

<p style="text-align: center;">Form 5500</p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p style="font-size: small;">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> <p>▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: large; font-weight: bold;">2024</p> <hr/> <p style="font-weight: bold;">This Form is Open to Public Inspection</p>
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Part I Annual Report Identification Information
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must provide 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)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶

Part II Basic Plan Information—enter all requested information

<p>1a Name of plan <u>CHAN ZUCKERBERG BIOHUB 401(K) PLAN</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>001</u></p>
<p>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>CHAN ZUCKERBERG BIOHUB, INC.</u></p> <p><u>499 ILLINOIS STREET</u> <u>4TH FLOOR</u> <u>SAN FRANCISCO, CA 94158</u></p>	<p>1c Effective date of plan <u>01/01/2017</u></p> <p>2b Employer Identification Number (EIN) <u>81-1669175</u></p> <p>2c Plan Sponsor's telephone number <u>628-200-3238</u></p> <p>2d Business code (see instructions) <u>541700</u></p>

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.	10/14/2025	BENJAMIN ROH
	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

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
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	305
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(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) 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)	184
	6a(2)	242
	6b	0
	6c	134
	6d	376
	6e	0
	6f	376
	6g(1)	300
6g(2)	366	
6h	0	
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 2T 3H 3D 2S

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)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> 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	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached <u>0</u>
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> 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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan CHAN ZUCKERBERG BIOHUB 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 CHAN ZUCKERBERG BIOHUB, INC.	D Employer Identification Number (EIN) 81-1669175	

Part I Service Provider Information (see instructions)

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(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)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(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?
64 65	RECORDKEEPER	100	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

(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?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

(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?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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
(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.	
(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

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(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 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 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan CHAN ZUCKERBERG BIOHUB 401(K) PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 CHAN ZUCKERBERG BIOHUB, INC.	D Employer Identification Number (EIN) 81-1669175

Part I	Asset and Liability Statement
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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 0	0
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions	1b(1) 58284	0
(2) Participant contributions	1b(2) 55652	0
(3) Other	1b(3) 0	0
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1) 46009	347796
(2) U.S. Government securities	1c(2) 0	0
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	1c(3)(A) 0	0
(B) All other	1c(3)(B) 0	0
(4) Corporate stocks (other than employer securities):		
(A) Preferred	1c(4)(A) 0	0
(B) Common	1c(4)(B) 0	0
(5) Partnership/joint venture interests	1c(5) 0	0
(6) Real estate (other than employer real property)	1c(6) 0	0
(7) Loans (other than to participants)	1c(7) 0	0
(8) Participant loans	1c(8) 28774	73825
(9) Value of interest in common/collective trusts	1c(9) 0	0
(10) Value of interest in pooled separate accounts	1c(10) 0	0
(11) Value of interest in master trust investment accounts	1c(11) 0	0
(12) Value of interest in 103-12 investment entities	1c(12) 0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13) 22239547	33385871
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14) 0	0
(15) Other	1c(15) 0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	22428266	33807492
Liabilities			
g Benefit claims payable.....	1g	33555	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	33555	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	22394711	33807492

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)	4470786	
(B) Participants.....	2a(1)(B)	4511727	
(C) Others (including rollovers).....	2a(1)(C)	126844	
(2) Noncash contributions.....	2a(2)	0	9109357
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	13760	
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	3886	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		17646
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock.....	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	852133	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		852133
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	
(B) Other.....	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)	0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)	0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)	0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)	3176973
c Other income	2c	1065
d Total income. Add all income amounts in column (b) and enter total	2d	13157174

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1777023
(2) To insurance carriers for the provision of benefits	2e(2)	0
(3) Other	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)	1777023
f Corrective distributions (see instructions)	2f	-33555
g Certain deemed distributions of participant loans (see instructions)	2g	0
h Interest expense	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	925
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	0
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	0
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	925
j Total expenses. Add all expense amounts in column (b) and enter total	2j	1744393

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k	11412781
l Transfers of assets:		
(1) To this plan	2l(1)	0
(2) From this plan	2l(2)	0

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: CBIZ CPA PC

(2) EIN: 43-1947695

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

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.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	75866
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
e Was this plan covered by a fidelity bond?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
l Has the plan failed to provide any benefit when due under the plan?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
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.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

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 _____.

SCHEDULE R (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>	Retirement Plan Information 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). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
--	---	--

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>CHAN ZUCKERBERG BIOHUB 401(K) PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>CHAN ZUCKERBERG BIOHUB, INC.</u>	D Employer Identification Number (EIN) <u>81-1669175</u>	

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	
---	--

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): 45-0404698 04-6568107

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	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	15a	
b The corresponding number for the second preceding plan year	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	16a	
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.....	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) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

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: _____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES

Year Ended December 31, 2024

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

Year Ended December 31, 2024

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INDEPENDENT AUDITORS' REPORT

TO THE 401(k) COMMITTEE AND PARTICIPANTS OF CHAN ZUCKERBERG BIOHUB 401(k) PLAN

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed the audits of the financial statements of CHAN ZUCKERBERG BIOHUB 401(k) PLAN ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained certifications from qualified institutions as of December 31, 2024 and 2023 and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on these financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule H – Line 4a: Schedule of Delinquent Contributions for the year ended December 31, 2024 and Schedule H – Line 4i: Schedule of Assets (Held at End of Year) as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

CBIZ CPAs P.C.

San Francisco, California
October 7, 2025

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	<u>December 31,</u>	
	<u>2024</u>	<u>2023</u>
<u>ASSETS</u>		
<u>INVESTMENTS, AT FAIR VALUE</u>	<u>\$ 33,733,667</u>	<u>\$ 22,285,556</u>
<u>RECEIVABLES</u>		
Participant Contributions	-	55,652
Employer Contributions	-	58,284
Notes Receivable from Participants	<u>73,825</u>	<u>28,774</u>
<u>TOTAL RECEIVABLES</u>	<u>73,825</u>	<u>142,710</u>
<u>TOTAL ASSETS</u>	<u>33,807,492</u>	<u>22,428,266</u>
<u>LIABILITIES</u>		
<u>CONTRIBUTIONS REFUNDABLE</u>	<u>-</u>	<u>33,555</u>
<u>NET ASSETS AVAILABLE FOR BENEFITS</u>	<u>\$ 33,807,492</u>	<u>\$ 22,394,711</u>

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Year Ended December 31, 2024

ADDITIONS

ADDITIONS TO NET ASSETS ATTRIBUTED TO:

INVESTMENT INCOME

Interest and Dividends	\$ 860,817
Net Appreciation in Fair Value of Investments	<u>3,183,114</u>

<u>TOTAL INVESTMENT INCOME</u>	<u>4,043,931</u>
--------------------------------	------------------

INTEREST INCOME ON NOTES RECEIVABLE
FROM PARTICIPANTS

<u>3,886</u>

CONTRIBUTIONS

Participants	4,511,727
Employer	4,470,786
Rollover	<u>126,844</u>

<u>TOTAL CONTRIBUTIONS</u>	<u>9,109,357</u>
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<u>TOTAL ADDITIONS</u>	<u>13,157,174</u>
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DEDUCTIONS

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:

<u>BENEFITS PAID TO PARTICIPANTS</u>	1,743,468
--------------------------------------	-----------

<u>ADMINISTRATIVE EXPENSES</u>	<u>925</u>
--------------------------------	------------

<u>TOTAL DEDUCTIONS</u>	<u>1,744,393</u>
-------------------------	------------------

<u>NET INCREASE IN NET ASSETS</u>	11,412,781
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<u>NET ASSETS AVAILABLE FOR BENEFITS AT BEGINNING OF YEAR</u>	<u>22,394,711</u>
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<u>NET ASSETS AVAILABLE FOR BENEFITS AT END OF YEAR</u>	<u>\$ 33,807,492</u>
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CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 1 – DESCRIPTION OF THE PLAN

The following description of the Chan Zuckerberg Biohub 401(k) 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 was established on January 1, 2017, to provide retirement benefits for employees of Chan Zuckerberg Biohub, Inc. (“Biohub”). The Plan is a defined contribution plan available to all employees who are not covered by a collective bargaining agreement, a nonresident alien, a leased employee, an independent contractor, interns or certain individuals who become employees as a result of a business acquisition or similar transaction for a period as defined under the Plan provisions. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended, and certain provisions of the Internal Revenue Code (“IRC”). Biohub is responsible for oversight of the Plan and determines the appropriateness of the Plan’s investment offerings and monitors investment performance. The following companies are participating employers in the Plan: CZ Biohub Chicago, LLC, CZ Biohub SF, LLC, Chan Zuckerberg Institute for Advanced Biological Imaging, LCC, and CZ Biohub New York, LLC.

