



**Agilent**

Trusted Answers

Agilent **2023** ESG Report

# Advancing Great Science with **Sustainable** Solutions

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## Forward-looking statement

This report contains certain forward-looking statements based on our current assumptions and expectations, which are subject to substantial risks and uncertainties. The words “anticipate,” “plan,” “estimate,” “expect,” “intend,” “will,” “should,” “forecast,” “project” and similar expressions, as they relate to the company, are intended to identify forward-looking statements. Such forward-looking statements include, among other things, projections related to emission reductions and targets, changes in technology, statements about future business plans, initiatives and objectives and standards and expectations of third parties. All such forward-looking statements are intended to enjoy the protection of the safe harbor for forward-looking statements contained in the Private Securities Litigation Reform Act of 1995, as amended. Significant factors that could cause our actual results to differ from our forward-looking statements are set forth in our description of risk factors included in our filings with the Securities and Exchange Commission (SEC), including our quarterly report on Form 10-Q for the quarter ended April 30, 2024, which should be read in conjunction with the forward-looking statements in this report. Forward-looking statements speak only as of the date they are made, and we do not undertake any obligation to update any forward-looking statement. Projections and forecasts shown in this document are subject to change at any time. Historical information was calculated using data available at the time of the calculation and may be subject to revision.

### Disclaimer

The terms “material” or “materiality,” as used in the context of this report, are different from such terms as used in the context of filings with the Securities and Exchange Commission (SEC). Issues deemed material for the purposes of this report should not necessarily be considered material for SEC reporting purposes.

Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature of, and the methods used for determining, such data. Some of our disclosures in this report are based on assumptions due to the inherent measurement uncertainties. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.



# Letter from the CEO

Our analytical and clinical laboratory instruments, technology, consumables, and services touch over 265,000 labs worldwide. This enables us to have a meaningful impact on science and society—from supporting improvements in cancer diagnosis and treatment to ensuring the food we eat and the water we drink is safe. It’s all part of our mission to advance the quality of life.

The spirit behind our mission also applies to our operations and to our products. It drives our efforts to be a leading sustainable lab partner to our customers, to work toward a clean-energy future, and to be a top employer of diverse and inclusive talent.

Our 2023 ESG report, “Advancing Great Science with Sustainable Solutions,” showcases the progress we’ve made in these areas, and why scientists around the world continue to rate us highly on sustainability.

I am proud of our progress, achievements, and the commitment of Agilent team members who made it possible. Below are highlights from these efforts, and I invite you to learn more in the pages of this report.

## A Leading Sustainable Lab Partner

Agilent has the most comprehensive circular economy program for instruments in our sector, known as the Certified Pre-Owned Instruments Program. Last year, we refurbished 5,400 instruments, a 25% increase over the previous year. That’s 5,400 instruments that will continue to be used for science, rather than going into a landfill. Customer demand for the program also is growing—we bought back over 3,600 used instruments from our customers, an 80% increase over the previous year.

And we further expanded the number of instruments with the My Green Lab Accountability, Consistency, and Transparency (ACT) Label. The label indicates the environmental footprint of our products, information that is becoming increasingly important for customers pursuing their own environmental goals. Our ACT-certified products now account for 40% of Agilent’s instrument revenues.

This report also details the large and growing number of Agilent products that help reduce waste and energy consumption. For example, our Agilent Cary 3500 Flexible UV-Vis Spectrophotometer reduces the use of consumables and reagents. For this reason, scientists selected it as the 2023 [Sustainable Product of the Year](#).

## Path to Net-Zero Emissions

Last year, the Science Based Targets initiative validated our net-zero emissions targets. I’m particularly proud that since 2019 we have reduced our Scope 1 and 2 emissions by 8% even as our revenue has grown more than 30%. We also completed a major solar-array installation in Delaware and further reduced emissions by increasing the volume of products we ship by sea rather than air. I’m also delighted to see our supplier partners joining us on a multi-year effort to reduce our Scope 3 emissions from purchased goods and services.

## Top Employer of Diverse and Inclusive Talent

At Agilent, we’ve long been known for our outstanding work culture, and we continue to invest in employees. Last year, we earned even higher scores from our employees in our annual Great Place to Work survey, achieving results very close to the top 25 employers globally. Forbes, Fortune, and U.S. News and World Report named us a top employer, and Forbes once again recognized us as a top employer for women.

We continued to invest in initiatives that support diversity and inclusion and saw steady improvement in key metrics. We remained strong on gender-based pay equity. I am also proud of how engaged employees are with our paid volunteer time off program. The number of hours they volunteered grew 55% over the previous year, contributing to their well-being and to the strength of the communities in which we operate.

In closing, I want to thank our employees for executing on these important advances in sustainability and our customers for providing the inspiration and motivation to make tomorrow better than today. The future of sustainable science is bright—and filled with possibilities.

## Highlights from 2023

[Reduced our Scope 1 and 2 emissions by 8% since 2019 even as revenue grew 30%](#)

[Refurbished 5,400 instruments, a 25% increase](#)

[Share of instrument revenue from ACT-certified products increased five percentage points](#)

[Achieved validation of emissions targets from the Science Based Targets initiative](#)

[89% of employees agreed Agilent is a great place to work](#)

[Recognized as a top employer for women and remained strong on gender-based pay equity](#)

[Increased volunteerism in our communities by 55%](#)

The future of **sustainable** science is bright—and filled with possibilities.



**Padraig McDonnell**  
President and CEO



We offer our customers a comprehensive set of sustainable solutions that touch all aspects of the lab, from analytical instruments that produce less waste to lab services and software that improve energy management. We also offer the most extensive instrument recycling and refurbishment program in the sector, and our ACT-labeled products ensure that our customers know the environmental footprint of our products. The following pages cover our wide range of products and services that help our clients reach their environmental goals, including new solutions we introduced or expanded in 2023.

## Supporting Customers with **Sustainable** Solutions



# Instrument Recycling and Refurbishment

Our Certified Pre-Owned (CPO) Instruments Program keeps high-quality instruments out of landfills by putting them back into the lab. Last year, we celebrated the 10th anniversary of the program, marking \$500 million in sales of certified pre-owned instruments. That's 10 years of enabling more customers to experience Agilent instrument quality, performance, and reliability while contributing to a more circular economy.

**CPO is part of Agilent's Life Sciences and Applied Markets Group and an important source of strategic value for Agilent. CPO is divided into three areas:**

- **Marketing and Business Development** markets and sells refurbished instruments to customers.
- **Operations** refurbishes used instruments to like-new condition.
- **Sourcing** ensures we have sufficient un-refurbished instrument inventory to meet CPO demand, sourcing from customers through our Trade-In and Buyback Program, and internally from instruments used during R&D or for customer demos.

## Trade-In and Buyback

As our instruments reach the end of their first useful life, we offer customers the opportunity to return used instruments for cash or credit for their next Agilent purchase through our Trade-In and Buyback Program. Agilent makes the return process easy by providing labor to deinstall, in addition to packaging and shipping at no additional cost to customers. Products are frequently packaged and shipped in a reusable, collapsible, pallet-based system, reducing the cost and environmental impact of shipping empty boxes.



We continued broadening the range of products eligible for trade-in and buyback, which now includes more than 200 Agilent products from 11 different product lines. We also accept some products outside of our product portfolio that we do not refurbish and resell.

Since officially launching the Trade-In and Buyback Program in 2018, we have served over 1,200 unique customers across the world, with 25% being repeat customers. In 2023, we increased our instrument returns by 30%.

## Refurbished Instruments

Specially trained Agilent engineers refurbish used instruments and certify them to the same original instrument manufacturing specifications. CPO instruments ship with up-to-date software, new PCs, start-up tools, and accessories. Every CPO instrument is backed by the same installation, training, support services, and 12-month warranty that accompany our new instruments.

In 2022, we opened a new refurbishment center at our campus in Singapore, in addition to our current capabilities in the Americas and Europe. With this new center, we have dramatically increased our ability to serve customer needs in the Asia Pacific region for both trade-ins and instrument purchases.

## Used Instrument Parts

While we refurbish most of the systems we take back, our parts harvesting and liquidation are also important to extending the life of our products and minimizing landfill waste. Our internal teams test and refurbish harvested parts, which are then used by our field service organization to keep instruments running longer. Liquidation through a third-party partner is an important channel for managing excess inventory or parts or instruments that are not in our portfolio. It enables us to provide customers with credit toward an Agilent purchase for competitor instruments as part of our Trade-In Program.

### Key 2023 Program Metrics Year-over-Year

8,600

Instruments taken in through our various programs, a **30% increase**

3,000

Instruments received through our instrument return program, a **56% increase**

>3,600

Used instruments bought back from our customers, an **80% increase**

>5,400

Refurbished lab instruments, a **25% increase**

3,800

Certified Pre-Owned Instruments sold, a **12% increase**

## ACT-Labeled Instruments

Since 2020, Agilent has participated in [My Green Lab's](#) Accountability, Consistency, and Transparency (ACT) label certification process for several Agilent instrument families. The ACT label was designed to address the need for clear, third-party verified information about a laboratory product's environmental impact from manufacturing, use, packaging, and end-of-life—making it easier for customers to choose more sustainable products aligned with their environmental objectives.

Agilent was the organization's first "Transformative Level" sponsor and first sponsor of the My Green Lab Certification program—the gold standard for laboratory sustainability best practices. In November 2022, we expanded our support, becoming the inaugural top-level Angel Sponsor. The sponsorship provides Agilent with greater access to My Green Lab's strategic counsel on our sustainability initiatives and expertise that we can share with our customers. Over the last few years, My Green Lab's support and outside perspective have been instrumental in helping us shape our sustainable product development culture and approach.

Agilent has a large and growing number of ACT-certified products. As of January of 2024, we offered a total of 41 products and product families. Last year, 40% of Agilent's instrument revenues were for ACT-labeled products, an increase from 35% the previous year.

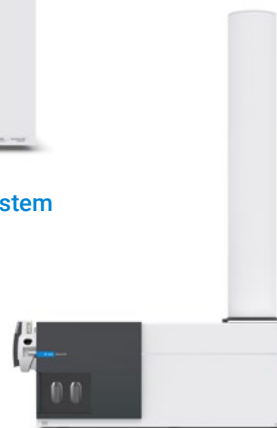
**See our full portfolio of ACT-labeled products on our [website](#).**



6495D Triple Quadrupole LC/MS System



6530 LC/MS Q-TOF



6545XT AdvanceBio LC/Q-TOF



6230 LC/MS TOF



G6699A Flowmeter



Cary-60

## Managing Energy From Laboratory Assets

Asset performance management is the intersection of traditional asset management with digital techniques. Agilent's CrossLab asset performance management capabilities aim to empower the next-generation laboratory that is digital, smart, and connected, integrating augmented reality, artificial intelligence, data analytics and robotics. It combines data intelligence technologies with sophisticated analytics that allow proactive management of lab performance.

CrossLab Connect is the digital backbone of a comprehensive asset performance management program in the lab. These digital capabilities optimize lab workflows,

addressing a critical need to enhance operational efficiency, increase productivity, and reduce downtime, while minimizing environmental impacts. As a more efficient lab is a more sustainable lab, effective management of laboratory assets helps labs meet business, scientific and sustainability goals simultaneously. New data intelligence technologies and better industry insights improve lab operational efficiency, producing more output with less energy—a win for both science and the environment. Learn more at [Agilent.com](https://www.agilent.com).

CrossLab Capabilities	Efficiency Benefits	Sustainability Benefits		
		Energy Reduction	Waste Reduction	Solvent/Reagent Reduction
<b>Asset Monitoring</b>	Enables lab-wide visibility to capture utilization across all of the workflows compiled in a dashboard to drive insights for improvements.	✓	✓	✓
<b>Power Signature Monitoring</b>	Characterizes power consumption for connected assets.	✓		
<b>Predictive Maintenance Analytics</b>	Offers AI-characterized discrete changes in power patterns over time to identify asset failure risk, enabling proactive maintenance and reducing environmental impact.	✓	✓	
<b>Smart Alerts</b>	Monitors instrument health and provides alerts when maintenance or replacement is needed, minimizing downtime, and reducing resource waste.	✓	✓	✓
<b>Partner Automated Compliance Engine (ACE)</b>	Facilitates compliance harmonization and streamlines compliance procedures.			✓
<b>iLab (Systems Access Management)</b>	Streamlines access management and reduces the need for manual paperwork. Scientific workflow management functionality helps labs enhance their efficiency, minimizing unnecessary steps and waste generation.	✓	✓	
<b>VirtualAssist</b>	Provides augmented reality (AR) in the lab. When an instrument is down, our customers can turn on AR and have an Agilent service engineer over their shoulder to diagnose and repair, where feasible, maximizing uptime and reducing our carbon footprint from travel.	✓	✓	✓











# Agilent Products That Help Reduce Waste and Energy Consumption

A large and growing number of our products feature innovations that have the potential to reduce water consumption, emissions, hazardous and nonhazardous waste, and energy consumption. These offerings are a result of cross-functional team collaboration and having sustainability embedded into the design and production processes for new products as well as the updating of existing products.

