan. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

NOTES to FINANCIAL STATEMENTS

(Continued)

NOTE 1 - DESCRIPTION of PLAN (Continued)

Participant Accounts

Each participant's account is credited with the participant's contributions and allocations of the Company's contributions and Plan earnings (losses). Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Company's contribution portion of their accounts is based on years of continuous service. If a participant in the Plan terminates employment other than by retirement, disability, or death, employer contributions and earnings or losses thereon vest in accordance with the following table:

Years of Service	Percent Vested
1	33%
2	66%
3	100%

During the year ended December 31, 2019, the Plan was amended to provide transitional vesting rules with respect to employees of certain acquired companies. Effective on various dates, participants employed by Cascade Analytical, Inc., Covance Food Solutions, Inc., and TestAmerica Environmental Services, LLC prior to those dates shall be 100% vested.

Participants covered by the plan sponsored by Blue Heron Biotech, LLC on or before June 30, 2019, who do not have an hour of service after such date shall be 100% vested after three or more years.

Participants covered by the plan sponsored by J3 Resources, Inc. on or before December 31, 2019, who do not have an hour of service after such date, shall be 100% vested after six or more years.

Effective March 23, 2020, the Plan was amended to provide transitional vesting rules with respect to employees of Clinical Enterprises, Inc. (formerly known as EmpowerDX, Inc.). Participants employed by Clinical Enterprises, Inc. (formerly known as EmpowerDX, Inc.) prior to March 23, 2020, shall be 100% vested.

During the year ended December 31, 2020, the Plan was amended to provide transitional vesting rules with respect to employees of certain acquired companies. Effective on various dates, participants employed by EMLab P&K, LLC, Environmental Sampling Supply, Aerotech Laboratories, Inc., TestAmerica Laboratories, Inc., Precision TEM, LLC, Xenco Laboratories, LLC, and Hawaii Cellular Therapy and Transplant Laboratory, shall be 100% vested after three or more years.

Notes Receivable from Participants

Participants generally may borrow from their fund accounts at a minimum of \$1,000 up to a maximum equal to the lesser of \$100,000 or the participant's vested account balance (under the provisions of the CARES Act). The loans are secured by the balance in the participant's account. The loan interest rate, which remains fixed throughout the duration of the loan, is set at one percent above the prime rate. Principal and interest is paid ratably through payroll deductions. Participants are only permitted to have two outstanding loans at a time.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

NOTES to FINANCIAL STATEMENTS

(Continued)

NOTE 1 - DESCRIPTION of PLAN (Continued)

Payment of Benefits

On termination of service due to disability, retirement, or termination of employment, a participant may elect to receive a lump sum distribution, direct rollover distribution, or a combination of the two in an amount equal to the value of the participant's vested interest in his/her account. The normal retirement age is 65. The Plan Administrator may automatically pay out any terminated participant accounts with a balance of \$1,000 or less.

A participant or beneficiary is permitted to elect to receive distribution of his/her account as a lump sum payment or installment payments if the vested account balance exceeds \$5,000. If the vested account balance does not exceed \$5,000, lump sum payment shall be the sole payment option.

The Plan allows hardship distributions to participants of all or part of their salary deferrals and the earnings thereon in their account for qualifying expenses as further outlined in the Plan Document.

Forfeited Accounts

At December 31, 2020 and 2019, forfeited nonvested accounts totaled \$871,438 and \$236,543, respectively. These accounts can be used to reduce future employer matching contributions or future profit sharing contributions. Forfeitures of employer contributions were allocated to reduce employer matching contributions for the years ended December 31, 2020 and 2019, in the amount of \$93,534 and \$526,547, respectively.

NOTE 2 - SUMMARY of SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (US GAAP). Current US GAAP standards are contained in the Accounting Standards Codification (ASC) as set forth by the Financial Accounting Standards Board (FASB).