As the plan administrator, Biohub is responsible for keeping accurate and complete records of the Plan’s operations, informing participants of changes or amendments to the Plan, ensuring that the Plan conforms to the law and to government regulations, and providing participants with any reports and documents required by law.

Effective October 1, 2024, Fidelity Management Trust Company (“Fidelity”) became the trustee and Fidelity Workplace Services LLC (“Fidelity Workplace”) became the recordkeeper of the Plan. Prior to October 1, 2024, Ascensus, LLC, who acts as agent for Ascensus Trust Company (“Ascensus”), was the trustee of the Plan and Ascensus was the recordkeeper of the Plan.

Participant Contributions – Participants in the Plan may elect to contribute, on a pretax basis or post-tax basis (“ROTH”), either a percentage or set dollar amount of annual eligible compensation, as defined by the Plan agreement. Upon the change to Fidelity, participants may contribute up to 85% of their annual eligible compensation, subject to annual limits specified by the IRC. Under Ascensus, participants were able to contribute up to 100% of their annual eligible compensation. For the year ended December 31, 2024, the annual limitation was \$23,000. Participants who reached at least 50 years of age by the end of the Plan year are permitted to make additional catch-up contributions limited to \$7,500 for the year ended December 31, 2024. Participants are also allowed to roll over contributions from other qualified retirement plans, subject to approval by the plan administrator.

An employee will be automatically enrolled as a participant in the Plan once he or she has satisfied the eligibility requirements. Upon automatic enrollment, 10% of the employee’s eligible compensation will be automatically deferred and deemed to be the employee’s contribution election. This automatic enrollment and deferral will take place in the event the employee has not made a deferral election within a reasonable period of time after he or she is hired, rehired or reclassified, or has not affirmatively opted out of the Plan. A participant may discontinue their contributions by notifying the Plan administrator according to the terms of the Plan.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Employer Contributions – Biohub may make discretionary matching and discretionary profit-sharing contributions determined annually by Biohub. For the year ended December 31, 2024, Biohub elected to match 100% of an employee’s elective deferrals. Employees must be employed on the last day of the year to qualify for any discretionary profit-sharing contributions. Biohub elected not to make any profit sharing contributions to the Plan in 2024.

Participant Accounts – The Plan maintains an account for each participant which is credited or charged with the participant’s contributions and Biohub’s matching contributions, as well as allocations of Biohub’s profit sharing contributions, if any, and Plan investment earnings or losses thereon. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined by the Plan. The benefit to which a participant is entitled is the benefit that may be provided from the participant’s vested account.

Vesting – Participants are immediately vested in their voluntary deferral contributions, employer matching contributions and profit-sharing contributions plus actual earnings thereon.

Notes Receivable from Participants – Eligible participants may borrow from their vested account balance and are permitted a maximum of one loan. The aggregate maximum loan amount is equal to the lesser of \$50,000 or 50% of their vested account balance. The term of the loan is not to exceed five years, except for loans used to finance the purchase of a primary residence. Interest rates remain fixed for the life of the loan and are based on a rate that is commensurate with interest rates charged for loans that would be made under similar circumstances. Principal and interest are paid ratably through payroll deductions and loans are due immediately upon termination of employment.

Payment of Benefits – Participants are eligible to receive distributions from the Plan upon reaching normal retirement age, termination of service, disability, or death. Normal retirement age is 65 years. A participant may also elect to receive a pre-retirement distribution if the participant has reached 59 ½ years of age. A participant may also be eligible for a withdrawal due to financial hardship in certain circumstances. Benefit payments to the participant generally must begin by the later of the year after the participant attains age 73 or the year in which the participant terminates employment. Distributions to the participant or beneficiary are made in the form of a lump sum payment totaling the value of the participant’s vested interest in his or her account, unless the participant requests partial payments. If the vested balance of a terminated participant’s account is \$7,000 or less, the balance will be directly rolled over into an individual retirement account (“IRA”) if no distribution instructions are received.

Forfeited Accounts – Forfeited balances may be used to pay Plan administrative expenses or used to fund future Biohub contributions. At December 31, 2024 and 2023, forfeited accounts totaled \$6,892 and \$0, respectively. For the year ended December 31, 2024, \$43,684 of forfeitures were used to fund Biohub contributions to the Plan. Forfeitures used to fund Biohub contributions to the Plan were related to excess Biohub contributions due to failed compliance tests in 2023.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting – The Plan’s financial statements are prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America.

Use of Estimates – The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of changes in net assets available for benefits during the reporting period. Actual results may differ from those estimates.

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. Biohub determines the Plan’s valuation policies utilizing information provided by the investment advisor and trustee. See Note 3 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation or depreciation in the fair value of investments 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 represent loans that are recorded at their unpaid principal balance plus any accrued but unpaid interest. Interest income on notes receivable from participants is recorded on the accrual basis. Related fees are recorded as administrative expenses when they are incurred.

Contributions Refundable – Amounts payable to participants for contributions in excess of amounts allowed by the Internal Revenue Service (“IRS”) are recorded as a liability with a corresponding reduction to employee contributions. The Plan distributed the 2023 excess contributions to the applicable participants in 2024.

Contributions – Contributions are recorded in the Plan year which coincides with the payroll pay date.

Payment of Benefits – Benefits are recorded when paid.

Expenses – Certain expenses of maintaining the Plan are paid directly by Biohub and are excluded from these financial statements. Fees related to the administration of notes receivable from participants and distributions are charged directly to the participant’s account and are included in administrative expenses. Investment related expenses are included in the net appreciation or depreciation in fair value of investments.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 3 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy which 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) and the lowest priority to unobservable inputs (Level 3).

The three levels of the fair value hierarchy 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 by the Plan for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

All of the investments held in the Plan are in publicly traded mutual funds. Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end 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 mutual funds held by the Plan are deemed to be actively traded.

This valuation method 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 method is 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.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 3 – FAIR VALUE MEASUREMENTS (Continued)

The following tables set forth by level, within the fair value hierarchy, the Plan’s investments at fair value as of December 31:

	2024			
	Level 1	Level 2	Level 3	Total
Total Assets in the Fair Value Hierarchy:				
Mutual Funds	<u>\$ 33,733,667</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 33,733,667</u>
	2023			
	Level 1	Level 2	Level 3	Total
Total Assets in the Fair Value Hierarchy:				
Mutual Funds	<u>\$ 22,285,556</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 22,285,556</u>

As of December 31, 2024 and 2023, three investments accounted for approximately 39% and 38% of total investments, respectively. In addition, as of December 31, 2024 and 2023, target date funds taken as a whole accounted for approximately 61% and 65% of total investments, respectively.

NOTE 4 – CERTIFIED INVESTMENT INFORMATION

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Effective October 1, 2024, the Plan’s trustee changed from Ascensus to Fidelity.

Accordingly, Ascensus, LLC, who acts as agent for Ascensus, the former trustee of the Plan, certified to the completeness and accuracy of all investments and notes receivable from participants reflected on the Statements of Net Assets Available for Benefits and in the notes to the financial statements as of December 31, 2023, and the related investment activity and interest income on notes receivable from participants reflected in the Statement of Changes in Net Assets Available for Benefits for the period from January 1, 2024 through September 30, 2024. Fidelity, the new trustee of the Plan, certified to the completeness and accuracy of all investments and notes receivable from participants reflected on the Statements of Net Assets Available for Benefits, in the notes to the financial statements and the Supplemental Schedule H, Line 4i: Schedule of Assets (Held at End of Year) as of December 31, 2024, and the related investment activity and interest income on notes receivable from participants reflected in the Statement of Changes in Net Assets Available for Benefits for the period from October 1, 2024 through December 31, 2024.