Below are select Agilent products with sustainability benefits:

Additionally, Agilent's Hydrolnert Ion Source for GC/MS enables easier switching from helium to hydrogen as the carrier gas. Helium is a finite resource with ongoing, unpredictable supply shortages and price increases. Unlike helium, hydrogen is a low cost, renewable resource, and the best alternative to helium for GC/MS. The Agilent Hydrolnert prevents lab disruptions from insufficient helium supplies, using an environmentally sustainable alternative.

	<p><b>Reduce water consumption</b></p> <p>4210 MP-AES</p>	<p>The MP-AES does not use water or combustible gases to analyze samples. It runs on air, and it can be installed in either a centralized laboratory or a remote location.</p>		<p>InfinityLab SFC Solutions</p>	<p>The 1260 Infinity II SFC/UHPLC Hybrid System and the 1260 Infinity II SFC System provide low solvent consumption and less waste for true green chemistry through uses of food-grade CO<sub>2</sub> instead of hazardous solvents.</p>
	<p><b>Reduce emissions</b></p> <p>5800/5900 ICP-OES</p>	<p>Agilent 5800/5900 ICP-OES RF generator and Mains Power Module reduce the amount of electrical power required by 40% compared to previous models. The reduced exhaust extraction means there is a lower requirement of A/C that further reduces electrical power.</p>		<p>InfinityLab Stay Safe caps</p>	<p>Stops harmful solvents from evaporating into the lab air, protecting workers in the lab environment.</p>
	<p><b>Reduce hazardous waste</b></p> <p>IDP dry scroll pumps</p>	<p>Oil-free vacuum pumps for GC/MS are clean, green, and affordable, completely removing the need to use any oil in the analytical process.</p>		<p>OneNeb Nebulizer Technology</p>	<p>By increasing nebulization efficiency and with a low uptake rate, OneNeb universal nebulizer can reduce acid and reagent volumes used for sample preparation and therefore reduce waste compared to conventional nebulizers.</p>
	<p>InfinityLab Poroshell 120 LC columns</p>	<p>The InfinityLab Poroshell 120 LC columns' dimensions of inner diameter (id), length, and particle size are reduced to lower solvent consumption up to 86% and analysis time up to 67% per analysis.</p>		<p>Intuvo 9000 GC</p>	<p>Intuvo uses an efficient direct heating system that requires less than half the electrical power of a conventional GC while also significantly reducing the heat energy emitted back into the lab.</p>



8700 LDIR

Agilent 8700 LDIR uses a low-powered laser as the light source instead of a thermal glow bar (powerful incandescent lightbulb) which previous versions used.



Cary 3500 UV-VIS

The Xenon flash lamp only flashes during a measurement, resulting in less energy consumption in comparison to standard deuterium/tungsten lamps that remain on continuously. Lamp usage/wastage is reduced compared to typical systems that need annual lamp replacement.



TwisTorr 305

Agilent TwisTorr 305 electronics enable direct communication and full control of the turbopump through the Vacuum Link mobile App. The control system continuously monitors the pump working parameters for the application, self-adjusting power and temperatures, and minimizing energy waste.



**Reduce nonhazardous waste**

Cary 630 FTIR

The Cary 630 FTIR Dialpath and Tumbler accessories eliminate the need for liquid cells. Less volume of the sample means significant reduction of cleaning agent and rinsing solvent waste.



Vaya

The Agilent Vaya reduces time and waste related to raw material identification. In addition, Vaya is designed with sustainability in mind—requiring minimal energy use, downtime, and consumables.



Cary 60

The Agilent Cary 60 UV-Vis Spectrophotometer has an estimated lifetime of 20 or more years. Additionally, the Xenon lamp module has a 10-year warranty, ultimately ensuring the product doesn't need replacement any time soon, reducing the amount of resources needed.



CrossLab CS Bundle: ADM Flow Meter and Electronic Leak Detector

The Agilent CrossLab Cartridge System (CS) bundle combines two critical GC flow path monitoring devices into one. The Electronic GC Leak Detector will detect leaks or verify leak-free tubing and fittings, conserving various gas types throughout the lab or site, including hydrogen, nitrogen, helium, and others.



TRS100

Transmission Raman is a nondestructive technique, performing solid-state analysis on tablets, capsules, and powders without the need for solvent extraction.



8900 ICP QQQ

Increased the use of recyclable materials. High matrix tolerance lowers the need for sample dilution, resulting in less waste requiring disposal. Low flow sample introduction reduces reagent use and volume of waste for disposal.

## Sustainable Lab Certification

Agilent has achieved the highest level of My Green Lab Certification for our customer demonstration labs in Waldbronn, Germany; Cheadle, UK; and Santa Clara, U.S. By participating in the My Green Lab Certification program, we demonstrate to our customers that Agilent is an environmentally conscious organization and that we are committed to improving our own sustainability efforts.

When our customers visit our sites, particularly our green certified sites, we can be transparent about our own sustainability journey and where required, showcase our eco-friendly innovations and workflow solutions that will help enable them to optimize their operations without compromising on quality results.

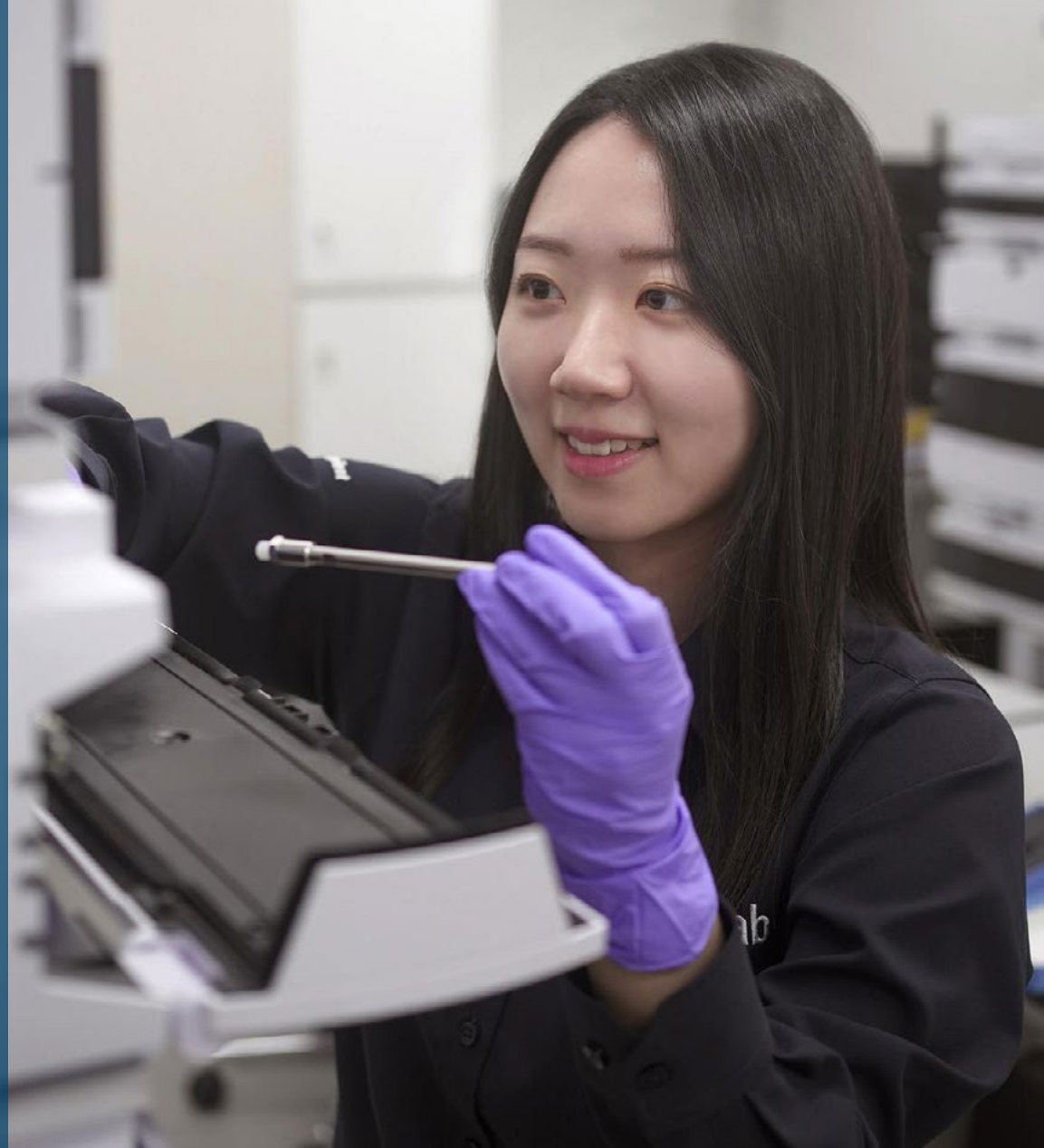


## Product Lifecycle

Last year we completed a pilot life cycle assessment product study with Environmental Resources Management of an Agilent liquid chromatography instrument. The study gave us insight into the carbon footprint of the instrument from the extraction of materials to the final production of the product, known as “cradle to grave.”

It also examined emissions associated with transporting the instrument to the customer; the use of the instrument over its lifetime; and aspects of end-of-life, such as recycling and refurbishing. We’re now using the study results to inform how we prioritize and advance sustainability throughout the life of our instruments. To establish a baseline from which to set future goals and targets, we are collecting additional data on sustainable product development by surveying R&D managers on the integration of environmental considerations into their new product programs.

Our vacuum products division provides a good example of deploying this holistic approach to deliver a more sustainable product to our customers. Specialists from manufacturing, product engineering, packaging, and EH&S worked together to advance numerous initiatives to improve sustainability of our vacuum products, including new packaging for replacement parts, solar panels for our manufacturing facilities, ocean shipment program, shortened testing phases, wastewater management, and a new washing plant. Read more about it on our [website](#).



# Our Approach to ESG



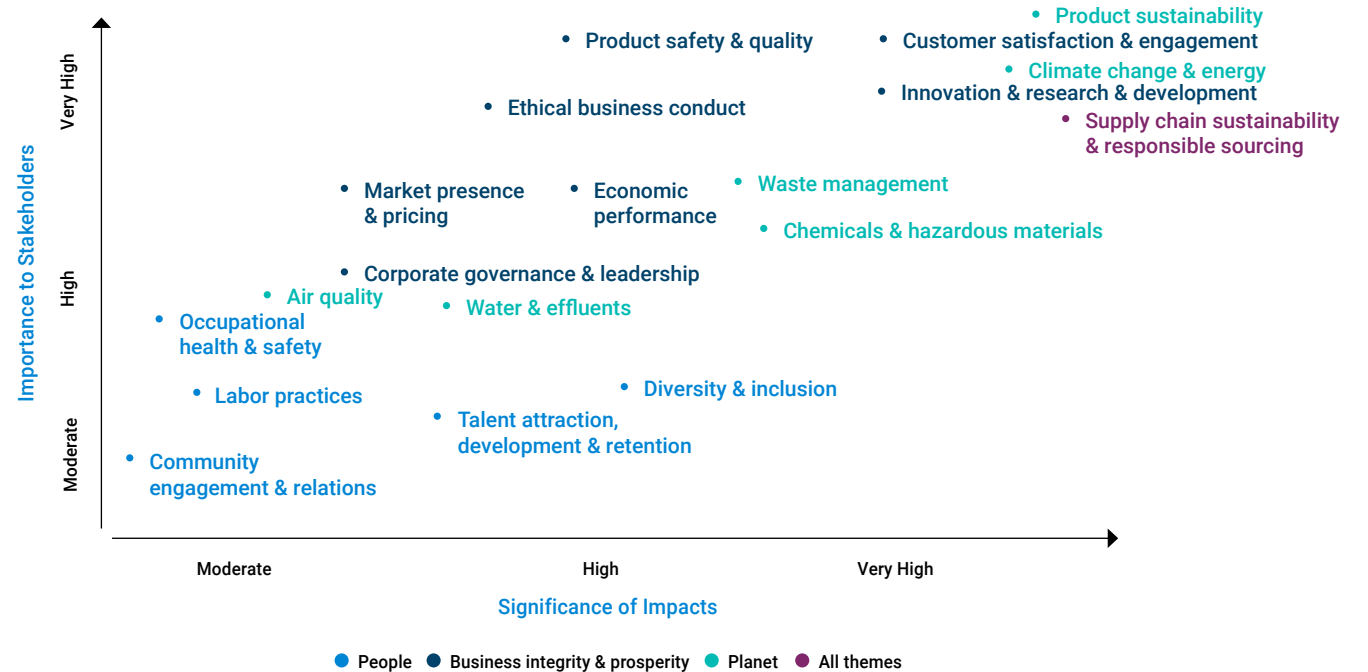
# Materiality Assessment

We determine which issues are material to our operations by conducting regular materiality assessments. We conducted our first materiality assessment in 2019 under the guidance of a third-party firm. We updated the assessment in 2021, and we conducted another update with internal stakeholders across the company in 2023.