Use of Estimates

The preparation of financial statements in accordance with US GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Cash and Cash Equivalents

Cash and cash equivalents include non-interest bearing cash. The Plan maintains cash deposits at financial institutions where the account balance is not FDIC insured. At December 31, 2020 and 2019, net pending trades of \$(183,505) and \$668,480, respectively, are included in non-interest bearing cash.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's trustees, in collaboration with the Plan's investment advisor, determine the valuation policies utilizing information provided by the custodian and its related parties. The Plan's investment in the collective investment trusts are valued using net asset value (NAV) as a practical expedient. Plan Management determined that the practical expedient is preferable since participants are able to transact at NAV, and other fair value information is not readily available to management. See Note 4 for discussion of fair value measurements.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

NOTES to FINANCIAL STATEMENTS

(Continued)

NOTE 2 - SUMMARY of SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investment Valuation and Income Recognition (Continued)

Purchases and sales of securities are recorded on a trade date basis. Interest is recorded on the accrual basis. Dividends and capital gain distributions are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2020 and 2019. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefit payment is recorded for purposes of Form 5500 reporting. However, for purposes of the financial statements, for active participants who have not incurred a distributable event (employment termination, death, or disability), but have delinquent loans, the participant loan remains outstanding until a distributable event occurs.

Payment of Benefits

Benefits are recorded when paid.

Expenses

Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. Certain expenses of maintaining the Plan are paid directly by the Plan Sponsor and are excluded from these financial statements. Investment related expenses are included in net appreciation (depreciation) of fair value of investments.

Accounting Standards Adopted in 2020

During the current year, the Plan adopted FASB Accounting Standards Update (ASU) No. 2018-13, *Fair Value Measurement*. The objectives of the ASU are to improve the effectiveness of disclosures in the notes to the financial statements. The ASU amends the disclosure requirements for recurring and nonrecurring fair value measurements by removing, modifying, and adding certain disclosures. The Plan's beginning balances, and current year results were not affected by the implementation of this new standard. Limited changes were made to the Plan's footnote disclosure related to fair value measurements.

NOTE 3 - INFORMATION PREPARED and CERTIFIED by the CUSTODIAN (UNAUDITED)

Charles Schwab Trust Bank, the custodian, held a portion of the Plan's assets as of and for the years ended December 31, 2020 and 2019. The following information was certified as complete and accurate by the Plan's custodian under 29 CFR 2520.103-5(c) of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

	2020	2019
Non-Interest Bearing Cash and Cash Equivalents	49,768	833,755
Investments at Fair Value		
Registered Investment Companies	277,320,665	553,586,928
Collective Investment Trusts	<u>616,505,613</u>	<u>-0-</u>
Total Investments	893,826,278	553,586,928

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

NOTES to FINANCIAL STATEMENTS

(Continued)

NOTE 3 - INFORMATION PREPARED and CERTIFIED by the CUSTODIAN (UNAUDITED) (Continued)

Investment income for the years ended December 31, 2020 and 2019, totaled \$115,258,351 and \$98,515,457, respectively.

NOTE 4 - FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820, *Fair Value Measurement*, are described as follows:

Level 1 - Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 - Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 - Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. As disclosed in Note 2, the Plan uses the collective investment trust's NAV as a practical expedient. There have been no changes in the methodologies used as of and for the years ended December 31, 2020 and 2019.

Registered Investment Companies

Valued at the daily closing price as reported by the fund. Registered investment companies held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The registered investment companies held by the Plan are deemed to be actively traded.

Collective Investment Trusts

Valued at the net asset value (NAV) as provided by the custodian. The NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the funds will sell the investments for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

NOTES to FINANCIAL STATEMENTS

(Continued)

NOTE 4 - FAIR VALUE MEASUREMENTS (Continued)

Private Equity Funds

Valued on a periodic basis based on a combination of methods, including, but not limited to: historical performance, earnings predictions, price of recent investments, projected cash flows, and industry analyses.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2020:

	Level 1	Level 2	Level 3	Total
Registered Investment Companies	277,320,665	-0-	-0-	277,320,665
Private Equity Funds	<u>-0-</u>	<u>-0-</u>	<u>241,417</u>	<u>241,417</u>
Total Assets in the Fair Value Hierarchy	277,320,665	-0-	241,417	277,562,082
Investments Measured at Net Asset Value (a)				<u>616,505,613</u>
Investments at Fair Value				894,067,695