The Plan’s independent public accountants did not perform auditing procedures with respect to this information except for comparing such information to the related information included in the financial statements and supplemental schedules.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 5 – PARTY-IN-INTEREST TRANSACTIONS

Biohub entered into a service agreement with the Vanguard Group Inc. (“Vanguard”) for certain recordkeeping and administrative services provided to the Plan. Vanguard entered an arrangement with Ascensus to provide some of the services on its behalf. Certain Plan investments are shares of mutual funds managed by Vanguard and therefore, these transactions qualify as party-in-interest transactions.

Under the Vanguard service agreement, certain mutual funds offered by the Plan provide revenue sharing amounts back to the Plan. These amounts may only be used to pay advisory, recordkeeping or third party administration costs. If there is an excess of revenue sharing over the cost of the services or if the Plan chooses not to use the revenue sharing to pay for the services, then any remaining amounts are allocated to participants. There were no excess revenue sharing amounts for the year ended December 31, 2024.

Effective October 1, 2024, the Plan’s service provider changed from Vanguard to Fidelity Workplace. As a result, Fidelity Workplace began providing recordkeeping and administrative services to the Plan. Payments made to Fidelity Workplace during the year ended December 31, 2024 for these services qualify as party-in-interest transactions as defined by ERISA.

In addition, certain plan investments may be managed by or affiliated with Fidelity or its affiliates. Transactions involving these investments, such as purchases and sales, also qualify as party-in-interest transactions.

All transactions with parties in interest were made in compliance with ERISA regulations and at fair market value.

NOTE 6 – PLAN TERMINATION

Biohub established the Plan with the expectation that it would continue the Plan. Although it had not expressed any intent to do so, Biohub has the right to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would continue to be 100% vested in employer contributions.

NOTE 7 – TAX STATUS

The Plan is a defined contribution plan designed to qualify as a tax-exempt plan under the IRC. Effective October 1, 2024, the Plan adopted the Fidelity non-standardized pre-approved profit-sharing plan which received a favorable opinion letter from the IRS dated June 30, 2020. Prior to October 1, 2024, the Plan adopted the Ascensus, LLC pre-approved profit-sharing plan which received a favorable opinion letter from the IRS dated June 30, 2020, stating that the prototype plan is designed in accordance with the applicable sections of the IRC. Although the Plan has been amended since adopting the pre-approved plan document, the plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC, and, therefore, believes that the Plan is qualified. Accordingly, no provision for income taxes has been included in the Plan’s financial statements.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 7 – TAX STATUS (Continued)

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by income tax authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 8 – RISKS AND UNCERTAINTIES

Participants may direct the investment of their account into various investment options offered by the Plan. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value 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.

NOTE 9 – DELINQUENT PARTICIPANT CONTRIBUTIONS

The Plan sponsor is required to remit employee contributions to the Plan as soon as they can be reasonably segregated from the employer's general assets. While the Company remitted all employee contributions to the Plan, in a single instance during the year ended December 31, 2023, employee contributions of \$75,866 were delayed a few days. So as to make the participants whole, in April 2024, the Company remitted to the Plan lost earnings of \$103 that resulted from the minor delay in forwarding these contributions.

NOTE 10 – SUBSEQUENT EVENTS

The Plan's management has evaluated subsequent events through October 7, 2025, the date the financial statements were available to be issued and determined there have been no significant events requiring disclosure.

SUPPLEMENTAL SCHEDULES

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

SCHEDULE H – LINE 4a: SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

EIN: 81-1669175

Plan Number: 001

Year Ended December 31, 2024

<u>Year</u>	<u>Participant Contributions Transferred Late to Plan</u>	<u>Check Here if Late Participant Loan Repayments are included:</u>	<u>Total that Constitutes Nonexempt Prohibited Transactions</u>			<u>Total Fully Corrected Under VFCP and PTE 2002-51</u>
			<u>Contributions Not Corrected</u>	<u>Contributions Corrected Outside VFCP</u>	<u>Contributions Pending Correction in VFCP</u>	
<u>2023</u>	<u>\$ 75,866</u>	<input checked="" type="checkbox"/>	<u>\$ -</u>	<u>\$ 75,866</u>	<u>\$ -</u>	<u>\$ -</u>

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

SCHEDULE H – LINE 4i: SCHEDULE OF ASSETS (HELD AT END OF YEAR)

EIN: 81-1669175

Plan Number: 001

December 31, 2024

(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
		<u>Mutual Funds:</u>		
	American Funds	American Funds New Perspective R6	4,602 Shares	\$ 286,006
	American Funds	American Funds New World Fund® Class R-6	2,737 Shares	210,667
	Blackrock	BlackRock High Yield Bond K	4,821 Shares	34,228
	Cohen & Steers	Cohen & Steers Real Estate Secs Z	7,389 Shares	127,603
	Calvert	Calvert Balanced Fund Class R6	1,983 Shares	90,308
	Dimensional Fund Advisors	DFA U.S. Targeted Value Portfolio I	1,194 Shares	41,025
	Dodge & Cox	Dodge & Cox Global Stock Fund Class X	9,422 Shares	99,021
	Dodge & Cox	Dodge & Cox Stock Fund Class X	1,359 Shares	349,497
*	Fidelity Investments	Fidelity 500 Index Fund	21,694 Shares	4,429,692
*	Fidelity Investments	Fidelity Large Cap Growth Index	52,367 Shares	2,051,226
*	Fidelity Investments	Fidelity Mid Cap Index Fund	11,465 Shares	387,176
*	Fidelity Investments	Fidelity Total Market Index	14,495 Shares	2,337,541
*	Fidelity Investments	Fidelity U.S. Bond Index Fund	57,829 Shares	591,010
	Gabelli	Gabelli US Treasury Money Market Fund I	347,796 Shares	347,796
	JH	Janus Henderson Enterprise I	984 Shares	141,617
	JPMorgan	JPMorgan International Equity R6	1,631 Shares	30,366
	PGIM Investments	PGIM Global Total Return R6	20 Shares	101
*	Vanguard	Vanguard FTSE Social Index Adm	8,689 Shares	490,031
*	Vanguard	Vanguard Developed Mkts Index Adm	22,354 Shares	343,358
*	Vanguard	Vanguard Emerging Mkts Stock Idx Adm	3,624 Shares	133,241
*	Vanguard	Vanguard Small-Cap Index Adm	1,924 Shares	221,530
*	Vanguard	Vanguard Target Retirement 2020	29,145 Shares	771,767
*	Vanguard	Vanguard Target Retirement 2025	63,978 Shares	1,195,753
*	Vanguard	Vanguard Target Retirement 2030	23,640 Shares	895,476
*	Vanguard	Vanguard Target Retirement 2035	92,049 Shares	2,207,326
*	Vanguard	Vanguard Target Retirement 2040	24,263 Shares	1,048,656
*	Vanguard	Vanguard Target Retirement 2045	78,609 Shares	2,332,330
*	Vanguard	Vanguard Target Retirement 2050	106,867 Shares	5,326,234
*	Vanguard	Vanguard Target Retirement 2055	59,372 Shares	3,301,683
*	Vanguard	Vanguard Target Retirement 2060	43,440 Shares	2,226,325
*	Vanguard	Vanguard Target Retirement 2065	39,743 Shares	1,336,158
*	Vanguard	Vanguard Target Retirement 2070	3,316 Shares	88,464
*	Vanguard	Vanguard Target Retirement Income	215 Shares	2,816
	Victory	Victory Sycamore Established Value Fund Class R6	2,682 Shares	123,353
	Voya	Voya Intermediate Bond Fund Class R6	1,382 Shares	11,915
	Voya	Voya Small Cap Growth Fund Class R6	2,857 Shares	122,371
				33,733,667
*	Notes Receivable from Participants	10 notes bearing interest of 4.50% - 9.50% with maturity dates from February 2025 to November 2029		73,825
				<u>\$ 33,807,492</u>

* Denotes Party-In-Interest as defined by ERISA.