Results of these updates showed little change from previous years, aside from a greater focus on chemicals management and climate change. The materiality of chemicals management increased due to expansion of our oligonucleotide manufacturing facility at our Frederick, Colorado location and production of consumables at our Newport, Delaware location. We continue to add resources as needed to manage these risks. We have tight chemical procurement and training controls in place and comply with all environmental, health, and safety (EHS) requirements to protect our employees, the environment, and surrounding communities where we operate.

See more about chemicals management in the [Environmental Management, Occupational Health & Safety, and Waste Management](#) sections of this report.

Climate change received a boost in materiality ranking largely due to greater focus on regulations in the U.S. and EU governing emissions. In 2021, we began increasing our focus on the assessment of climate change risks and mitigation. We committed to achieving net-zero emissions by 2050 and establishing interim science-based targets. We also conducted a climate scenario analysis to better understand our risks and began reporting on our findings in line with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.



We are also guided by UN Sustainable Development Goals, where we can have an impact through our operations, programs, policies, and practices.



## Stakeholder Engagement

All levels of the organization, from our board of directors to our field service engineers, engage our stakeholders on an ongoing basis. We maintain a register of companywide interested parties, their requirements and expectations, and how we intend to meet our obligations. Stakeholder feedback is incorporated into our corporate and ESG strategy, systems, programs, processes, and the measures we use to define our success.

We assess our customer experience through a variety of feedback mechanisms. These include an annual market study, project-based primary customer research, customer feedback provided directly to Agilent employees, and an ongoing customer experience survey that measures customer experience perceptions across their key engagements with Agilent. We also use a closed-loop corrective action

process to address urgent customer concerns and a continuous improvement process to address more extensive improvement opportunities.

We have a shareholder engagement program that reaches a wide variety of stockholders, market participants, and potential investors. This program involves periodic discussions on a range of issues that may be of interest, such as our business, financial, and operating performance, corporate governance initiatives, ESG-related disclosures and practices, and risk management. We participated in numerous investor events in 2023. For more information, visit Agilent's [Investor Relations website](#).

Read more about how we engage other key stakeholder groups in the [University Relations](#), [Early Stage Partnership program](#), [Supply Chain and the Environment](#), [Supply Chain Policies and Practices](#), and [Human Capital Management](#) sections of the report.

ESG Issue	Position or Title	Level from Board*	Level from CEO
Overall ESG Management	VP, Workplace Services	3	2
Enterprise Risk Management	VP, Workplace Services	3	2
Health & Safety, and Environmental Issue	Director, EH&S	4	3
Supply Chain Social Responsibility	VP of Purchasing VP of Global Sourcing	3	2
Human Rights Issues	SVP, Human Resources	2	1
Labor Issues	Employment Law Counsel	3	2
Diversity and Inclusion	AVP, Diversity and Inclusion	3	2

\*The numbers indicate the level from the board or CEO in Agilent's organizational structure.

## Management of ESG

The ESG Steering Committee, comprised of senior executives who report to our CEO, meets biannually to provide oversight of our ESG strategy, identify new ESG focus areas and trends, and approve plans of record. It reports to the Board's Nominating/Corporate Governance Committee annually.

To ensure a coherent and strategic focus is given to ESG across the company, our vice president of Workplace Services and head of ESG Programs has responsibility for both the ESG and Enterprise Risk Management programs and reports biannually to the ESG Steering Committee and the Executive Risk Committee. Issue-specific responsibilities are assigned to various senior leaders with relevant domain expertise.

### Management-Level ESG Working Group

The vice president of Workplace Services leads the ESG Working Group, comprised of representatives from key functions such as supply chain, site operations, research and development (R&D), new product introduction (NPI), manufacturing, and marketing, among others. The Working Group meets regularly to identify gaps and priorities and integrate ESG strategies and programs into business strategies.

### ESG Teams

Day-to-day management of ESG issues resides within each relevant business or function, supported by additional groups that collaborate on sustainability-related issues. These teams include Workplace

Services (WPS), which manages our Global EHS organization and performance against companywide sustainability goals.

Order Fulfillment and Supply Chain (OFS) plays a critical role in developing and implementing strategies to reduce our environmental impacts within our internal operations and our supply chain, including monitoring our suppliers to make sure they are operating responsibly and sustainably.

The NPI/R&D Sustainability Team ensures sustainability is considered at each phase of the product lifecycle and is composed of experts from R&D, quality, marketing, EHS, and OFS.

The Sustainability Forum brings together employees from all areas of the company to identify new

opportunities and reinforce sustainability as a core area of focus. Members meet monthly to present their environmental and social sustainability innovations, programs, achievements, and plans.

Our Board of Directors also have a critical role in ESG oversight. **[See more in the Governance section.](#)**

## Innovation and R&D

In our materiality assessment, our stakeholders prioritize innovation and R&D. Both are closely connected to our ability to thrive as a company and generate new solutions that advance the quality of life. We do that through internal R&D, academic research, early-stage company partnerships, and acquisition of novel companies and technology.

We invest approximately 7% of annual revenue in R&D within Agilent to power growth by creating the technologies and applications that will underlie tomorrow's breakthroughs and enable Agilent customers to answer new questions at the leading edge of life science, diagnostics, and the applied markets.

Here are a few areas where our previous investments in innovation have contributed to our solutions that improve human health, protect the environment, and support the energy transition.

### Fighting Cancer

Agilent has unique, proprietary instruments and cell analysis workflow solutions that allow researchers to understand the metabolism, surface markers, and functional biology of cancer cells with depth and precision.

Additionally, our pathology solutions enable providers and clinical labs to obtain accurate results more quickly. Our companion diagnostics can quickly identify if a patient is likely to benefit from a specific targeted therapy. Both are important to helping cancer patients receive accurate diagnoses and effective treatments.

### Therapeutics for Chronic Disease

Therapeutic oligonucleotides have grown in importance due to their potential to treat a wide range of chronic diseases. Agilent provides complete workflows featuring instruments, software, columns, and consumables optimized for oligonucleotide analysis.

Agilent is also a leading cGMP manufacturer of nucleic acid-based therapeutics with state-of-the-art facilities in Boulder and Frederick, Colorado that produce siRNA, antisense, and CRISPR guide RNA molecules. In 2023, we also [broke ground on a \\$725 million expansion](#) of our Frederick manufacturing facility.

### Protecting the Environment

There is growing concern across the world about the impact of per- and polyfluoroalkyl substances (PFAS), microplastics, and other contaminants in our water, food, and soil. Agilent is the industry leader in providing analytical solutions for detecting and measuring environmental contaminants with the most comprehensive and integrated solutions that lead to unbiased quantitative and qualitative data on pollutants at trace levels, which is critical for understanding impacts on public health and the environment.

We also won an [award in 2023 for our innovative Bond Elut PFAS WAX solid phase extraction cartridges](#), which isolate PFAS from environmental matrices.

### Supporting the Energy Transition

Global demand for batteries is increasing as governments and consumers move toward electric vehicles. Agilent offers solutions for every stage of the li-ion battery lifecycle, from monitoring impurities in raw materials to safely recycling batteries so the scarce resources within them can be reused.

Agilent instruments are also essential to testing for impurities in hydrogen fuel to ensure the energy source is stable and safe to use.



## Academic Collaborations

Agilent's University Research Program supports research and collaboration with academics in areas of strong mutual interest to advance the proposed research, develop our understanding of core technologies or applications of strategic importance, and to bring new knowledge that illuminates our future.

Our [University Relations programs](#) facilitate mutually beneficial collaborations that promote innovation and drive progress in scientific research. The programs help Agilent stay at the forefront of science and technology and maintain its position as a

leading provider of scientific instruments and solutions. Last year we invested roughly \$11 million in awards to support research for scientific and technological advancement. Academic institutions that receive Agilent University Relations support retain independent control over their research, and awards are not contingent in any way on contractual obligations to Agilent.

Our 2023 awardees are conducting leading research in areas such as [bioprocess engineering](#), [synthetic biology](#), [quantitative analysis of pollutants like per- and polyfluoroalkyl substances \(PFAS\)](#), and [CAR-T cell manufacturing](#). We provide funding to

universities for up to 40 proposals each year in areas of strong mutual interest that advance our understanding of core technologies or applications of strategic importance. The research projects are selected for funding through a rigorous evaluation process led by the University Relations team, with final decisions made by an internal committee of technology experts. The following is a summary of our 2023 funding to support leading academic research.

## Early Stage Partnership Program

Agilent's Early Stage Partnership (ESP) Program provides a valuable link between an early-stage company's entrepreneurial spirit and Agilent's domain expertise. We partner with early-stage companies, from early proof of concept to revenue stage, that are working on game-changing tools, technologies, and applications to advance the Life Science Research, Clinical Research, and Diagnostic markets. In 2023, Agilent accepted LASE Innovation and Halo Xray into our program and provided follow-on investments to Akadeum, Halo Labs, MOBILion, and PreciseDx to support their next stage of development.

## Acquisitions to Advance Growth and Innovation

Our innovation strategy also includes acquiring companies with potential to shape the lab of tomorrow. Agilent made two acquisitions in 2023: **e-MSion** and **Avida Biomed**. e-MSion is an early-stage company behind the innovative electron capture dissociation (ECD) technology known as the ExD cell. The ExD cell is a compact device for mass spectrometers that enables biological researchers to develop biotherapeutic products more quickly to treat disease.

Avida Biomed is a developer of high performance NGS target enrichment workflows for cancer research. The technology will enable scientists working in precision medicine to develop new approaches for a variety of applications including biomarker discovery, patient selection for clinical trials, diagnosis and prognosis, therapy selection, and disease recurrence.

## 2023 Academic Research Awards

Region	Cash Awards (\$)	Product Award (\$)
Americas	\$2,036,000	\$5,159,000
Asia Pacific	\$941,000	\$101,000
Europe	\$1,099,000	\$1,719,000
<b>Total</b>	<b>\$4,076,000</b>	<b>\$6,979,000</b>

**Total Giving**

**\$11,055,000**



# Environment



## Environmental Management Organization

Agilent operates an EHS management system (EHSMS) designed to minimize adverse environmental and occupational health and safety impacts and ensure ongoing compliance with external regulations and internal EHS standards, while meeting the needs of key stakeholders. Our EHSMS is aligned to ISO 14001 and ISO 45001 and covers our design, development, manufacturing, and sourcing activities worldwide. Sites included within the scope of the EHSMS are determined through systematic risk analysis and take into consideration the nature and scale of site operations.

As a matrix organization, environmental sustainability at Agilent is managed collaboratively across functions, businesses, and geographies. Agilent's Workplace Services and Order Fulfillment and Supply Chain divisions have primary responsibility, with complementary roles for managing environmental impacts related to our operations and meeting corporate and customer sustainability goals.

Agilent's Global EHS organization, as part of WPS, maintains the EHSMS and related external certifications, and oversees our EHS programs, inspections for EHS hazards, and periodic risk assessments and audits. Global EHS is also responsible for managing performance against our sustainability strategy, goals, and key performance indicators and identifies facility-level projects as part of the group's oversight of our corporate real estate strategy.

Agilent's Order Fulfillment and Supply Chain division (OFS) collaborates with Global EHS on assessing risks and opportunities, implementing mitigation measures, and meeting corporate and customer sustainability goals. The group is responsible for identifying and implementing sustainability initiatives for site-level operations, procurement, and logistics that reduce resource use, waste, and emissions.

The cross-functional, cross-business NPI/R&D Sustainability team works to ensure Agilent products are the industry-leading choice to reduce customers' environmental footprint, while maintaining successful laboratory operations by designing and developing our products for improved efficiency and sustainability.

### New Baseline Year for Reporting Progress

We've updated the baseline year of reporting progress for emissions, energy, waste and water from 2014 to 2019. This new 2019 baseline year is more representative of Agilent's global operations and aligned with our goals approved by the Science Based Targets initiative. We also began reporting energy in megawatt hours (MWh) rather than gigajoules (GJ). Our energy and emissions data covers 95% of our global operations. All emissions data are reported in metric tons.

## Path to Net-Zero Emissions

Agilent has committed to achieving net-zero greenhouse gas (GHG) emissions by 2050. Last year, we reached an important milestone with the Science Based Target initiative (SBTi) approving our near and long-term targets. Our interim, net-zero emissions reduction targets cover our direct and indirect emissions, including those from our value chain, which represent most of our total emissions. **We have reduced Scope 1 and 2 emissions 8% since 2019—even as our revenue has increased roughly 30% over the same period.**

Our emissions reductions strategy includes investing more in renewable energy at our sites and facilities, moving our car fleets from gas to electric, reducing business travel, and moving more freight via sea or rail.