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2019:

	Level 1	Level 2	Level 3	Total
Registered Investment Companies	553,586,928	-0-	-0-	553,586,928
Private Equity Funds	<u>-0-</u>	<u>-0-</u>	<u>-0-</u>	<u>-0-</u>
Total Assets in the Fair Value Hierarchy	553,586,928	-0-	-0-	553,586,928
Investments Measured at Net Asset Value (a)				<u>-0-</u>
Investments at Fair Value				553,586,928

Level 3 Transactions

During the Plan year ended December 31, 2020, the Plan only had transfers into Level 3 of \$237,992 as a result of a Plan merger. There were no level 3 transactions during the year ended December 31, 2019.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

NOTES to FINANCIAL STATEMENTS

(Continued)

NOTE 4 - FAIR VALUE MEASUREMENTS (Continued)

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following table summarizes investments for which fair value is measured using the net asset value per share (practical expedient) as of December 31, 2020. There are no participant or plan-level restrictions for these investments.

	Fair Value	Unfunded Commitments	Redemption Frequency (if Currently Eligible)	Redemption Notice Period
Collective Investment Trusts				
Target Funds (a)	616,505,613	N/A	Daily	None

- a. Investments in this category are target date funds (age-based investment options) that can be redeemed immediately at the current net asset value per share based on the fair value of the underlying assets. These trusts are direct filing entities.

NOTE 5 - RELATED PARTY TRANSACTIONS and PARTY-in-INTEREST TRANSACTIONS

Certain Plan investments are in registered investment companies managed by Charles Schwab Trust Bank. Charles Schwab Trust Bank is the custodian of the Plan's assets and, therefore, these transactions qualify as party-in-interest transactions. At December 31, 2020 and 2019, the fair value of these investments totaled \$30,151,995 and \$10,081,107, respectively.

As previously discussed, the Plan may issue loans to participants that are secured by participant account balances. The value of the notes receivable outstanding were \$9,169,685 and \$7,124,908 as of December 31, 2020 and 2019, respectively. All of these transactions qualify as party-in-interest transactions.

During the year ended December 31, 2020, the Plan Sponsor discovered unintentional delays in remitting certain employee deferrals and loan repayments to the custodian (see Note 9). These delays constituted a prohibited transaction.

NOTE 6 - PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their employer contributions.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

NOTES to FINANCIAL STATEMENTS

(Continued)

NOTE 7 - TAX STATUS

The Plan has not obtained a tax determination letter and relies on the advisory letter associated with the volume submitter defined contribution plan document dated March 31, 2014, in which the IRS stated that a plan, designed within the parameters of the volume submitter defined contribution plan document, would be in compliance with the applicable requirements of the Internal Revenue Code (IRC). The volume submitter defined contribution plan document has been amended and restated since receiving the advisory letter. However, the Plan Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC and, therefore, believes the Plan is qualified, and the related trust is tax-exempt.

US GAAP requires Plan Management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed tax positions taken by the Plan and has concluded that as of December 31, 2020 and 2019, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements.

The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no IRS audits for any tax periods in progress.

NOTE 8 - RISKS and UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

On March 11, 2020, the World Health Organization declared the coronavirus (COVID-19) a pandemic. The Company continued operations within ridged guidelines aimed at halting the spread of the virus. The extent of the impact of COVID-19 on the Company's operational and financial performance depends on certain developments, including the duration and spread of the outbreak, impact on the Company's customers, employees, and vendors, all of which are uncertain and cannot be predicted. The Company is monitoring the evolving situation and adapting operations and decision making as necessary.