^ Column (d) Cost is omitted for participant directed investments.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES

Year Ended December 31, 2024

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

Year Ended December 31, 2024

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INDEPENDENT AUDITORS' REPORT

TO THE 401(k) COMMITTEE AND PARTICIPANTS OF CHAN ZUCKERBERG BIOHUB 401(k) PLAN

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed the audits of the financial statements of CHAN ZUCKERBERG BIOHUB 401(k) PLAN ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained certifications from qualified institutions as of December 31, 2024 and 2023 and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on these financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule H – Line 4a: Schedule of Delinquent Contributions for the year ended December 31, 2024 and Schedule H – Line 4i: Schedule of Assets (Held at End of Year) as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

CBIZ CPAs P.C.

San Francisco, California
October 7, 2025

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	<u>December 31,</u>	
	<u>2024</u>	<u>2023</u>
<u>ASSETS</u>		
<u>INVESTMENTS, AT FAIR VALUE</u>	<u>\$ 33,733,667</u>	<u>\$ 22,285,556</u>
<u>RECEIVABLES</u>		
Participant Contributions	-	55,652
Employer Contributions	-	58,284
Notes Receivable from Participants	<u>73,825</u>	<u>28,774</u>
<u>TOTAL RECEIVABLES</u>	<u>73,825</u>	<u>142,710</u>
<u>TOTAL ASSETS</u>	<u>33,807,492</u>	<u>22,428,266</u>
<u>LIABILITIES</u>		
<u>CONTRIBUTIONS REFUNDABLE</u>	<u>-</u>	<u>33,555</u>
<u>NET ASSETS AVAILABLE FOR BENEFITS</u>	<u>\$ 33,807,492</u>	<u>\$ 22,394,711</u>

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Year Ended December 31, 2024

ADDITIONS

ADDITIONS TO NET ASSETS ATTRIBUTED TO:

INVESTMENT INCOME

Interest and Dividends	\$ 860,817
Net Appreciation in Fair Value of Investments	3,183,114

<u>TOTAL INVESTMENT INCOME</u>	<u>4,043,931</u>
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INTEREST INCOME ON NOTES RECEIVABLE
FROM PARTICIPANTS

	<u>3,886</u>
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CONTRIBUTIONS

Participants	4,511,727
Employer	4,470,786
Rollover	126,844

<u>TOTAL CONTRIBUTIONS</u>	<u>9,109,357</u>
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<u>TOTAL ADDITIONS</u>	<u>13,157,174</u>
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DEDUCTIONS

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:

<u>BENEFITS PAID TO PARTICIPANTS</u>	1,743,468
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<u>ADMINISTRATIVE EXPENSES</u>	<u>925</u>
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<u>TOTAL DEDUCTIONS</u>	<u>1,744,393</u>
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<u>NET INCREASE IN NET ASSETS</u>	11,412,781
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<u>NET ASSETS AVAILABLE FOR BENEFITS AT BEGINNING OF YEAR</u>	<u>22,394,711</u>
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<u>NET ASSETS AVAILABLE FOR BENEFITS AT END OF YEAR</u>	<u>\$ 33,807,492</u>
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CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 1 – DESCRIPTION OF THE PLAN

The following description of the Chan Zuckerberg Biohub 401(k) 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 was established on January 1, 2017, to provide retirement benefits for employees of Chan Zuckerberg Biohub, Inc. (“Biohub”). The Plan is a defined contribution plan available to all employees who are not covered by a collective bargaining agreement, a nonresident alien, a leased employee, an independent contractor, interns or certain individuals who become employees as a result of a business acquisition or similar transaction for a period as defined under the Plan provisions. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended, and certain provisions of the Internal Revenue Code (“IRC”). Biohub is responsible for oversight of the Plan and determines the appropriateness of the Plan’s investment offerings and monitors investment performance. The following companies are participating employers in the Plan: CZ Biohub Chicago, LLC, CZ Biohub SF, LLC, Chan Zuckerberg Institute for Advanced Biological Imaging, LCC, and CZ Biohub New York, LLC.

As the plan administrator, Biohub is responsible for keeping accurate and complete records of the Plan’s operations, informing participants of changes or amendments to the Plan, ensuring that the Plan conforms to the law and to government regulations, and providing participants with any reports and documents required by law.

Effective October 1, 2024, Fidelity Management Trust Company (“Fidelity”) became the trustee and Fidelity Workplace Services LLC (“Fidelity Workplace”) became the recordkeeper of the Plan. Prior to October 1, 2024, Ascensus, LLC, who acts as agent for Ascensus Trust Company (“Ascensus”), was the trustee of the Plan and Ascensus was the recordkeeper of the Plan.

Participant Contributions – Participants in the Plan may elect to contribute, on a pretax basis or post-tax basis (“ROTH”), either a percentage or set dollar amount of annual eligible compensation, as defined by the Plan agreement. Upon the change to Fidelity, participants may contribute up to 85% of their annual eligible compensation, subject to annual limits specified by the IRC. Under Ascensus, participants were able to contribute up to 100% of their annual eligible compensation. For the year ended December 31, 2024, the annual limitation was \$23,000. Participants who reached at least 50 years of age by the end of the Plan year are permitted to make additional catch-up contributions limited to \$7,500 for the year ended December 31, 2024. Participants are also allowed to roll over contributions from other qualified retirement plans, subject to approval by the plan administrator.

An employee will be automatically enrolled as a participant in the Plan once he or she has satisfied the eligibility requirements. Upon automatic enrollment, 10% of the employee’s eligible compensation will be automatically deferred and deemed to be the employee’s contribution election. This automatic enrollment and deferral will take place in the event the employee has not made a deferral election within a reasonable period of time after he or she is hired, rehired or reclassified, or has not affirmatively opted out of the Plan. A participant may discontinue their contributions by notifying the Plan administrator according to the terms of the Plan.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Employer Contributions – Biohub may make discretionary matching and discretionary profit-sharing contributions determined annually by Biohub. For the year ended December 31, 2024, Biohub elected to match 100% of an employee’s elective deferrals. Employees must be employed on the last day of the year to qualify for any discretionary profit-sharing contributions. Biohub elected not to make any profit sharing contributions to the Plan in 2024.

Participant Accounts – The Plan maintains an account for each participant which is credited or charged with the participant’s contributions and Biohub’s matching contributions, as well as allocations of Biohub’s profit sharing contributions, if any, and Plan investment earnings or losses thereon. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined by the Plan. The benefit to which a participant is entitled is the benefit that may be provided from the participant’s vested account.

Vesting – Participants are immediately vested in their voluntary deferral contributions, employer matching contributions and profit-sharing contributions plus actual earnings thereon.

Notes Receivable from Participants – Eligible participants may borrow from their vested account balance and are permitted a maximum of one loan. The aggregate maximum loan amount is equal to the lesser of \$50,000 or 50% of their vested account balance. The term of the loan is not to exceed five years, except for loans used to finance the purchase of a primary residence. Interest rates remain fixed for the life of the loan and are based on a rate that is commensurate with interest rates charged for loans that would be made under similar circumstances. Principal and interest are paid ratably through payroll deductions and loans are due immediately upon termination of employment.

Payment of Benefits – Participants are eligible to receive distributions from the Plan upon reaching normal retirement age, termination of service, disability, or death. Normal retirement age is 65 years. A participant may also elect to receive a pre-retirement distribution if the participant has reached 59 ½ years of age. A participant may also be eligible for a withdrawal due to financial hardship in certain circumstances. Benefit payments to the participant generally must begin by the later of the year after the participant attains age 73 or the year in which the participant terminates employment. Distributions to the participant or beneficiary are made in the form of a lump sum payment totaling the value of the participant’s vested interest in his or her account, unless the participant requests partial payments. If the vested balance of a terminated participant’s account is \$7,000 or less, the balance will be directly rolled over into an individual retirement account (“IRA”) if no distribution instructions are received.