For example, in 2023, we undertook and completed a major solar array panel installation at our Little Falls site in Delaware. The project includes 2,352 solar panels that will generate 1,325,000 kilowatt hours per year and offset 939 metric tons of carbon dioxide. The installation was completed in 2023 and is expected to be fully operational in 2024.



We are also engaging with our supply chain to identify which suppliers have the largest carbon footprint, working with those suppliers to reduce emissions, and factoring carbon footprint into supplier selection decisions.

### Science Based Targets Initiative Validates Agilent's Targets

Agilent's near and long-term targets for reaching net-zero greenhouse gas emissions have been approved by the SBTi. The targets support the ambitious goal to limit planetary warming to 1.5°C above pre-industrial levels.

SBTi is an independent organization that validates company emissions targets to ensure they meet the criteria required to prevent the worst effects of climate change. The SBTi partners with the CDP, the United Nations Global Compact, World Resources Institute, and World Wide Fund for Nature in defining and validating targets grounded in climate science.



We're measuring our progress toward our net-zero goals with interim targets in accordance with the Greenhouse Gas Protocol, a comprehensive global standardized framework to measure and manage greenhouse gas emissions. Disclosures on our progress are verified annually by an independent third party. Last year that verification was conducted by Apex Companies, LLC. Agilent's Environmental Data and Assurance Statement is available on the [Environmental Health and Safety section of our website](#).

## 2030 Emissions Targets (2019 Baseline)

Goals	Scope	Focus Areas
Reduce 50% by 2030	<b>Scope 1</b> Direct emissions from Agilent owned or controlled sources	<b>Site Operations</b> Onsite fuel combustion, fleet vehicles, and air-conditioning leaks
	<b>Scope 2</b> Indirect emissions from energy or heat purchased by Agilent	<b>Site Operations</b> Site purchased energy
Reduce 30% by 2030	<b>Scope 3</b> Indirect emissions from our value chain, occurring from sources we do not own or control	<ul style="list-style-type: none"> <li>Purchased goods and services</li> <li>Capital goods</li> <li>Upstream transportation and distribution</li> <li>Waste generated in operations</li> <li>Business travel</li> <li>Employee commuting</li> <li>Upstream leased assets</li> <li>Downstream transportation and distribution</li> <li>Use of sold products</li> <li>End-of-life treatment of sold products</li> </ul>

## Energy Use Metrics\*

Direct Energy Use (MWh)	2019	2023
Natural gas	55,429	67,859
Diesel fuel	287	123
Propane	545	571
Solar PV	1,659	6,400
<b>Total Direct Energy Use</b>	57,920	74,953
Indirect Energy Use (MWh)	2019	2023
Electricity	131,333	105,339
Heating	5,470	5,824
<b>Total Indirect Energy Use</b>	136,803	111,163
<b>Total Direct and Indirect Energy Use (MWh)</b>	194,723	186,116
<b>Total Direct and Indirect Energy Use Intensity (kWh/sq ft)</b>	0.0358	0.025

\*In FY23, we began reporting energy in MWh from GJ. We also adopted 2019 as our new baseline year. All reporting in FY23 and in the future is expected to include 95% of our operational footprint. Data for years 2021 and 2022 are based on an 80% operational footprint, so are not included in the table since they are not directly comparable to data for 2019 and 2023.

## Scope 1, 2 & 3 Emissions Metrics\*

	FY19	2023
<b>Scope 1</b>	<b>Metric Tons</b>	<b>Metric Tons</b>
CO2	19,225	20,459
CH4	0.46	0.49
N2O	0.02	0.02
Total Scope 1 (CO2e)	19,226	20,460
<b>Scope 2</b>		
CO2	54,609	48,156
CH4	2.58	2.2
N2O	1.11	1.04
Total Scope 2 Location-based CO2e	54,665	48,159
<b>Total Scope 1 and 2 CO2e</b>	<b>73,891</b>	<b>68,619</b>
Total Scope 1 and 2 Intensity (CO2e/sq. ft.)	0.01195	0.01059
<b>Scope 3 CO2e</b>		
Business travel	20,437	10,360
Transportation and distribution	139,715	78,239
Total Scope 3 from these categories**	160,152	88,599

\*All reporting in FY23 and in the future is expected to include 95% of our operational footprint. Data for years 2021 and 2022 are based on an 80% operational footprint, so are not included in the table since they are not directly comparable to data for 2019 and 2023. This year, we also moved Agilent Fleet emissions data from Scope 3 to Scope 1.

\*\*This total includes only Scope 3 emissions from business travel, and transportation and distribution of products from Agilent to our customers and between our logistics centers. It does not include other Scope 3 categories, such as purchased goods and services and capital goods.

# Protecting the Environment Through Our Supply Chain

## Engaging Suppliers on Scope 3 Emissions

Scope 3 makes up more than 90% of our GHG emissions, and meeting our reduction goals will require close collaboration across our value chain. Our top priority is reducing emissions from purchased goods and services and capital goods.

In 2022, the Agilent Procurement ESG Program team officially launched the first phase of our long-term roadmap for supplier engagement, measuring the baseline of supplier emissions contributions and identifying top emitters among our suppliers.

In addition, we're also establishing foundational processes and procedures to manage sustainable procurement, including setting emissions goals, creating models for ongoing supplier engagement, and integrating sustainability criteria into supplier performance reviews.

Others are recognizing these efforts. The environmental public disclosure nonprofit CDP issued Agilent an A- rating on supplier engagement, which acknowledges the best practices we've implemented to reduce Scope 3 emissions.



In 2024, we will continue to prioritize our work with suppliers with the greatest potential to reduce our Scope 3 footprint by sharing best practices, communicating expectations, and collaborating to reach these shared environmental goals.

### Reducing Emissions Through Sea Shipping

Since 2019, we've reduced our emissions from product delivery, largely by moving shipments from air, which is more energy intensive, to monthly sea shipments. Through supply chain management, we can ensure our products are delivered to our customers efficiently and safely by sea, providing the same level of service while reducing our carbon footprint. Other tactics

we used to achieve this include using ground shipment with trucks powered by natural gas, rather than diesel, and less-than-truckload services, which consolidate many smaller shipments into a single truckload for greater efficiency.

### Role of OFS in Advancing Environmental Sustainability

Agilent's Order Fulfillment and Supply Chain division, known as OFS, created a multiyear roadmap for developing and implementing a sustainability program. The focus for 2023 was achieving alignment and mobilization across the organization with the objectives of engaging the workforce and suppliers, integrating sustainability goals and metrics into our strategy, harmonizing our activities with R&D and product marketing, and identifying actions with quick and high-impact results. Over 700 employees have participated in our sustainability education program. Their work has already resulted in a substantial increase in continuous improvement (CI) sustainability projects across the organization, generating cost savings of \$1.3 million. Other sustainable process improvements in 2023 include implementing automated bath cleaning processes that saves 30,000 gallons of water per year, installing building sensors that reduce energy consumption, replacing paper lab notebooks with digital notebooks, and adopting a new washing process that saves 90,000 gallons of water each year.

**For information on other issues in the supply chain, such as codes of conduct and labor policies, see [Supply Chain Policies and Practices](#).**

## In 2023, we took the program further, advancing the following key supplier engagement activities:



Established a supplier engagement framework model



Assessed the carbon maturity of over 200 suppliers



Updated our supplier relationship management and scorecard review process to include sustainability criteria



Hosted nine forums with our key suppliers to communicate our net-zero goals and set expectations.



Completed 10 roundtable sessions with more than 50 suppliers



During Supplier Day events and face-to-face summits with more than 100 suppliers, we held special sessions to share sustainability best practices in the supply chain



## Waste Management

Agilent prioritizes eliminating and minimizing hazardous and non-hazardous waste from procurement and production; adopts responsible, efficient, and effective waste management practices in compliance with environmental regulations; engages in employee training and communication on waste elimination and minimization; and tracks and monitors metrics to manage performance against our goals throughout the year.

**In 2023, Agilent achieved 94% solid waste diversion against our 95% target. We achieved this through waste reduction measures such as:**



Switching from paper-based to digital documentation



Reducing scrap and expired inventory



Removing redundant steps



Conducting chemicals risk assessments



Finding alternatives to hazardous materials

We have also placed greater emphasis on management of solvents as our use of them has grown as a result of expanded production of nucleic acid-based therapeutics. See “Recycling Acetonitrile” to learn about how we re-engineered our production systems to enable recycling of a common solvent in manufacturing.

### Recycling Acetonitrile, a key raw material in oligonucleotide manufacturing

As our oligonucleotide therapeutics production capacity has grown in recent years, our engineering team has explored ways to improve processing waste containing our most common raw material, acetonitrile, in a more sustainable and efficient manner.

Acetonitrile is a key solvent used in the production of oligos, the active pharmaceutical ingredient in nucleic acid therapeutics, which are used to target and eliminate symptoms of chronic diseases like cancer.

Our previous approach collected process waste to include acetonitrile as a single bulk organic waste stream. The disposal of this waste stream by a third party was costly and sent a valuable material to waste.

To address this, our engineers devised a way to segregate and collect acetonitrile from portions of our process waste stream. This system improvement has already resulted in tens of thousands of gallons of acetonitrile collected, which can be reused as product by other industries or reclaimed to produce a higher purity acetonitrile product.

We project the system will eliminate up to 80,000 gallons of organic waste per year. It also reduces Agilent’s waste disposal cost and introduces acetonitrile back into the market for reuse as a raw material.

## Waste Management Progress

We saw steady progress in 2023, and a notable increase in the amount of recycled hazardous waste due to the new acetonitrile recycling system we designed and implemented at our Frederick oligonucleotide manufacturing facility.

Non-Hazardous Waste Disposal (MT)	2021	2022	2023
Reused/Offsets*	175	220	250
Composted	130	256	496
Recycled	1,603	2,032	2,030
Incinerated	535	576	549
Landfilled	164	187	223
<b>Total Non-Hazardous Waste (MT)</b>	<b>2,607</b>	<b>3,271</b>	<b>3,547</b>
<b>Landfill Diversion Rate</b>	<b>94%</b>	<b>94%</b>	<b>94%</b>
Hazardous Waste Disposal	2021	2022	2023
Recycled	1,611	1,718	2,231
Incinerated	4,512	4,426	4,871
Treated	1,584	1,872	1,833
Landfilled	4	4	95
<b>Total Hazardous Waste (MT)</b>	<b>7,711</b>	<b>8,020</b>	<b>9,030</b>

\*Any material that would have been disposed of as a waste that has been diverted by reusing it. The highest and best use of material, which includes creating and keeping materials in a useful loop as long as possible is acceptable as an offset. Agilent’s data includes two types of offsets: 1) weight of empty chemical totes returned to the manufacturer/supplier for refill that were sent back to Agilent, 2) weight of disposable frocks/lab coats that Agilent lab and manufacturing personnel would have used if reusable alternatives were not available.

# Water Management

We track and monitor municipal water usage data quarterly, where possible, to monitor performance against goals and take prompt action if any remedial action is necessary at individual sites. Our Turin (Italy) and Manesar (India) sites extract groundwater for operations using local aquifers, unlike Agilent's other sites that use municipal water.

Since 2019, we have reduced our water consumption per operational square foot by 19%. We have set a new goal to reduce water consumption by 20% by 2030 from a baseline year of 2019.

The discharge of water varies from site to site, but can be attributed to domestic sanitation, production operations and cooling systems. Typically, a small proportion of discharge from an on-site water treatment plant is approved with local permits and consideration for environmental impacts.

Surface water discharge is directed toward local surface water infrastructure, ensuring the separation of potential contaminants from our site. When water is discharged into the sewer system, we carefully consider factors such as evaporation and irrigation of site grounds.

While we do not currently measure the specific metrics associated with our water discharge, we estimate that 5% of the discharge occurs through evaporation, primarily in areas where evaporative coolers are present.

# Water Management Data\*

Water Consumption (1,000 m3)	2019 (baseline)	2021	2022	2023
<b>Groundwater</b>	136	114	116	117
<b>Municipal water supplies or other water utilities</b>	347	339	315	339
<b>Total water consumption (1,000 m3)</b>	483	435	431	455
<b>Total water consumption intensity (1,000 m3/sq ft)</b>	0.137	0.116	0.111	0.116

\*Water discharge is largely equivalent to the water consumption—the only losses of any significance being to atmosphere through site evaporate cooling plants.



## Sustainable Packaging

We strive to minimize our post-consumer waste through the design and development of sustainable packaging of our products. We continuously evaluate opportunities to replace existing solutions with sustainable packaging options. Our approach to more eco-friendly packaging focuses on three key areas: optimizing design, sourcing sustainably, and supporting recycling.



**Optimizing Design:** “right size” packaging by minimizing the packaging size and volume of materials used, and eliminate unnecessary packaging.

**Sustainable Sourcing:** maximize the use of recycled and sustainably sourced renewable content, enhance material health by removing priority chemicals and other restricted packaging content, and eliminate single-use plastic materials.