The extent of the impact of the COVID-19 outbreak on the financial performance of the Plan's investments will depend on future developments, including the duration and severity of the outbreak and its impact on the financial markets and the overall economy, all of which are highly uncertain and cannot be predicted. If the financial markets and/or the overall economy are impacted for an extended period, the Plan's investment results may be materially adversely affected.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

NOTES to FINANCIAL STATEMENTS

(Continued)

NOTE 9 - DELINQUENT PARTICIPANT CONTRIBUTIONS

Subsequent to the year ended December 31, 2020, the Plan Sponsor filed with the DOL's Voluntary Fiduciary Correction Program in response to unintentional delays in remitting certain employee deferrals and loan repayments from the years ended December 31, 2019 and 2018, to the custodian in the amount of \$3,664. The Plan Sponsor computed the lost earnings on these deferrals and loan repayments and subsequently remitted the deferrals and loan repayments and made a contribution for lost earnings to the Plan for the years ended December 31, 2019 and 2018. These earnings were recognized in the Plan's earnings during the Plan years ended December 31, 2019 and 2018. The Plan Sponsor has corrected the failure that caused the delinquent contributions.

NOTE 10 - RECONCILIATION of FINANCIAL STATEMENTS to FORM 5500

The following is a reconciliation of the net assets available for benefits per the financial statements to Schedule H of Form 5500 for the years ended December 31, 2020 and 2019:

	2020	2019
Net Assets Available for Benefits per Financial Statements	905,109,765	770,452,051
Benefit Claims Payable per Form 5500	<u>(130,130)</u>	<u>(124,888)</u>
Net Assets per Form 5500	904,979,635	770,327,163

The following is a reconciliation of the changes in net assets available for benefits per the financial statements to Schedule H of Form 5500 for the year ended December 31, 2020:

	2020
Benefits Paid to Participants per Financial Statements	61,751,234
2019 Benefit Claims Payable paid in 2020 per Financial Statements	(124,888)
2020 Benefit Claims Payable per Form 5500	<u>130,130</u>
Benefits Paid to Participants per Form 5500	61,756,476

NOTE 11 - SUBSEQUENT EVENTS

Effective January 1, 2021, the Plan Sponsor created two break-out companies, Eurofins Food Assurance US, LLC and Eurofins Food Assurance Certification US, LLC, from existing participating employers, through which employees were transferred from other participating employers. The Plan was amended to recognize Eurofins Food Assurance US, LLC and Eurofins Food Assurance Certification US, LLC as participating employers in the Plan.

Effective March 1, 2021, the Plan Sponsor acquired Beacon Discovery. Effective April 1, 2021, employees of Beacon Discovery are eligible to participate in the Plan. Assets totaling \$4,472,590 were received by the Plan during June 2021.

Effective August 1, 2021, the Plan Sponsor acquired Insight Services, Inc.

Subsequent events have been evaluated through October 13, 2021, which represents the date the financial statements were available to be issued.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

EIN 27-3225082 Plan No. 002

Schedule H - Line4a - SCHEDULE of DELINQUENT PARTICIPANT CONTRIBUTIONS

Year Ended December 31, 2020

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are included: ☒	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
	\$ -0-	\$ -0-	\$ 3,664	\$ -0-

See independent auditors' report.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

EIN 27-3225082 Plan No. 002

Schedule H - Line 4i - SCHEDULE of ASSETS (HELD at END of YEAR)