Forfeited Accounts – Forfeited balances may be used to pay Plan administrative expenses or used to fund future Biohub contributions. At December 31, 2024 and 2023, forfeited accounts totaled \$6,892 and \$0, respectively. For the year ended December 31, 2024, \$43,684 of forfeitures were used to fund Biohub contributions to the Plan. Forfeitures used to fund Biohub contributions to the Plan were related to excess Biohub contributions due to failed compliance tests in 2023.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting – The Plan’s financial statements are prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America.

Use of Estimates – The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of changes in net assets available for benefits during the reporting period. Actual results may differ from those estimates.

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. Biohub determines the Plan’s valuation policies utilizing information provided by the investment advisor and trustee. See Note 3 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation or depreciation in the fair value of investments 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 represent loans that are recorded at their unpaid principal balance plus any accrued but unpaid interest. Interest income on notes receivable from participants is recorded on the accrual basis. Related fees are recorded as administrative expenses when they are incurred.

Contributions Refundable – Amounts payable to participants for contributions in excess of amounts allowed by the Internal Revenue Service (“IRS”) are recorded as a liability with a corresponding reduction to employee contributions. The Plan distributed the 2023 excess contributions to the applicable participants in 2024.

Contributions – Contributions are recorded in the Plan year which coincides with the payroll pay date.

Payment of Benefits – Benefits are recorded when paid.

Expenses – Certain expenses of maintaining the Plan are paid directly by Biohub and are excluded from these financial statements. Fees related to the administration of notes receivable from participants and distributions are charged directly to the participant’s account and are included in administrative expenses. Investment related expenses are included in the net appreciation or depreciation in fair value of investments.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 3 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy which 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) and the lowest priority to unobservable inputs (Level 3).

The three levels of the fair value hierarchy 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 by the Plan for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

All of the investments held in the Plan are in publicly traded mutual funds. Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end 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 mutual funds held by the Plan are deemed to be actively traded.

This valuation method 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 method is 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.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 3 – FAIR VALUE MEASUREMENTS (Continued)

The following tables set forth by level, within the fair value hierarchy, the Plan’s investments at fair value as of December 31:

	2024			
	Level 1	Level 2	Level 3	Total
Total Assets in the Fair Value Hierarchy:				
Mutual Funds	<u>\$ 33,733,667</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 33,733,667</u>
	2023			
	Level 1	Level 2	Level 3	Total
Total Assets in the Fair Value Hierarchy:				
Mutual Funds	<u>\$ 22,285,556</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 22,285,556</u>

As of December 31, 2024 and 2023, three investments accounted for approximately 39% and 38% of total investments, respectively. In addition, as of December 31, 2024 and 2023, target date funds taken as a whole accounted for approximately 61% and 65% of total investments, respectively.

NOTE 4 – CERTIFIED INVESTMENT INFORMATION

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Effective October 1, 2024, the Plan’s trustee changed from Ascensus to Fidelity.

Accordingly, Ascensus, LLC, who acts as agent for Ascensus, the former trustee of the Plan, certified to the completeness and accuracy of all investments and notes receivable from participants reflected on the Statements of Net Assets Available for Benefits and in the notes to the financial statements as of December 31, 2023, and the related investment activity and interest income on notes receivable from participants reflected in the Statement of Changes in Net Assets Available for Benefits for the period from January 1, 2024 through September 30, 2024. Fidelity, the new trustee of the Plan, certified to the completeness and accuracy of all investments and notes receivable from participants reflected on the Statements of Net Assets Available for Benefits, in the notes to the financial statements and the Supplemental Schedule H, Line 4i: Schedule of Assets (Held at End of Year) as of December 31, 2024, and the related investment activity and interest income on notes receivable from participants reflected in the Statement of Changes in Net Assets Available for Benefits for the period from October 1, 2024 through December 31, 2024.

The Plan’s independent public accountants did not perform auditing procedures with respect to this information except for comparing such information to the related information included in the financial statements and supplemental schedules.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 5 – PARTY-IN-INTEREST TRANSACTIONS

Biohub entered into a service agreement with the Vanguard Group Inc. (“Vanguard”) for certain recordkeeping and administrative services provided to the Plan. Vanguard entered an arrangement with Ascensus to provide some of the services on its behalf. Certain Plan investments are shares of mutual funds managed by Vanguard and therefore, these transactions qualify as party-in-interest transactions.

Under the Vanguard service agreement, certain mutual funds offered by the Plan provide revenue sharing amounts back to the Plan. These amounts may only be used to pay advisory, recordkeeping or third party administration costs. If there is an excess of revenue sharing over the cost of the services or if the Plan chooses not to use the revenue sharing to pay for the services, then any remaining amounts are allocated to participants. There were no excess revenue sharing amounts for the year ended December 31, 2024.

Effective October 1, 2024, the Plan’s service provider changed from Vanguard to Fidelity Workplace. As a result, Fidelity Workplace began providing recordkeeping and administrative services to the Plan. Payments made to Fidelity Workplace during the year ended December 31, 2024 for these services qualify as party-in-interest transactions as defined by ERISA.

In addition, certain plan investments may be managed by or affiliated with Fidelity or its affiliates. Transactions involving these investments, such as purchases and sales, also qualify as party-in-interest transactions.

All transactions with parties in interest were made in compliance with ERISA regulations and at fair market value.

NOTE 6 – PLAN TERMINATION

Biohub established the Plan with the expectation that it would continue the Plan. Although it had not expressed any intent to do so, Biohub has the right to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would continue to be 100% vested in employer contributions.

NOTE 7 – TAX STATUS

The Plan is a defined contribution plan designed to qualify as a tax-exempt plan under the IRC. Effective October 1, 2024, the Plan adopted the Fidelity non-standardized pre-approved profit-sharing plan which received a favorable opinion letter from the IRS dated June 30, 2020. Prior to October 1, 2024, the Plan adopted the Ascensus, LLC pre-approved profit-sharing plan which received a favorable opinion letter from the IRS dated June 30, 2020, stating that the prototype plan is designed in accordance with the applicable sections of the IRC. Although the Plan has been amended since adopting the pre-approved plan document, the plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC, and, therefore, believes that the Plan is qualified. Accordingly, no provision for income taxes has been included in the Plan’s financial statements.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 7 – TAX STATUS (Continued)

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by income tax authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 8 – RISKS AND UNCERTAINTIES

Participants may direct the investment of their account into various investment options offered by the Plan. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value 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.

NOTE 9 – DELINQUENT PARTICIPANT CONTRIBUTIONS

The Plan sponsor is required to remit employee contributions to the Plan as soon as they can be reasonably segregated from the employer's general assets. While the Company remitted all employee contributions to the Plan, in a single instance during the year ended December 31, 2023, employee contributions of \$75,866 were delayed a few days. So as to make the participants whole, in April 2024, the Company remitted to the Plan lost earnings of \$103 that resulted from the minor delay in forwarding these contributions.

NOTE 10 – SUBSEQUENT EVENTS

The Plan's management has evaluated subsequent events through October 7, 2025, the date the financial statements were available to be issued and determined there have been no significant events requiring disclosure.