**Supporting Recycling:** design packaging that is easy to recycle, incorporate recycled content, and improve customer communication on packaging recyclability.

### Sustainable Packaging Approach and Progress

Agilent launched the Sustainable Packaging Playbook in 2022, which provides a framework for our teams to identify sustainable packaging options that maintain product quality, safety, and integrity. The Playbook contains a growing library of sustainable packaging case studies, best practices, and examples from around the company. It provides a shared resource of knowledge to further advance our packaging initiatives. **Below are some of the packaging advances we made in 2023:**

We completed the redesign of our GC1 Packed Column box, replacing the foam cushioning with a paper mesh alternative and replacing the paper guide with a digital version. This environmentally friendly swap also saves thousands in costs annually.

Our 5500a FTIR Flow Cell Stanhope instrument was previously packed with Instapak foam. We replaced it with a polyethylene foam, a more sustainable material that is composed of 60% recycled material.

Packaging for our Easi portfolio of 116 products used for calibrating chromatography machines have a complex design made entirely out of plastic. In 2023, we completed our redesign of the packaging to be plastic-free and easier to disassemble and recycle. We estimate a reduction of almost 300kg of plastic waste a year.

In 2018, we began replacing popcorn and foam fillers with kraft paper. Since then, we’ve rolled out this practice to our largest logistics and manufacturing facilities, including two more last year and resulting in a reduction of 240kg per year of plastic-based material. We also replaced our plastic packaging tools with paper-based and other sustainable substitutes, a small but impactful step when scaled across our global operations.

We eliminated single use plastics from our chemical standards kits, a plastic sleeve known as a “cracker” that customers grip when snapping off the top of the chemical standard ampoule. The result was not only a more sustainable product, but also a more cost effective one, as the new product saves thousands of hours in labor and materials costs.

We eliminated paper chemical standards labels and replaced them with QR codes on product labels. This has saved 700,000 pieces of paper at one facility annually, in addition to saving costs on printing, paper, and labor. Our plans include removing them from most sites that produce consumables by 2025.

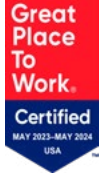




# Social



**Agilent Great Place to Work™ Certified Countries and Territories**



Australia	Japan
Austria	Malaysia
Belgium	Mexico
Brazil	Netherlands
Canada	Singapore
China	South Korea
Denmark	Spain
Finland	Sweden
France	Switzerland
Germany	Taiwan
Hong Kong	Thailand
India	United Kingdom
Ireland	United States
Italy	

## Human Capital Management & Development

We believe a strong culture is essential to driving innovation and delivering superior solutions to our customers. We foster a healthy work environment in which employees can leverage their talents to have a meaningful impact with the support of a collaborative team that sets high standards while also prioritizing well-being.

We're proud to receive external recognition for these efforts. In 2023 and early 2024, Agilent was named one of the Best Workplaces™ in Canada, China, France, Germany, Italy, Japan, South Korea, Spain, Singapore, Taiwan, and the United Kingdom.

Last year we also achieved Great Place to Work Certification in all 27 countries and territories eligible for the distinction throughout Asia Pacific, the Americas, and Europe. The certification is awarded to companies that meet the highest standards of organizational culture and employee satisfaction based on results of an independent survey of their employees administered by the Great Place to Work Institute.

Employees rated Agilent equal to or higher than the world's Top 25 best workplaces in many areas, with 89% agreeing the company is a great place to work.

We were also named a top employer by U.S. News and World Report, Newsweek, and Fortune; a top company for women by Forbes; and a top 50 employer by HBCU Connect, a leading career resource for Historically Black Colleges and Universities.

## Our Values and Culture: The One Agilent Way

In 2021, we embarked on a refresh of our values, which we call the One Agilent Way. These values largely account for Agilent's great work environment. They are also a competitive advantage as they enable teams to work more effectively across areas to bring new innovations and solutions to our customers.

We unveiled our refreshed values to leaders and people managers in 2022, and to all employees in early 2023 with a Town Hall Meeting led by our CEO. Various leaders around the world have followed up with their own One Agilent Way sessions and ensured accountability through annual performance review discussions.

Our Culture Ambassadors, leaders in the organization who embody our values and are passionate about instilling them in our culture, championed the program by offering their time, insights and tips to successfully adopt the values. Throughout the year, we created a Spotlight on Values series where we held small roundtable discussions, webinars with diverse sets of employees across functions, podcast conversations, and articles with helpful how-to tips.

Team members made our values come to life with creative and engaging events. For example, in the Netherlands, teammates guided their blindfolded partners over, under, and around obstacles, which reinforced the value of strong communication. Our 33 culture ambassadors in China shared

over a series of events how they reconcile our core values with traditional Eastern culture, sharing ancient Chinese stories of friends whose vocal nature helped other people succeed. We also rolled out a new E-Card recognition program that encourages employees to recognize colleagues who model our values.

We also track our performance in regard to our values of respect, integrity, and ethical conduct through our Great Place to Work® Survey. See more in the [employee engagement section](#).





## Recruitment

Recruitment is a critical function at Agilent in attracting and hiring top talent in more than 30 countries. Our Global Talent team prioritizes reaching a broad pool of candidates in an open and transparent manner; maintaining a consistent candidate experience; and providing candidates with a comprehensive understanding of our company, our culture, and the exceptional work experience we offer.

The Global Talent Acquisition and Mobility team maintains close linkages with the Compensation, Benefits, and Learning and Development teams to provide feedback from candidates about Agilent's competitiveness in the marketplace.

Internal recruiters and third-party recruiting partners are trained in our processes and standards so that all candidates are evaluated using the same metrics, standards, policies, practices, and guidelines.

## Diverse Recruiting

Recruiters receive education on the priority Agilent places on attracting diverse talent and maintaining an inclusive environment. Managers are similarly educated on their role in inclusive recruiting, such as the importance of assembling diverse interview panels so that candidates can see themselves at Agilent. Managers are also asked to create structured rubrics and concrete scoring guides to ensure a standardized and objective approach to the interview process.

**A variety of tools and resources are used to facilitate inclusivity during recruiting, such as:**

- Inclusive recruiting tool used by all recruiters throughout the process
- Software that replaces language that can be associated with unconscious bias related to gender, age, and ability
- Manager toolkits with information and resources on diverse interview pools, slates, and panels

A pipeline to diverse talent is mission-critical to our success at Agilent. Gender diversity is a worldwide focus for recruiting, while other types of targeted recruiting vary by country.

For example, to invest and support our STEM pipeline in the U.S., we have developed long-term relationships with Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs). We post our open positions and hold virtual recruiting events through [HBCU Connect](#), the largest social network for students and alumni of HBCUs. In addition to having partnerships with individual institutions, we also work closely with our employee network groups (ENGs) to reach diverse talent through their members and personal networks.

To assess the effectiveness of our recruiting efforts, we analyze data related to diversity hiring versus availability. We review attrition and retention percentages by demographic and the selection process for formal development programming. We also track social media reach.

## Agilent Foundation Support for Diversity in STEM

The Agilent Foundation continued building our partnership with Delaware State University (DSU), hosting with the Agilent Council of Black Employees a “DSU Day” at our Little Falls site for 34 students from DSU, including 17 that are fully funded by Agilent’s scholarship program. The students were treated to a full day of activities that included lab tours, panel discussions, and networking opportunities. The day also kicked off the mentorship program with DSU by pairing Agilent mentors, who can provide academic and career guidance to the students.



Our engagement with and funding of nonprofit education organizations are helping more women and underrepresented students pursue studies in STEM disciplines. Below are some of the grants from the Agilent Foundation that funded such programs around the world:

<b>Delaware State University</b>	Improving academic outcomes and career prospects for underrepresented students	<b>\$1,500,000</b>
<b>Musana Community Development Organization</b>	Supporting STEM labs at a vocational high school in Uganda	<b>\$25,000</b>
<b>St. Vrain Valley School District</b>	Supporting STEM education for diverse students	<b>\$25,000</b>
<b>The Tech Interactive</b>	Making STEM activities accessible to students from disadvantaged communities	<b>\$25,000</b>
<b>San Jose Public Library Foundation</b>	Increasing digital literacy and interest in STEM fields of study among underrepresented youth	<b>\$25,000</b>
<b>NVOLVE</b>	Mentoring to support women in STEM	<b>\$24,700</b>
<b>NatsuGaku</b>	Providing STEM education and career camp for teenage girls in Japan	<b>\$20,000</b>
<b>eCLOSE Institute</b>	Improving diversity in laboratory training for teachers and students	<b>\$20,000</b>
<b>Junior Achievement of Northern California</b>	Education for underrepresented high school youth with particular emphasis on STEM careers	<b>\$10,000</b>

Additionally, Agilent’s support of Institut des Hautes Études Scientifiques (IHES), an advanced mathematics and theoretical physics research institute in Paris, continued to yield positive results by supporting women researchers, panel discussions on women in STEM, and networking opportunities for women scientists. The organization also holds a seat on the prestigious Presidential Council for Science in France.

## Total Rewards

Our compensation approach is focused on ensuring all employees are compensated fairly and have the opportunity to participate in the company's financial success. We support financial well-being through competitive base salaries and a range of incentives, including employee equity-ownership, bonuses, and other variable pay. We apply our approach globally to all jobs at all locations including hourly labor, professional, and management roles. We benchmark our pay programs annually using a mix of local and global compensation surveys to ensure we remain competitive.

Central to our compensation philosophy is the link between pay and performance. The One Agilent Bonus rewards employees with variable pay dependent on the achievement of corporate performance goals. In addition to this companywide bonus, we offer individual performance bonuses for outstanding contributions. Eligible employees may participate in the Employee Stock Purchase Plan (ESPP), which allows purchases of company shares at a discounted rate, providing an opportunity for long-term financial growth.

Our executives are compensated in the same manner, with an emphasis on aligning their pay to stockholder interests, short and long-term business strategies, and superior earnings-per-share growth. A majority of executive compensation is tied to performance-based, long-term equity awards and annual cash incentives. Our practices also include robust stock ownership guidelines, mandatory holding periods for certain awards, and policies regarding recoupment, anti-hedging, and pledging, among others.

Our Total Rewards package includes comprehensive health care benefits, retirement programs, and services such as employee assistance programs, employee discounts, and length-of-service awards. Agilent also offers a range of wellness programs from fitness centers and outdoor athletic facilities to nutritional guidance and mental health resources.

Flexible time off, flexible schedules, telecommuting, and company-sponsored activities are some of the ways we help to demonstrate our commitment to work-life balance. We have developed a flexible workplace program designed to promote engaged work sites where employees come together to innovate and collaborate, while maintaining the flexibility to work remotely as needed to attend to personal needs.

We also provide all Agilent employees with six days per year of paid volunteer time off, pro-rated for part-time employees, to volunteer for causes that are important to them. Learn more about our employee matching gift and volunteer programs in the [Employee Engagement](#) section of this report.

## Retention

We monitor turnover trends along with other metrics and are proud that our attrition rates regularly track below market averages. To ensure we quickly identify trends, we use exit interviews to inform our efforts across the employee lifecycle and will review all relevant data when we see attrition rising to ensure we take swift and appropriate action to address any underlying reasons for the trend.

## Turnover Metrics

	2021	2022	2023
<b>Voluntary Turnover</b>	7.2%	8.1%	5.2%
<b>Involuntary Turnover</b>	0.9%	1.2%	1.6%
<b>Total Turnover</b>	8.1%	9.2%	6.8%

In addition, our Global Talent team helps to attract and retain top talent by encouraging and enabling internal mobility. An internal job board with all open positions is available to employees globally. Thirty-three percent of our positions are filled by internal employees who are looking for opportunities to grow their careers at Agilent.

We also track metrics that provide insights into the quality of our employee experience, including:

**5%**

of our global hires are former employees

**30%**

of new hires come through employee referrals

**85%**

of individuals who leave Agilent would recommend Agilent to a friend

## Transition Assistance

Agilent manages its headcount carefully; however, when market conditions and business decisions require that we rebalance our workforce, we provide assistance to impacted employees to ease their transition. Our Workforce Management Program provides temporary income replacement in the form of severance benefits and access to career transition services.

## Talent Development

Our talent development program is critical to Agilent's success and important to our attraction, retention, and growth of all employees. Our Global Human Resources executive team meets regularly with company officers and Business HR leaders to validate the talent development strategy and gather input on business learning and development needs, gaps, and potential solutions.

We prioritize our learning and development investments around critical capabilities and skills needed for the roles of today and the jobs of tomorrow. The HR team provides the strategy, resources, and tools for talent development; in turn, Agilent leaders invest in the development and growth of their teams. This drives retention, helps employees achieve their ambitions, and enables our company to deliver results.

Core training programs are required of all employees and leaders. This foundation of learning ensures all employees and leaders have the same baseline knowledge and skills to achieve at Agilent.