December 31, 2020

(a)(b)	Identity of Issue, Borrower, Lessor, or Similar Party (c)	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost (e)	Current Value
Registered Investment Companies:				
	American Century	American Century Govt Bond Instl	**	\$ 11,784,385
	Dimensional Fund Advisors	DFA Real Estate Securities Port Inst	**	4,211,283
	Fidelity	Fidelity 500 Index Fund	**	32,102,930
*	Schwab	Schwab Retirement Govt Money Fund	**	30,151,995
	Vanguard	Vanguard Developed Markets Index	**	4,999,523
	Vanguard	Vanguard Emerging Markets Stock Index Fd	**	4,946,493
	Vanguard	Vanguard FTSE All-World Ex-US Small Cap	**	2,589,138
	Vanguard	Vanguard Growth Index Fund Instl	**	53,248,778
	Vanguard	Vanguard Mid Cap Index Fund Instl	**	11,825,294
	Vanguard	Vanguard Mid Cap Growth Index Admiral	**	20,959,989
	Vanguard	Vanguard Mid Cap Value Index Admiral	**	8,497,632
	Vanguard	Vanguard Short-Term Inflation Prot Adm	**	1,437,887
	Vanguard	Vanguard Short-Term Investment Grade Adm	**	8,122,687
	Vanguard	Vanguard Small Cap Growth Index Instl	**	15,925,778
	Vanguard	Vanguard Small Cap Value Index Admiral	**	3,933,688
	Vanguard	Vanguard Small Cap Index Instl	**	7,891,756
	Vanguard	Vanguard Total Bond Market Index Adm	**	10,496,416
	Vanguard	Vanguard Total Intl Stock Index Inst	**	9,934,170
	Vanguard	Vanguard Value Index Instl Shares	**	14,505,191
	Vanguard	Vanguard Wellington Admiral	**	19,755,652
Registered Investment Companies				277,320,665
Collective Investment Trusts:				
	Vanguard	Vanguard Target Retirement Income Tr II	**	11,135,670
	Vanguard	Vanguard Target Retirement 2015 Tr II	**	10,552,052
	Vanguard	Vanguard Target Retirement 2020 Tr II	**	47,276,511
	Vanguard	Vanguard Target Retirement 2025 Tr II	**	98,326,877
	Vanguard	Vanguard Target Retirement 2030 Tr II	**	104,962,347
	Vanguard	Vanguard Target Retirement 2035 Tr II	**	85,904,196
	Vanguard	Vanguard Target Retirement 2040 Tr II	**	73,041,810
	Vanguard	Vanguard Target Retirement 2045 Tr II	**	66,680,930
	Vanguard	Vanguard Target Retirement 2050 Tr II	**	50,862,664
	Vanguard	Vanguard Target Retirement 2055 Tr II	**	44,300,072
	Vanguard	Vanguard Target Retirement 2060 Tr II	**	22,054,964
	Vanguard	Vanguard Target Retirement 2065 Tr II	**	1,407,520
Collective Investment Trusts				\$ 616,505,613

See independent auditors' report.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

EIN 27-3225082 Plan No. 002

Schedule H - Line 4i - SCHEDULE of ASSETS (HELD at END of YEAR)

(Continued)

December 31, 2020

(a)(b)	Identity of Issue, Borrower, Lessor, or Similar Party	(c)	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d)	Cost	(e)	Current Value
Private Equity Funds:							
	Blackstone		BX/GSO Secured Lending Fund		**	\$	40,432
	Blackstone		BX/GSO Secured Lending Fund CPV		**		8,000
	CPG Vintage Access		CPG Vintage Access Fund II		**		20,112
	NB Select OPS		NB Select OPS (Cayman) II		**		184,191
	NB Select OPS		NB Select OPS (Cayman) II DPV		**		<u>(11,318)</u>
			Private Equity Funds				241,417
Notes Receivables from Participants:							
*	Participant Loans		3.25% - 10.00%, Various Original Maturity Dates (January 2021 to March 2047), Collateral - Portion of Participants' Vested Account Balances				
					\$ -0-		<u>9,169,685</u>
					<u>\$ -0-</u>		<u>\$ 903,237,380</u>

* Allowable party-in-interest to the Plan.

** Information not needed.

See independent auditors' report.

Eurofins Scientific, Inc. 401(k) Incentive Savings Plan

EIN 27-3225082 Plan No. 002

Schedule H - Line 4i - SCHEDULE of ASSETS (ACQUIRED and DISPOSED of WITHIN YEAR)

Year Ended December 31, 2020

Identity of Issue, Borrower, Lessor, (a) or Similar Party (b)		Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Costs of (c) Acquisitions	Proceeds of (d) Dispositions
* Participant Loans		3.25% - 10.00%, Various Original Maturity Dates (January 2021 to March 2047), Collateral - Portion of Participants' Vested Account Balances	\$ -0-	\$ -0-

* Allowable party-in-interest to the Plan.

See independent auditors' report.