SUPPLEMENTAL SCHEDULES

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

SCHEDULE H – LINE 4a: SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

EIN: 81-1669175

Plan Number: 001

Year Ended December 31, 2024

<u>Year</u>	<u>Participant Contributions Transferred Late to Plan</u>	<u>Check Here if Late Participant Loan Repayments are included:</u>	<u>Total that Constitutes Nonexempt Prohibited Transactions</u>			<u>Total Fully Corrected Under VFCP and PTE 2002-51</u>
			<u>Contributions Not Corrected</u>	<u>Contributions Corrected Outside VFCP</u>	<u>Contributions Pending Correction in VFCP</u>	
<u>2023</u>	<u>\$ 75,866</u>	<input checked="" type="checkbox"/>	<u>\$ -</u>	<u>\$ 75,866</u>	<u>\$ -</u>	<u>\$ -</u>

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

SCHEDULE H – LINE 4i: SCHEDULE OF ASSETS (HELD AT END OF YEAR)

EIN: 81-1669175

Plan Number: 001

December 31, 2024

(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
		<u>Mutual Funds:</u>		
	American Funds	American Funds New Perspective R6	4,602 Shares	\$ 286,006
	American Funds	American Funds New World Fund® Class R-6	2,737 Shares	210,667
	Blackrock	BlackRock High Yield Bond K	4,821 Shares	34,228
	Cohen & Steers	Cohen & Steers Real Estate Secs Z	7,389 Shares	127,603
	Calvert	Calvert Balanced Fund Class R6	1,983 Shares	90,308
	Dimensional Fund Advisors	DFA U.S. Targeted Value Portfolio I	1,194 Shares	41,025
	Dodge & Cox	Dodge & Cox Global Stock Fund Class X	9,422 Shares	99,021
	Dodge & Cox	Dodge & Cox Stock Fund Class X	1,359 Shares	349,497
*	Fidelity Investments	Fidelity 500 Index Fund	21,694 Shares	4,429,692
*	Fidelity Investments	Fidelity Large Cap Growth Index	52,367 Shares	2,051,226
*	Fidelity Investments	Fidelity Mid Cap Index Fund	11,465 Shares	387,176
*	Fidelity Investments	Fidelity Total Market Index	14,495 Shares	2,337,541
*	Fidelity Investments	Fidelity U.S. Bond Index Fund	57,829 Shares	591,010
	Gabelli	Gabelli US Treasury Money Market Fund I	347,796 Shares	347,796
	JH	Janus Henderson Enterprise I	984 Shares	141,617
	JPMorgan	JPMorgan International Equity R6	1,631 Shares	30,366
	PGIM Investments	PGIM Global Total Return R6	20 Shares	101
*	Vanguard	Vanguard FTSE Social Index Adm	8,689 Shares	490,031
*	Vanguard	Vanguard Developed Mkts Index Adm	22,354 Shares	343,358
*	Vanguard	Vanguard Emerging Mkts Stock Idx Adm	3,624 Shares	133,241
*	Vanguard	Vanguard Small-Cap Index Adm	1,924 Shares	221,530
*	Vanguard	Vanguard Target Retirement 2020	29,145 Shares	771,767
*	Vanguard	Vanguard Target Retirement 2025	63,978 Shares	1,195,753
*	Vanguard	Vanguard Target Retirement 2030	23,640 Shares	895,476
*	Vanguard	Vanguard Target Retirement 2035	92,049 Shares	2,207,326
*	Vanguard	Vanguard Target Retirement 2040	24,263 Shares	1,048,656
*	Vanguard	Vanguard Target Retirement 2045	78,609 Shares	2,332,330
*	Vanguard	Vanguard Target Retirement 2050	106,867 Shares	5,326,234
*	Vanguard	Vanguard Target Retirement 2055	59,372 Shares	3,301,683
*	Vanguard	Vanguard Target Retirement 2060	43,440 Shares	2,226,325
*	Vanguard	Vanguard Target Retirement 2065	39,743 Shares	1,336,158
*	Vanguard	Vanguard Target Retirement 2070	3,316 Shares	88,464
*	Vanguard	Vanguard Target Retirement Income	215 Shares	2,816
	Victory	Victory Sycamore Established Value Fund Class R6	2,682 Shares	123,353
	Voya	Voya Intermediate Bond Fund Class R6	1,382 Shares	11,915
	Voya	Voya Small Cap Growth Fund Class R6	2,857 Shares	122,371
				33,733,667
*	Notes Receivable from Participants	10 notes bearing interest of 4.50% - 9.50% with maturity dates from February 2025 to November 2029		73,825
				<u>\$ 33,807,492</u>

* Denotes Party-In-Interest as defined by ERISA.

^ Column (d) Cost is omitted for participant directed investments.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

FINANCIAL STATEMENTS
AND SUPPLEMENTAL SCHEDULES

Year Ended December 31, 2024

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

Year Ended December 31, 2024

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INDEPENDENT AUDITORS' REPORT

TO THE 401(k) COMMITTEE AND PARTICIPANTS OF CHAN ZUCKERBERG BIOHUB 401(k) PLAN

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed the audits of the financial statements of CHAN ZUCKERBERG BIOHUB 401(k) PLAN ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C) audit"). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan ("investment information") by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA ("qualified institution").

Management has obtained certifications from qualified institutions as of December 31, 2024 and 2023 and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audit of the Financial Statements section:

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for 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. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on these financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule H – Line 4a: Schedule of Delinquent Contributions for the year ended December 31, 2024 and Schedule H – Line 4i: Schedule of Assets (Held at End of Year) as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

CBIZ CPAs P.C.

San Francisco, California
October 7, 2025

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	<u>December 31,</u>	
	<u>2024</u>	<u>2023</u>
<u>ASSETS</u>		
<u>INVESTMENTS, AT FAIR VALUE</u>	<u>\$ 33,733,667</u>	<u>\$ 22,285,556</u>
<u>RECEIVABLES</u>		
Participant Contributions	-	55,652
Employer Contributions	-	58,284
Notes Receivable from Participants	<u>73,825</u>	<u>28,774</u>
<u>TOTAL RECEIVABLES</u>	<u>73,825</u>	<u>142,710</u>
<u>TOTAL ASSETS</u>	<u>33,807,492</u>	<u>22,428,266</u>
<u>LIABILITIES</u>		
<u>CONTRIBUTIONS REFUNDABLE</u>	<u>-</u>	<u>33,555</u>
<u>NET ASSETS AVAILABLE FOR BENEFITS</u>	<u>\$ 33,807,492</u>	<u>\$ 22,394,711</u>

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Year Ended December 31, 2024

ADDITIONS

ADDITIONS TO NET ASSETS ATTRIBUTED TO:

INVESTMENT INCOME

Interest and Dividends	\$ 860,817
Net Appreciation in Fair Value of Investments	3,183,114

<u>TOTAL INVESTMENT INCOME</u>	<u>4,043,931</u>
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INTEREST INCOME ON NOTES RECEIVABLE
FROM PARTICIPANTS

3,886

CONTRIBUTIONS

Participants	4,511,727
Employer	4,470,786
Rollover	126,844

<u>TOTAL CONTRIBUTIONS</u>	<u>9,109,357</u>
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<u>TOTAL ADDITIONS</u>	<u>13,157,174</u>
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DEDUCTIONS

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:

<u>BENEFITS PAID TO PARTICIPANTS</u>	1,743,468
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<u>ADMINISTRATIVE EXPENSES</u>	<u>925</u>
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<u>TOTAL DEDUCTIONS</u>	<u>1,744,393</u>
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<u>NET INCREASE IN NET ASSETS</u>	11,412,781
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<u>NET ASSETS AVAILABLE FOR BENEFITS AT BEGINNING OF YEAR</u>	<u>22,394,711</u>
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<u>NET ASSETS AVAILABLE FOR BENEFITS AT END OF YEAR</u>	<u>\$ 33,807,492</u>
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CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 1 – DESCRIPTION OF THE PLAN

The following description of the Chan Zuckerberg Biohub 401(k) 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 was established on January 1, 2017, to provide retirement benefits for employees of Chan Zuckerberg Biohub, Inc. (“Biohub”). The Plan is a defined contribution plan available to all employees who are not covered by a collective bargaining agreement, a nonresident alien, a leased employee, an independent contractor, interns or certain individuals who become employees as a result of a business acquisition or similar transaction for a period as defined under the Plan provisions. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”), as amended, and certain provisions of the Internal Revenue Code (“IRC”). Biohub is responsible for oversight of the Plan and determines the appropriateness of the Plan’s investment offerings and monitors investment performance. The following companies are participating employers in the Plan: CZ Biohub Chicago, LLC, CZ Biohub SF, LLC, Chan Zuckerberg Institute for Advanced Biological Imaging, LCC, and CZ Biohub New York, LLC.