Our culture of continuous development instills in our employees the behaviors that bring our values to life. We encourage our people to stay abreast of current research and technology, while enhancing their existing skills. We also place special emphasis on training managers at all levels to effectively communicate, mentor, and reinforce our values and culture.

In the past year, each of our employees completed an average of 31 hours of training.

Our commitment to excellence in training is exemplified by our partnerships with leading educational and training institutions. These collaborations are designed to ensure that the rigor of our training programs are relevant and provide our employees with a learning experience that is both challenging and directly applicable to their professional growth. Together with our learning partners, we are dedicated to fostering a culture of continuous learning and innovation.

## Learning Management

The Learning and Development Governance Board at Agilent makes sure our learning strategy is aligned to Agilent's business strategy. The Board comprises members from major business areas and functions, and meets regularly to coordinate and collaborate on management of the program to ensure we're applying best practices and pinpointing areas for improvement and refinement. For example, last year we took a variety of steps to make the learning management system even more user friendly and seamless, saving employees time while optimizing their learning experience.



## Training and Professional Development Programs

Agilent employees can take courses on topics to excel in their current position or to develop skills for other positions. Many of our employees have long and varied careers at Agilent, thanks in part to our comprehensive set of education and training offerings. Programs are offered in a variety of formats: face-to-face classroom experiences, on-the-job learning, virtual classroom events, and self-paced online courses.

Our development program begins with **onboarding**. The onboarding program at Agilent is designed to provide new employees with a welcoming and comprehensive introduction to our business operations, organization, and culture. It lays the foundation for a successful and fulfilling career with Agilent.

**Our leadership program** is designed to build critical skills in communication, decision-making, and strategic thinking. We provide formal learning programs and educational resources such as business journals, mentoring, coaching, and online forums for sharing best practices. Together, these resources enable our leaders to be more effective by developing new behaviors and approaches, strengthening their current capabilities, and directing their future growth.

Through our Developing@Agilent portal, Agilent provides a comprehensive range of **professional development and training resources** for all employees—including videos, guided online activities, and classes—that align with our daily work and Agilent’s expectations, and provide the

tools employees need to follow their desired career path. Our job-specific development portals include all resources for sales, marketing, customer service, finance, and order fulfillment and supply chain management.

Employees can access our Educational Assistance Program for financial and other assistance to pursue external academic classes or degree programs relevant to Agilent’s business needs. They can also take advantage of our partnerships with major universities to enroll in a distance learning degree program.

When it comes to **performance enablement**, we encourage our managers to champion employees’ career development by guiding them, exploring options, and driving action as they work to achieve their development goals. We ask managers to have conversations with their direct reports that facilitate insights and awareness, explore possibilities and opportunities, inspire responses that drive employee-owned action, and generate feedback.

Goal setting directly aligns each employee’s work to the organization’s strategic priorities and initiatives. Employees develop and initiate conversation with their manager around goals, resulting in a greater sense of ownership and engagement in goal progress and achievement.

Managers are also expected to work with their team members to create development goals and plans, using a consistent approach and holding the view that everyone on their team can reach their full potential. Managers meet with team members to align on development for their current role and career aspirations.

**Employee engagement** at Agilent is key to creating a positive and fulfilling employee experience and a work environment that fosters employee satisfaction, collaboration, productivity, and retention.

Engagement surveys are a valuable tool used to hear from our constituents and incorporate their feedback into programming, events, development opportunities, best practices, and culture.

The survey provides valuable insights into the organization’s strengths and areas that need improvement. It provides functional, business, and regional leaders at various levels with data on how they compare against the average within our organization and with other comparable companies.

Our participation rate was 85%, and 89% of participating employees indicated that Agilent is a Great Place to Work. Additionally, Agilent received an overall positive average score of 85%, only one point below the 86% average score of the world’s top 25 companies. Agilent’s top strengths include a high level of trust in management, recognition of honest mistakes as a part of doing business, and the ability for employees to take time off work when needed.

Each year the CEO shares the survey results with all employees, and division leaders provide additional details to their teams. Managers work with their teams to create an action plan to continuously improve on the results throughout the year. At the corporate level, we review processes, operations, and other systems to see how we can further improve. For example, in early 2024 we launched a

mentorship program across the company after receiving positive results from an earlier pilot project.

### Engaging with Leadership

One way we strengthen employees’ connection to our mission and values is through regular conversations with leaders. For example, Agilent’s CEO hosts annual town halls where employees can ask questions and share their thoughts and concerns, providing a platform for open communication and engagement between employees and leadership. Additionally, all leaders hold quarterly interactive meetings where they engage with employees in a more informal setting.



## Engaging Through Giving and Volunteerism

The Agilent Foundation encourages and honors Agilent employee philanthropic engagement by matching their contributions up to \$25,000 per year to a wide range of local, national, and international charities through the Benevity giving platform. Agilent's global matching gift program provides no minimum donation requirements.

Last year, 2,588 employees supported over 2,981 causes. Annual contributions for the program totaled \$4.3 million, of which the Agilent Foundation contributed \$2.3 million.

Approximately \$406,000 of the Foundation's contribution includes funds donated through our "Dollars for Doers" program, in which employees who volunteer during non-work hours can earn a credit of \$25 per hour that they can donate to an eligible cause of their choice.

All employees are also eligible for six days of paid volunteer time off per year. Our volunteer programs encourage employees to get involved in their communities and make a positive impact, fostering a sense of engagement and fulfillment that goes beyond material compensation and benefits, and offering a sense of greater purpose.

In 2023, 1,965 employees volunteered 42,134 hours. Among employees volunteering on their own time, we saw a 55% increase in hours volunteered and a 44% increase in volunteers over the previous year.

We are proud to share a few examples that illustrate the many ways Agilent employees use our program to give back to the community.



Team members organized and hosted a Volunteer Fair where employees discovered local volunteer opportunities. Each organization was hosted by an Agilent worker who volunteers and feels passionate about their cause. Around 200 people attended the event, in addition to one gigantic black rabbit, two fluffy bunnies, and three sweet guinea pigs.



25 Agilent employees from our Santa Clara headquarters spent a day packing food for Second Harvest, a nonprofit that serves families in need throughout the San Francisco Bay Area. Employees volunteer in large groups for the organization every six months. It's a time to give back, bond over a shared cause, and help those in our community.



21 Agilent volunteers drove 172 miles to a rural junior high school in southwest China to inspire students to pursue their science dreams. About 90% of the 300 students are so-called left-behind children whose parents have moved to a city for work, leaving them to live with grandparents or other relatives. Agilent employees conducted science experiments, played games and music, and shared career advice with the students to show how much they care.





Individual employees also volunteer their time toward causes important to them. Steffen from our facility in Waldbronn, Germany, completed 1.5 years of training to become certified as a professional clown to bring joy to residents of nursing homes.

He and his clown troupe—they always perform in pairs—go to great lengths to help the residents feel special, many of whom experience isolation, ailing health, and dementia. They sing traditional songs from their era, they dance and play instruments, and connect with jokes and humor.



They engage their senses to elicit happy but long forgotten memories. For example, they brought a potted plant to an avid gardener, a mossy piece of damp wood to someone who loved hiking in the forest, and fresh wood shavings to a former carpenter.

When the troupe has completed their visit, the residents—and workers of the nursing home—are livelier and happier than before. Every two weeks, they visit the same residents again to continue spreading kindness and joy.



Last year, a group of employees across divisions worked together to coordinate donations of lab equipment, including three high-performance liquid chromatography (HPLC) systems and associated software, to researchers in Ghana, Nigeria, Tanzania, and Zimbabwe. The group works together throughout the year to identify systems that may be well suited for donation.

The systems are then sent to Seeding Labs, a nonprofit that directs those donations to a network of research institutions in developing countries with the greatest needs. Since 2021, we've donated 198 items to 17 university departments in seven developing countries.

The Agilent Foundation also donated \$25,000 to Seeding Labs to build scientific infrastructure in developing countries. It ties into the Foundation's mission of supporting STEM education and improving health and environmental issues in lower-income countries.

## Diversity and Inclusion

The Agilent Diversity Office is based within the global Human Resources function and reports to the chief human resources officer. Diversity and inclusion are strategic priorities within Agilent’s business plan and are guided by five pillars:

### Attract

Identify and hire diverse talent

### Retain

Build inclusive teams and support the employee experience

### Engage

Cultivate a sense of organizational belonging

### Develop

Introduce inclusive leadership and develop cultural competence

### Highlight

Give diverse talent access and visibility to leaders

The D&I strategy is informed by data with clearly defined and communicated objectives. Agilent has three legacy metrics: representation of women in leadership, annual engagement survey results, and gender pay equity. We recently expanded the dashboard to include hiring, attrition, and promotion.

Additionally, Agilent’s diversity and inclusion efforts are tied not only to our organization’s values but also to leadership expectations of how we manage people and build connection and belonging across all dimensions of identity.

## D&I Governance

In support of the strategic pillars, the Diversity Office developed a formal governance model to further integrate D&I into all activities and provide a structure for feedback from and participation by executive leaders and employees across the company.

The model is comprised of the Executive D&I Council and the Employee Network Group (ENG) Board to drive alignment to the enterprise D&I strategy and to provide a platform for sharing best practices, setting goals, and collaborating.

The Executive D&I council comprises 14 executive and senior staff members, as well as two employee-network group representatives. All members are appointed by the CEO and selected to ensure diversity of thought and perspective that spans all businesses, functions, geographies, roles, and demographics. The council’s mission is to embed diversity and inclusion across the enterprise while modeling inclusive leadership.

Our employee-network groups ensure we see and hear firsthand how underrepresented groups experience the company and what resources could benefit the community. Agilent has a full palette of ENG’s and also several affinity groups—organizations in which members are linked by a common interest rather than a demographic. These groups are another way we collect the “voice of the employee” and foster a sense of belonging.

Globally, we have D&I liaisons from Country HR who design and deploy programming that resonates locally. Those efforts are calibrated with the Diversity Office to ensure alignment to our enterprise strategy, but they remain rooted in local dimensions of identity that are underrepresented and/or marginalized. The geographic liaisons meet regularly as a group, and also one-on-one with the Diversity Office to calibrate calendars, discuss compliance requirements, and explore opportunities to partner on events and activities.

### Training and Accountability

Every leader is responsible for proactively representing and developing a diverse pipeline, as well as integrating D&I into their business and management practices. The Diversity Office provides support and a toolkit of resources to leaders. The approach is consistent across our global operations, but tactics are customized for each local region.

Leaders and managers at Agilent must take an in-depth course on unconscious bias before they can undertake any people leader responsibilities. They can also participate in robust D&I learning paths including Level Up: Inclusive Leadership, Allyship in Action, Emerging Leader Program (with a D&I component), Gender Affirmation, and Inclusive Language.

Level Up is our program to develop inclusive leadership skills across the company. It is a curated learning path for leaders that is self-driven and easy to incorporate into a busy day. We piloted the program in early 2023 with more than 2,000 people leaders; the feedback was so positive that we are extending the program in 2024 with additional resources and enhanced communication tools. Level Up teaches participants how to develop a growth mindset, provide inclusive feedback, understand diverse cultures, and more. Participants also receive access to a multidimensional leadership library, and multiple one-page, interactive leadership briefs to be used with their teams.

## Allyship in Action

The Allyship in Action program, a cohort-based, interactive learning experience, was piloted in the U.S. in 2022 and launched globally in 2023. With 32 cohorts completing the multi-week program, leaders across the organization were charged with growing their networks and expanding their view of the world by doing the following:

**Learning** the skills and behaviors associated with allyship.

**Reflecting** on their roles as potential, emerging, or active allies.

**Listening** to the experiences and perspectives of others.

**Sharing** their experiences and perspectives.

**Applying** what they’ve learned.

Leaders were asked to take a pre- and post-assessment for Levels 1 and 2 of the program. [The results are below:](#)

Level	Assessment	Average Score
Level 1	Pre-Assessment	74%
Level 1	Post-Assessment	92% (18 percentage point improvement)
Level 2	Pre-Assessment	66%
Level 2	Post-Assessment	83% (17 percentage point improvement)

We updated our D&I SharePoint site in 2023 to add a wide range of tools and resources for all employees. The site has sections dedicated to resources for leaders and HR. The materials are identity-based and include topics around cultural competence, allyship, inclusive leadership, feedback across difference, as well as many other relevant D&I topics.

In 2024 we will again refresh the site with new tools and resources as well as add an expanded metrics tab so leaders and employees can easily see our progress against the enterprise metrics. We will also add a tab for our geography-based D&I efforts.

## Employee-Network Groups

Our employee-network groups (ENGs) bring together employees who share a dimension of identity. Run by employees, with direct support from CEO staff, the groups serve their members and allies through career panels, networking events, lectures featuring executives and special guests, and opportunities for professional development. Last year, ENGs held a variety of impactful events, including celebrations of cultural heritage observances, discussions about cultural fluency and awareness, and approaches to breaking the glass ceiling. Agilent has seven ENGs: Asian Pacific Islander (API), Veterans (AVETS), Council of Black Employees (CoBE), Hispanic and Latino employees (La Chispa), LGBTQ+ employees (Rainbow Spark), Women@Agilent, and Society of Women Engineers at Agilent.