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 24pt; font-weight: bold;">2020</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>	
A	This return/report is for: <div style="display: flex; justify-content: space-between;"> <div> ☐ a multiemployer plan ☒ a single-employer plan </div> <div> ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☐ a DFE (specify) _____ </div> </div>
B	This return/report is: <div style="display: flex; justify-content: space-between;"> <div> ☐ the first return/report ☐ an amended return/report </div> <div> ☐ the final return/report ☐ a short plan year return/report (less than 12 months) </div> </div>
C	If the plan is a collectively-bargained plan, check here. ☐
D	Check box if filing under: <div style="display: flex; justify-content: space-between;"> <div> ☒ Form 5558 ☐ special extension (enter description) </div> <div> ☐ automatic extension ☐ the DFVC program </div> </div>

Part II	Basic Plan Information—enter all requested information						
1a	Name of plan Eurofins Scientific, Inc. 401(k) Incentive Savings Plan						
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">1b</td> <td>Three-digit plan number (PN) ▶</td> <td>002</td> </tr> <tr> <td>1c</td> <td colspan="2">Effective date of plan 04/04/2011</td> </tr> </table>	1b	Three-digit plan number (PN) ▶	002	1c	Effective date of plan 04/04/2011	
1b	Three-digit plan number (PN) ▶	002					
1c	Effective date of plan 04/04/2011						
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) Eurofins NSC US, Inc. 343 West Main Street Leola PA 17540						
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">2b</td> <td>Employer Identification Number (EIN) 27-3225082</td> </tr> <tr> <td>2c</td> <td>Plan Sponsor's telephone number 717-556-3500</td> </tr> <tr> <td>2d</td> <td>Business code (see instructions) 541380</td> </tr> </table>	2b	Employer Identification Number (EIN) 27-3225082	2c	Plan Sponsor's telephone number 717-556-3500	2d	Business code (see instructions) 541380
2b	Employer Identification Number (EIN) 27-3225082						
2c	Plan Sponsor's telephone number 717-556-3500						
2d	Business code (see instructions) 541380						

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE		10/15/2021	Margaret Stoltzfus
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☐ Same as Plan Sponsor Eurofins NSC US, Inc. 343 West Main Street Leola PA 17540	3b Administrator's EIN 27 - 3225082 3c Administrator's telephone number 717 - 556 - 3500
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 16,285
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 10,895 6a(2) 11,641 6b 17 6c 6,038 6d 17,696 6e 18 6f 17,714 6g 17,068 6h 1,395
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2S 2T 3D 3H b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

Schedule C, line 2(h) – Formula Description

Plan Name: Eurofins Scientific, Inc. 401(k) Incentive Savings Plan
Employer I.D. #: 27-3225082
Plan Number: 002

(a) Name of Investment Fund (Source of Compensation)	(b) Name of Investment Adviser (Service Provider)	(c) Formula as Percentage of Assets	(d) Other Formula, if any
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See line 3(e) of Schedule C for a description of the applicable formulas for each fund manager

Schedule H, line 4i – Schedule of Assets (Acquired and Disposed of Within Year)

Plan Name: Eurofins Scientific, Inc. 401(k) Incentive Savings Plan
Employer I.D. #: 27-3225082
Plan Number: 002

(a) Identity of issue, borrower, lessor, or similar party	(b) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(c) Costs of acquisitions	(d) Proceeds of dispositions
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Schedule of Assets (Acquired and Disposed of Within Year) is contained in the attached audit report.

Schedule H, Line 4a - Schedule Of Delinquent Participant Contributions

Plan Name: Eurofins Scientific, Inc. 401(k) Incentive Savings Plan
Employer I.D.#: 27-3225082
Plan Number: 002

	Total that Constitute Nonexempt Prohibited Transactions			
Participant Contributions Transferred Late to Plan	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51

Schedule of Delinquent Participant Contributions is contained in the attached audit report.

Schedule H, line 4i – Schedule of Assets (Held At End of Year)

Plan Name: Eurofins Scientific, Inc. 401(k) Incentive Savings Plan
Employer I.D. #: 27-3225082
Plan Number: 002

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
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Schedule of Assets (Held At End of Year) is contained in the attached audit report.