As the plan administrator, Biohub is responsible for keeping accurate and complete records of the Plan’s operations, informing participants of changes or amendments to the Plan, ensuring that the Plan conforms to the law and to government regulations, and providing participants with any reports and documents required by law.

Effective October 1, 2024, Fidelity Management Trust Company (“Fidelity”) became the trustee and Fidelity Workplace Services LLC (“Fidelity Workplace”) became the recordkeeper of the Plan. Prior to October 1, 2024, Ascensus, LLC, who acts as agent for Ascensus Trust Company (“Ascensus”), was the trustee of the Plan and Ascensus was the recordkeeper of the Plan.

Participant Contributions – Participants in the Plan may elect to contribute, on a pretax basis or post-tax basis (“ROTH”), either a percentage or set dollar amount of annual eligible compensation, as defined by the Plan agreement. Upon the change to Fidelity, participants may contribute up to 85% of their annual eligible compensation, subject to annual limits specified by the IRC. Under Ascensus, participants were able to contribute up to 100% of their annual eligible compensation. For the year ended December 31, 2024, the annual limitation was \$23,000. Participants who reached at least 50 years of age by the end of the Plan year are permitted to make additional catch-up contributions limited to \$7,500 for the year ended December 31, 2024. Participants are also allowed to roll over contributions from other qualified retirement plans, subject to approval by the plan administrator.

An employee will be automatically enrolled as a participant in the Plan once he or she has satisfied the eligibility requirements. Upon automatic enrollment, 10% of the employee’s eligible compensation will be automatically deferred and deemed to be the employee’s contribution election. This automatic enrollment and deferral will take place in the event the employee has not made a deferral election within a reasonable period of time after he or she is hired, rehired or reclassified, or has not affirmatively opted out of the Plan. A participant may discontinue their contributions by notifying the Plan administrator according to the terms of the Plan.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Employer Contributions – Biohub may make discretionary matching and discretionary profit-sharing contributions determined annually by Biohub. For the year ended December 31, 2024, Biohub elected to match 100% of an employee’s elective deferrals. Employees must be employed on the last day of the year to qualify for any discretionary profit-sharing contributions. Biohub elected not to make any profit sharing contributions to the Plan in 2024.

Participant Accounts – The Plan maintains an account for each participant which is credited or charged with the participant’s contributions and Biohub’s matching contributions, as well as allocations of Biohub’s profit sharing contributions, if any, and Plan investment earnings or losses thereon. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined by the Plan. The benefit to which a participant is entitled is the benefit that may be provided from the participant’s vested account.

Vesting – Participants are immediately vested in their voluntary deferral contributions, employer matching contributions and profit-sharing contributions plus actual earnings thereon.

Notes Receivable from Participants – Eligible participants may borrow from their vested account balance and are permitted a maximum of one loan. The aggregate maximum loan amount is equal to the lesser of \$50,000 or 50% of their vested account balance. The term of the loan is not to exceed five years, except for loans used to finance the purchase of a primary residence. Interest rates remain fixed for the life of the loan and are based on a rate that is commensurate with interest rates charged for loans that would be made under similar circumstances. Principal and interest are paid ratably through payroll deductions and loans are due immediately upon termination of employment.

Payment of Benefits – Participants are eligible to receive distributions from the Plan upon reaching normal retirement age, termination of service, disability, or death. Normal retirement age is 65 years. A participant may also elect to receive a pre-retirement distribution if the participant has reached 59 ½ years of age. A participant may also be eligible for a withdrawal due to financial hardship in certain circumstances. Benefit payments to the participant generally must begin by the later of the year after the participant attains age 73 or the year in which the participant terminates employment. Distributions to the participant or beneficiary are made in the form of a lump sum payment totaling the value of the participant’s vested interest in his or her account, unless the participant requests partial payments. If the vested balance of a terminated participant’s account is \$7,000 or less, the balance will be directly rolled over into an individual retirement account (“IRA”) if no distribution instructions are received.

Forfeited Accounts – Forfeited balances may be used to pay Plan administrative expenses or used to fund future Biohub contributions. At December 31, 2024 and 2023, forfeited accounts totaled \$6,892 and \$0, respectively. For the year ended December 31, 2024, \$43,684 of forfeitures were used to fund Biohub contributions to the Plan. Forfeitures used to fund Biohub contributions to the Plan were related to excess Biohub contributions due to failed compliance tests in 2023.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting – The Plan’s financial statements are prepared on the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America.

Use of Estimates – The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of changes in net assets available for benefits during the reporting period. Actual results may differ from those estimates.

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. Biohub determines the Plan’s valuation policies utilizing information provided by the investment advisor and trustee. See Note 3 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation or depreciation in the fair value of investments 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 represent loans that are recorded at their unpaid principal balance plus any accrued but unpaid interest. Interest income on notes receivable from participants is recorded on the accrual basis. Related fees are recorded as administrative expenses when they are incurred.

Contributions Refundable – Amounts payable to participants for contributions in excess of amounts allowed by the Internal Revenue Service (“IRS”) are recorded as a liability with a corresponding reduction to employee contributions. The Plan distributed the 2023 excess contributions to the applicable participants in 2024.

Contributions – Contributions are recorded in the Plan year which coincides with the payroll pay date.

Payment of Benefits – Benefits are recorded when paid.

Expenses – Certain expenses of maintaining the Plan are paid directly by Biohub and are excluded from these financial statements. Fees related to the administration of notes receivable from participants and distributions are charged directly to the participant’s account and are included in administrative expenses. Investment related expenses are included in the net appreciation or depreciation in fair value of investments.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 3 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy which 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) and the lowest priority to unobservable inputs (Level 3).

The three levels of the fair value hierarchy 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 by the Plan for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2024 and 2023.

All of the investments held in the Plan are in publicly traded mutual funds. Mutual funds are valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end 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 mutual funds held by the Plan are deemed to be actively traded.

This valuation method 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 method is 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.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 3 – FAIR VALUE MEASUREMENTS (Continued)

The following tables set forth by level, within the fair value hierarchy, the Plan’s investments at fair value as of December 31:

	2024			
	Level 1	Level 2	Level 3	Total
Total Assets in the Fair Value Hierarchy:				
Mutual Funds	<u>\$ 33,733,667</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 33,733,667</u>
	2023			
	Level 1	Level 2	Level 3	Total
Total Assets in the Fair Value Hierarchy:				
Mutual Funds	<u>\$ 22,285,556</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 22,285,556</u>

As of December 31, 2024 and 2023, three investments accounted for approximately 39% and 38% of total investments, respectively. In addition, as of December 31, 2024 and 2023, target date funds taken as a whole accounted for approximately 61% and 65% of total investments, respectively.

NOTE 4 – CERTIFIED INVESTMENT INFORMATION

The plan administrator has elected the method of compliance as permitted by 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Effective October 1, 2024, the Plan’s trustee changed from Ascensus to Fidelity.

Accordingly, Ascensus, LLC, who acts as agent for Ascensus, the former trustee of the Plan, certified to the completeness and accuracy of all investments and notes receivable from participants reflected on the Statements of Net Assets Available for Benefits and in the notes to the financial statements as of December 31, 2023, and the related investment activity and interest income on notes receivable from participants reflected in the Statement of Changes in Net Assets Available for Benefits for the period from January 1, 2024 through September 30, 2024. Fidelity, the new trustee of the Plan, certified to the completeness and accuracy of all investments and notes receivable from participants reflected on the Statements of Net Assets Available for Benefits, in the notes to the financial statements and the Supplemental Schedule H, Line 4i: Schedule of Assets (Held at End of Year) as of December 31, 2024, and the related investment activity and interest income on notes receivable from participants reflected in the Statement of Changes in Net Assets Available for Benefits for the period from October 1, 2024 through December 31, 2024.

The Plan’s independent public accountants did not perform auditing procedures with respect to this information except for comparing such information to the related information included in the financial statements and supplemental schedules.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 5 – PARTY-IN-INTEREST TRANSACTIONS

Biohub entered into a service agreement with the Vanguard Group Inc. (“Vanguard”) for certain recordkeeping and administrative services provided to the Plan. Vanguard entered an arrangement with Ascensus to provide some of the services on its behalf. Certain Plan investments are shares of mutual funds managed by Vanguard and therefore, these transactions qualify as party-in-interest transactions.