## Measuring Our Progress

The Agilent Diversity Office measures our D&I performance through (1) the number of women in leadership roles; (2) Black, Indigenous, and/or women of color (BIWOC), (3) pay equity by gender, and (4) the results of our annual all-employee survey. This gives us greater visibility as to the intersection of gender and race/ethnicity, helping us better manage our pipeline development efforts.

## Global Gender Pay Equity

Employee Category	2021	2022	2023
Non-technical	1.0	1.0	1.0
Technical	1.0	1.0	1.0
Senior leaders	1.0	1.0	1.0

## Women in Leadership (AVP+)

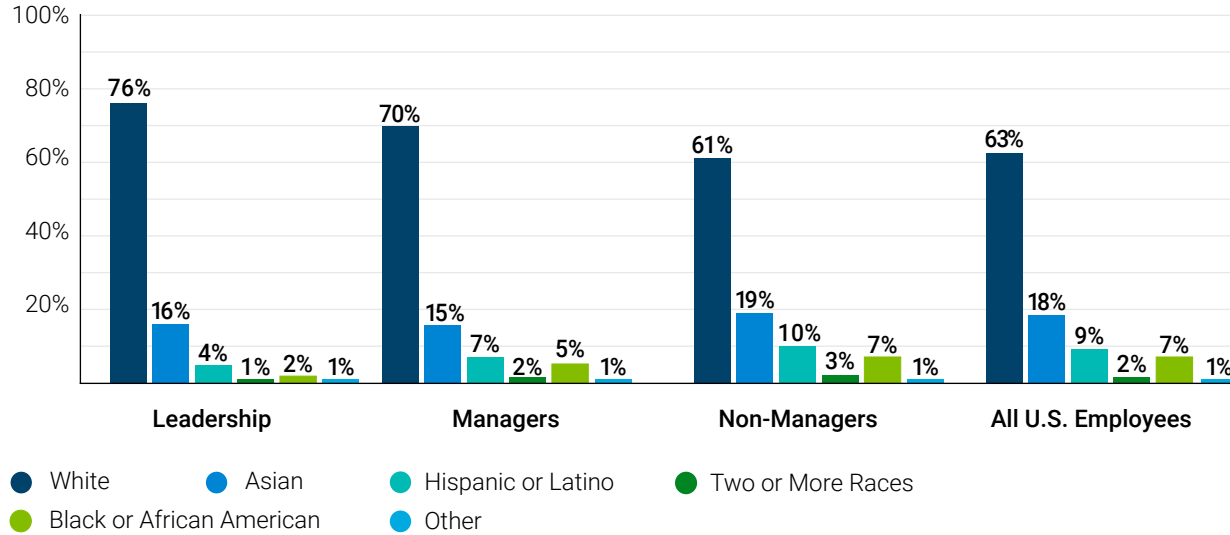
Employee Category	2021	2022	2023
Global Women	30%	30%	30%
BIWOC Leaders (U.S. Only)	9.5%	10.4%	11.4%

## Employee Engagement Survey

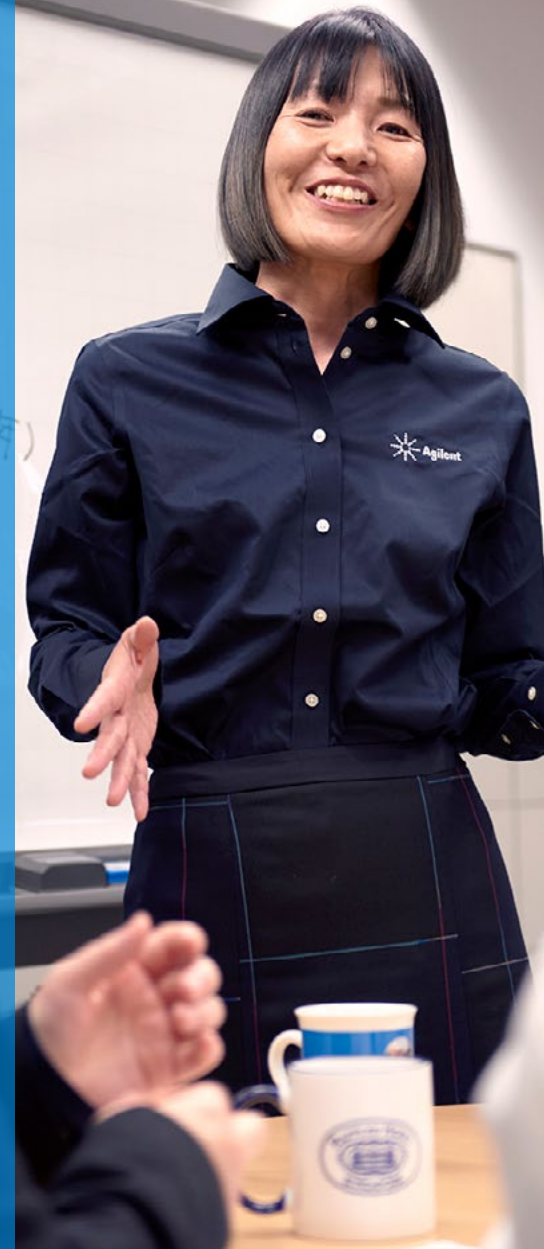
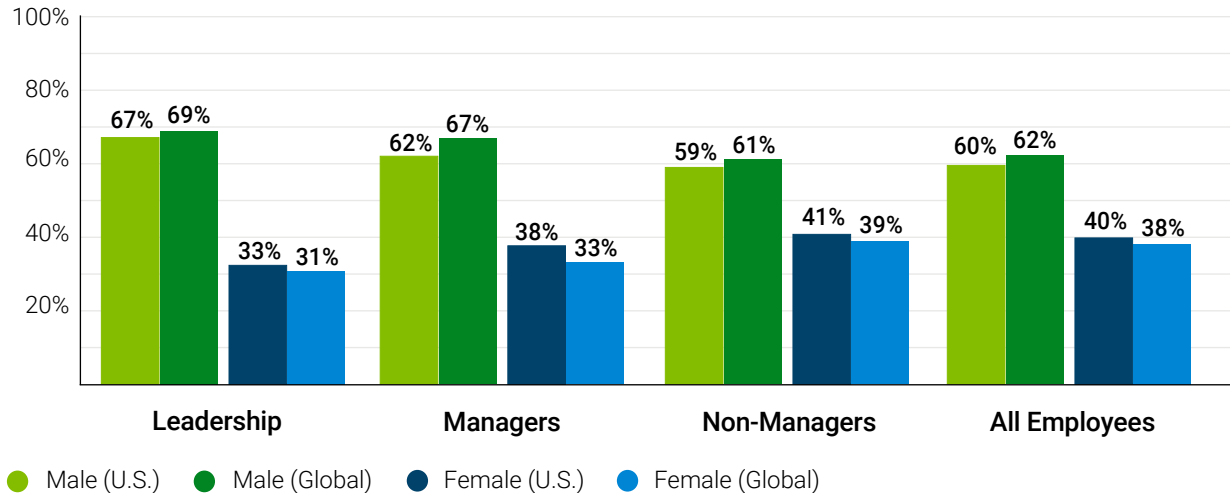
Our annual employee survey administered by the Great Place to Work Institute also gives us important insights into the employee experience. Among its many benefits, the survey provides detailed demographic data, as well as comparative data for other best-in-class organizations.

Our employee engagement survey includes five questions that comprise what we call our Diversity and Inclusion Index. We aim for scores of at least 80% on each question, across all demographics, locations, businesses, and functions. Our 2022 D&I Index scores using the Great Place to Work survey questions were 90% favorable, while our 2021 D&I index scores using Agilent's internal leadership survey were 88% favorable.

## 2023 Representation: Race/Ethnicity (U.S. Only)



## 2023 Global Representation: Gender



# Supply Chain Policies and Practices

## ESG Standards and Compliance for Suppliers

Agilent collaborates with thousands of suppliers of goods and services around the world—our relationships with suppliers are of great strategic importance. We expect our suppliers to act with uncompromising integrity and follow all appropriate global and regional laws and regulations. We partner with our suppliers to ensure they operate sustainably, responsibly, and transparently in accordance with the same standards we require of ourselves.

We prize long-term working relationships with our suppliers through mutual performance expectations and measures, performance feedback, and performance improvement plans.

Agilent's [Supplier Code of Conduct](#) outlines requirements we expect suppliers to follow. Agilent Procurement works with its functional partners to ensure all the appropriate laws and regulations are encapsulated within the Code of Conduct, which is reviewed and updated annually. Suppliers must be able to comply with our policies and standards outlined in the Code, including those related to:

Quality

Regulatory

Environment and Sustainability

Health and Safety

Human Rights and Employment Practices

Anti-Corruption and Anti-Bribery

Supply Chain Security

Privacy and IT Security

Agilent's Standards of Business Conduct clarifies the extension of our values to our suppliers—we will not establish or maintain a business relationship with a supplier if we believe that its practices violate local laws or basic international principles relating to labor standards, environmental protection, and ethical conduct.

Suppliers must also adhere to our General Specification for the Environment (GSE), which outlines the requirements for purchased parts, components, materials, and products incorporated into Agilent products. These requirements represent restrictions imposed on Agilent's end products, which may be different than those imposed on the individual parts and components, and in some cases, exceed regulatory requirements. These requirements cover environmental requirements related to product content, packaging, product labeling and marketing, and chemical registration, among others, as well as content and substance restrictions.

We continually monitor and evaluate the status of various ESG issues and impacts around the world that may be relevant to our business, assessing potential changes to risks in our supply chain and new or enhanced laws and regulations. This information is used to ensure our supplier requirements are current, appropriate actions to detect and mitigate risks are being taken, and our employee training is updated accordingly.

**More details about our supplier requirements can be found on the [supplier section of Agilent.com](#). Additionally, read more about [how we protect the environment through our supply chain](#).**

## Supplier Onboarding, Assessment and Audits

Agilent is committed to sourcing from organizations that share our values around human rights, ethics, product quality and safety, and environmental responsibility. New suppliers are identified, evaluated, and selected based on their ability to meet pre-defined requirements and provide the best overall value to Agilent. During the onboarding process, suppliers are provided Agilent's [Supplier Code of Conduct](#), which communicates our expectation regarding compliance with our requirements.

Communicating our ESG expectations is just the first step. Once selected, new suppliers exceeding estimated annual spend thresholds and/or belonging to certain industry sectors are invited to access our supplier portal and complete an assessment questionnaire regarding the supplier's financial performance, legal and regulatory compliance, and sustainability practices. Responses are evaluated to ensure suppliers can meet our requirements and align with our values.

Using a risk-based approach, Agilent conducts an annual Supplier Compliance Assessment to ensure suppliers are meeting the requirements and expectations outlined in our Supplier Code of Conduct. Suppliers are identified based on criteria including strategic importance to Agilent, spend, industry sector, country, and other relevant criteria. After suppliers complete a compliance assessment

questionnaire, responses are analyzed and suppliers are assigned a risk level. Risk mitigation steps are defined for any supplier identified as high or medium risk and may include an on-site audit conducted by a third party partner. Non-conformances identified during an audit require a remediation plan and are re-audited upon completion of remediation.

Suppliers are re-evaluated based on the above segmentation and regulatory or other requirements. In 2023, we assessed over 500 suppliers, accounting for a large majority of our spend.

Last year, Agilent piloted a new digital platform that simplifies and automates the assessment process to help us manage assessments and mitigation measures across a wide base of suppliers. This enhances our agility and enables us to meet rapidly changing regulations globally. In addition to assessments, we conduct Supplier Relationship Management (SRM) reviews with our strategic suppliers. SRM reviews are designed to evaluate KPIs, enhance innovation and collaboration, and promote discussion of other relevant topics that strengthen the relationship.

## Employee Training on Procurement Topics

**All Agilent employees are required to participate in annual Standards of Business Conduct training, which outlines expectations for dealing with customers and suppliers and conduct in the workplace. Procurement professionals are also required to take Supplier Code of Conduct training annually. Other courses are reviewed and rolled out for Procurement professionals as required:**

- Protecting Trade Secrets
- Financial Fraud Prevention
- Social Networking-Engage Responsibility
- Eliminating Forced Labor, Slavery, and Human Trafficking from the Global Supply Chain
- Understanding the Foreign Corrupt Practices Act
- Global Corruption and Bribery-What You Need to Know
- Sustainability

In addition to internally developed training, Procurement professionals participate in advisory council webinars, roundtables, and panel discussions enhancing their knowledge both internally and with external industry groups.

## Supplier Diversity

**In addition to Agilent's existing Small Business Program, our Supplier Diversity Program aims to increase procurement of goods and services from diverse suppliers. To accomplish this, we have developed a three-year plan:**

- Actively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services.
- Ensuring the inclusion of diverse suppliers as part of our strategic sourcing and procurement process.
- Communicating the value of supplier diversity to internal stakeholders.
- Training our Procurement professionals.