Under the Vanguard service agreement, certain mutual funds offered by the Plan provide revenue sharing amounts back to the Plan. These amounts may only be used to pay advisory, recordkeeping or third party administration costs. If there is an excess of revenue sharing over the cost of the services or if the Plan chooses not to use the revenue sharing to pay for the services, then any remaining amounts are allocated to participants. There were no excess revenue sharing amounts for the year ended December 31, 2024.

Effective October 1, 2024, the Plan’s service provider changed from Vanguard to Fidelity Workplace. As a result, Fidelity Workplace began providing recordkeeping and administrative services to the Plan. Payments made to Fidelity Workplace during the year ended December 31, 2024 for these services qualify as party-in-interest transactions as defined by ERISA.

In addition, certain plan investments may be managed by or affiliated with Fidelity or its affiliates. Transactions involving these investments, such as purchases and sales, also qualify as party-in-interest transactions.

All transactions with parties in interest were made in compliance with ERISA regulations and at fair market value.

NOTE 6 – PLAN TERMINATION

Biohub established the Plan with the expectation that it would continue the Plan. Although it had not expressed any intent to do so, Biohub has the right to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would continue to be 100% vested in employer contributions.

NOTE 7 – TAX STATUS

The Plan is a defined contribution plan designed to qualify as a tax-exempt plan under the IRC. Effective October 1, 2024, the Plan adopted the Fidelity non-standardized pre-approved profit-sharing plan which received a favorable opinion letter from the IRS dated June 30, 2020. Prior to October 1, 2024, the Plan adopted the Ascensus, LLC pre-approved profit-sharing plan which received a favorable opinion letter from the IRS dated June 30, 2020, stating that the prototype plan is designed in accordance with the applicable sections of the IRC. Although the Plan has been amended since adopting the pre-approved plan document, the plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC, and, therefore, believes that the Plan is qualified. Accordingly, no provision for income taxes has been included in the Plan’s financial statements.

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2024

NOTE 7 – TAX STATUS (Continued)

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by income tax authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 8 – RISKS AND UNCERTAINTIES

Participants may direct the investment of their account into various investment options offered by the Plan. Investment securities are exposed to various risks, such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the value 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.

NOTE 9 – DELINQUENT PARTICIPANT CONTRIBUTIONS

The Plan sponsor is required to remit employee contributions to the Plan as soon as they can be reasonably segregated from the employer's general assets. While the Company remitted all employee contributions to the Plan, in a single instance during the year ended December 31, 2023, employee contributions of \$75,866 were delayed a few days. So as to make the participants whole, in April 2024, the Company remitted to the Plan lost earnings of \$103 that resulted from the minor delay in forwarding these contributions.

NOTE 10 – SUBSEQUENT EVENTS

The Plan's management has evaluated subsequent events through October 7, 2025, the date the financial statements were available to be issued and determined there have been no significant events requiring disclosure.

SUPPLEMENTAL SCHEDULES

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

SCHEDULE H – LINE 4a: SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

EIN: 81-1669175

Plan Number: 001

Year Ended December 31, 2024

<u>Year</u>	<u>Participant Contributions Transferred Late to Plan</u>	<u>Check Here if Late Participant Loan Repayments are included:</u>	<u>Total that Constitutes Nonexempt Prohibited Transactions</u>			<u>Total Fully Corrected Under VFCP and PTE 2002-51</u>
			<u>Contributions Not Corrected</u>	<u>Contributions Corrected Outside VFCP</u>	<u>Contributions Pending Correction in VFCP</u>	
<u>2023</u>	<u>\$ 75,866</u>	<input checked="" type="checkbox"/>	<u>\$ -</u>	<u>\$ 75,866</u>	<u>\$ -</u>	<u>\$ -</u>

CHAN ZUCKERBERG BIOHUB 401(k) PLAN

SCHEDULE H – LINE 4i: SCHEDULE OF ASSETS (HELD AT END OF YEAR)

EIN: 81-1669175

Plan Number: 001

December 31, 2024

(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
		<u>Mutual Funds:</u>		
	American Funds	American Funds New Perspective R6	4,602 Shares ^	\$ 286,006
	American Funds	American Funds New World Fund® Class R-6	2,737 Shares ^	210,667
	Blackrock	BlackRock High Yield Bond K	4,821 Shares ^	34,228
	Cohen & Steers	Cohen & Steers Real Estate Secs Z	7,389 Shares ^	127,603
	Calvert	Calvert Balanced Fund Class R6	1,983 Shares ^	90,308
	Dimensional Fund Advisors	DFA U.S. Targeted Value Portfolio I	1,194 Shares ^	41,025
	Dodge & Cox	Dodge & Cox Global Stock Fund Class X	9,422 Shares ^	99,021
	Dodge & Cox	Dodge & Cox Stock Fund Class X	1,359 Shares ^	349,497
*	Fidelity Investments	Fidelity 500 Index Fund	21,694 Shares ^	4,429,692
*	Fidelity Investments	Fidelity Large Cap Growth Index	52,367 Shares ^	2,051,226
*	Fidelity Investments	Fidelity Mid Cap Index Fund	11,465 Shares ^	387,176
*	Fidelity Investments	Fidelity Total Market Index	14,495 Shares ^	2,337,541
*	Fidelity Investments	Fidelity U.S. Bond Index Fund	57,829 Shares ^	591,010
	Gabelli	Gabelli US Treasury Money Market Fund I	347,796 Shares ^	347,796
	JH	Janus Henderson Enterprise I	984 Shares ^	141,617
	JPMorgan	JPMorgan International Equity R6	1,631 Shares ^	30,366
	PGIM Investments	PGIM Global Total Return R6	20 Shares ^	101
*	Vanguard	Vanguard FTSE Social Index Adm	8,689 Shares ^	490,031
*	Vanguard	Vanguard Developed Mkts Index Adm	22,354 Shares ^	343,358
*	Vanguard	Vanguard Emerging Mkts Stock Idx Adm	3,624 Shares ^	133,241
*	Vanguard	Vanguard Small-Cap Index Adm	1,924 Shares ^	221,530
*	Vanguard	Vanguard Target Retirement 2020	29,145 Shares ^	771,767
*	Vanguard	Vanguard Target Retirement 2025	63,978 Shares ^	1,195,753
*	Vanguard	Vanguard Target Retirement 2030	23,640 Shares ^	895,476
*	Vanguard	Vanguard Target Retirement 2035	92,049 Shares ^	2,207,326
*	Vanguard	Vanguard Target Retirement 2040	24,263 Shares ^	1,048,656
*	Vanguard	Vanguard Target Retirement 2045	78,609 Shares ^	2,332,330
*	Vanguard	Vanguard Target Retirement 2050	106,867 Shares ^	5,326,234
*	Vanguard	Vanguard Target Retirement 2055	59,372 Shares ^	3,301,683
*	Vanguard	Vanguard Target Retirement 2060	43,440 Shares ^	2,226,325
*	Vanguard	Vanguard Target Retirement 2065	39,743 Shares ^	1,336,158
*	Vanguard	Vanguard Target Retirement 2070	3,316 Shares ^	88,464
*	Vanguard	Vanguard Target Retirement Income	215 Shares ^	2,816
	Victory	Victory Sycamore Established Value Fund Class R6	2,682 Shares ^	123,353
	Voya	Voya Intermediate Bond Fund Class R6	1,382 Shares ^	11,915
	Voya	Voya Small Cap Growth Fund Class R6	2,857 Shares ^	122,371
				<u>33,733,667</u>
*	Notes Receivable from Participants	10 notes bearing interest of 4.50% - 9.50% with maturity dates from February 2025 to November 2029		<u>73,825</u>
				<u>\$ 33,807,492</u>

* Denotes Party-In-Interest as defined by ERISA.

^ Column (d) Cost is omitted for participant directed investments.