Our Procurement teams continue to create broader internal awareness of supplier diversity and its benefits. Each year we promote supplier diversity by engaging with functional VPs and their staff, meeting with employee networking groups, conducting "think tank" sessions with our procurement teams, and including enterprise communications in Agilent's employee newsletter.

Agilent's 2023 spend with certified U.S. diverse suppliers was \$85.5 million which represents 6.4% of Agilent's U.S. spend. Fifty-seven percent of U.S. request for proposals included one or more diverse suppliers. Building on our 2022 pilot, we successfully launched Tier 2 diverse spend reporting in 2023 with 7 suppliers.

In 2024, we will continue to focus on growing spend with diverse suppliers. We will

accomplish this by continuing to educate our procurement teams on supplier diversity, and by presenting business partners with opportunities to consider new diverse suppliers or increase the scope of services with existing diverse suppliers.

## Human Rights and Labor Protections

Agilent's core values and culture reflect a commitment to ethical business practices and good corporate citizenship wherever we operate in the world. This includes a commitment to ensuring there is no modern day slavery or human trafficking in our supply chains or in any part of our businesses.

As a company, we acknowledge and respect the fundamental principles contained in the Universal Declaration of Human Rights, and our policies and practices reflect our commitment to promote human rights within the company's sphere of influence. We are committed to sourcing components and materials from organizations that share our values, and do not knowingly conduct business with any individual or company that participates in the exploitation of children, physical punishment, forced labor, or human trafficking.

Agilent sources components and assemblies for our products from suppliers around the world, each with its own laws and regulations. We expect our suppliers to comply with all applicable labor laws, rules, and regulations, including but not limited to all laws forbidding the solicitation, facilitation, or any other use of slavery, child labor, or human trafficking. Suppliers are expected to have a human

rights policy, procedures, or practices that align or exceed the United Nations Universal Declaration of Human Rights, International Labour Organization Convention, with policies and procedures covering all country-specific modern slavery acts in which they operate.

Our Supplier Code of Conduct requires our suppliers to support and promote fundamental human rights and worker protections. Our supplier compliance assessments include questions on human rights and employment practices, with responses to these questions factored into assigning of risk levels and determining need for further actions such as an onsite audit.

There are new laws regarding eliminating slavery and forced labor in our supply chains each year. We continually monitor these laws and update our requirements to match. Additional evaluations are being added to make sure we meet the requirements.

Agilent expects suppliers to provide conflict-free materials that have not originated in the Democratic Republic of the Congo or adjoining countries. We expect suppliers to adopt policies and management systems with respect to conflict minerals to ensure conflict-free supply chains. Agilent supports the goal of ending violence, human rights violations, and environmental devastation in the covered countries and is committed to complying with all applicable requirements under the U.S. Dodd-Frank Act Conflict Minerals Rule.

**More information about our supplier human rights requirements and [Conflict Minerals policy](#) can be found on our website.**



# Occupational Health and Safety

As part of our mission to advance the quality of life, protecting the health and safety of our employees, contractors, customers, and communities is a top priority. Agilent's EHS policy outlines a fundamental corporate commitment to providing healthy and safe work environments and processes that enable our people to work injury and illness free while operating in an environmentally responsible manner. We ensure managers and employees are trained and accountable for preventing work-related injuries and provide wellness programs that contribute to the productivity, health, and well-being of employees.

## OHS Management System

The EHSMS is aligned to ISO 45001, with our site in Beijing having external certification. Occupational health and safety (OHS) documents are used by Agilent personnel and contractors responsible for implementing appropriate programs at all organizational levels, including global, business, region, country, geography, and site.

All Agilent sites are required to comply with regulations and Agilent's EHS standards and are subject to regular internal audits and program assessments. Agilent's staff of EHS professionals conduct and oversee risk assessments of operations, including all new or changed operations and exposures, to identify hazards and determine appropriate controls in accordance with regulations and industry best practices. Hazard assessments

are also conducted at customer sites where Agilent employees may travel for installation, calibration, or service of Agilent's laboratory analytical equipment.

New employee orientation and training includes instruction to report hazards and circumstances they consider potentially unsafe. Employees are instructed to refuse work or remove themselves from work environments that they perceive to be unsafe and report their concerns and the circumstances to their manager who then initiates appropriate corrective and preventative action (CAPA) and involves EHS, as necessary.

CAPAs are also developed based on an evaluation of results from risk assessments, inspections, program reviews, and accident investigations. Internal and external EHS audits along with periodic management reviews supplement the ongoing continuous improvement processes. Data developed from EHS training and CAPAs are monitored quarterly and reviewed with executive management semi-annually.

## Safety Emphasis Areas

### Chemical Management

Operations pursue improvements to reduce chemical usage and provide engineering and administrative controls to minimize the risks and impacts associated with chemical usage. Effective processes, controls, and documentation are in place. Professional EHS staff formally review new chemical use and complete exposure assessments. Regular training is conducted for affected personnel. Action Levels are set at 50% of regulatory exposure limits. Agilent's main manufacturing

and R&D sites are ISO 14001:2015 certified with chemical management being a principal element in the ISO 14001 requirements. Initiatives on sustainability include chemical management areas and are an integral part of Agilent's continual improvement efforts.

Our research and development, manufacturing, and distribution operations involve the use of hazardous substances and are regulated under international, federal, state, and local laws governing health and safety and the environment. We apply strict standards for protection of the environment and occupational health and safety to sites inside and outside the U.S., even if not subject to regulation imposed by foreign governments.

### Ergonomics

Office ergonomics and manual material handling represent a significant exposure area. Concerted efforts have been and continue to be made to provide optimal office ergonomics equipment and configurations, including work from home. Training and assessments are required for computer use of more than two hours per day. Assessments are also required for manual material handling tasks and training is provided for personnel with those exposures. A Certified Professional Ergonomist oversees our ergonomic program development, with sites tailoring specific elements to best fit their exposures.

## Safety Culture

A significant factor in Agilent’s safety performance is the organizational culture that places a high level of importance on safety. This culture has grown over years of building our safety processes as part of continuous improvement. The focus on safety is reflected in the planning, design, and implementation of safe work methods, facilities, and equipment. Employees are actively engaged in improving our processes.

All employees receive a safety orientation when hired. Managers and EHS staff complete a Training Needs Assessment for their teams and are responsible for employee EHS training.

EHS training is typically provided through classroom instruction, online courses, written procedures, and on-the-job training. A suite of online exposure-specific safety training courses such as Hazard Communication and Chemical Safety, Safe Lifting, PPE, and Managers’ EHS Responsibilities is maintained in our Learning Management System.

Health and Safety committees are an integral part of EHS processes at our sites and help drive continuous improvement in support of our ISO certifications and EHSMS. Approximately 75% of the total workforce is represented in formal joint management-worker health and safety committees.

As required on a country level, health and safety topics are included for discussion with local worker councils or trade unions.

Workers are encouraged to provide ideas and suggestions for further improvement in our

EHS processes. All employees and directly supervised non-Agilent workers receive safety indoctrination as part of the onboarding process. Periodic communications and exposure-specific safety and health training and refresher training are provided depending on job roles/exposures. Personnel understand the importance of and expectations for safety in all operations, which is an integral part of the organization’s culture.

## OHS Programs

Agilent offers numerous programs and educational opportunities aimed at managing the health, safety, and well-being of employees, their families, and community members. The Agilent Human Resources and Benefits organizations provide comprehensive health care plans and other benefits to employee and family members that assist in managing their personal, medical, and other health and wellness needs. These plans include counseling services and risk-based health coaching.

Some of the occupational health services and activities provided by the EHS team, or in partnership with the HR team, include injury prevention education, ergonomic “playbook” resource for home workstation assessments, care for work-related injuries and illnesses, hearing conservation program, respiratory protection program, wellness activities, and site fitness centers.

## Metrics: OHS

Work-related incidents are investigated by managers and EHS staff to identify causes. Correctives are developed using the hierarchy of controls and Agilent’s guidance document for incident reporting, investigation, and corrective actions, and are tracked to closure. **Even though work-related injuries of low consequence edged up slightly due to employees returning to the office**, we continued to perform better than the industry benchmark of 1.0 with a rate of 0.31.

Injuries and Fatalities	2021	2022	2023
Number of recordable work-related injuries	65	47	77
Rate of recordable work-related injuries	0.27	0.18	0.31
Number of high-consequence work-related injuries	0	0	0
Rate of high-consequence work-related injuries	0	0	0
Number of fatalities	0	0	0





# Corporate Governance



# Corporate Governance

Agilent’s Board of Directors is committed to sound and effective governance practices that promote long-term stockholder value and strengthen board and management accountability to our shareholders, customers, and other stakeholders.

## Governance practices

Ten of our eleven directors are independent	Annual Board self-assessment process, including peer evaluations
Independent standing Board committees	Majority voting and director resignation policy in uncontested director elections
Strong independent Chairperson	Continued assessment of highly qualified, diverse, and independent candidates for nomination to the Board
Regular meetings of our independent directors without management present	Strong focus on pay-for-performance
Diverse Board with an effective mix of skills, experience, and perspectives	Proactive stockholder engagement
Three new independent directors added during the past five years	Policies prohibiting hedging, short selling, and pledging of our common stock
Varied lengths of Board tenure with an average tenure of nine years	Stock ownership guidelines for executive officers and directors
Proxy access for our stockholders	Robust enterprise risk management approach, overseen by the Board through its Audit and Finance Committee

## Board Committees

Our Board met twelve times in 2023 and held separate meetings for its three standing committees, which include:

The Audit and Finance Committee is responsible for the quality and integrity of our financial reporting, effectiveness of our system of internal controls over financial reporting, and compliance with legal and regulatory requirements, including our Standards of Business Conduct. In 2023, the committee met thirteen times.

The Compensation Committee is responsible for evaluating and approving executive compensation, monitoring and approving our employee benefit offerings, and overseeing the administration of incentive compensation, variable pay, and stock programs.

The Nominating/Corporate Governance Committee is responsible for providing recommendations on Board composition, selecting and evaluating Board members, overseeing the evaluation of Board members and making recommendations to improve the Board’s effectiveness, reviewing the impacts of ESG issues, and overseeing our ESG programs and their alignment with our corporate strategy.

## Board Composition

Our Nominating/Corporate Governance Committee considers a number of factors when evaluating director candidates. Minimum requirements include integrity, experience, judgment, independence, and ability to commit sufficient time and attention to Board activities. In addition, the Committee considers whether a candidate's skills are complementary to the existing Board members' skills. It also considers the diversity of the Board related to factors such as age, race, gender, national origins, experience in technology, manufacturing, finance and marketing, international experience, and culture, as well as the Board's needs for specific operational, management, or other expertise.

The members of our Board have a diversity of experience and a wide variety of backgrounds, skills, qualifications, and viewpoints that strengthen their ability to carry out their oversight role. We regularly review the attributes required of Board members to better facilitate our long-term goals and operational performance, enhance our corporate culture, and promote diversity and inclusion.

We are also mindful of refreshing the Board to ensure it is balanced with newer and more tenured directors. We welcomed a new Board member, Otis Brawley, M.D. in November 2021, shortly following the onboarding of another new member, Mikael Dolsten, M.D., Ph.D. in September 2021.

We annually evaluate the performance of the Board and its committees. The Board believes it is important to assess both its overall performance and the performance of its committees and to solicit and act upon feedback received, where appropriate. As part of the Board's self-assessment process, directors consider assorted topics related to Board composition, structure, effectiveness, and responsibilities, as well as the overall mix of director skills, experience, and backgrounds. From time to time, these evaluations are conducted by an independent third party to refresh the process.

The following matrix illustrates the knowledge, skills, experience, and other diverse characteristics of the directors that serve on our Board.

Category	Anand	Bishop	Brawley	Dolsten	Koh	Kunz	McMullen*	Podolsky	Rataj	Scangos	Wilson
International		✓		✓	✓		✓		✓		✓
Life Sciences/ Healthcare		✓	✓	✓		✓	✓	✓		✓	✓
Technology/ Innovation Strategy	✓		✓	✓	✓			✓	✓	✓	
M&A		✓			✓		✓				✓
Public Company Executive	✓	✓		✓	✓	✓	✓		✓	✓	✓
Accounting/ Finance						✓					✓
Branding/ Marketing	✓								✓		
Regulatory		✓	✓	✓		✓		✓	✓	✓	✓

\*Mike McMullen retired as Agilent's president and CEO on May 1, 2024.

# 2023 Board Diversity

## Gender Diversity

- Male
- Female



## Age Diversity

- <60 years
- 60–70 years
- >70 years



## Board Tenure

- ≤5 years
- 6–10 years
- 11–15 years
- 16–20 years
- >20 years



## Racial/Ethnic Diversity

- Caucasian
- Asian/Pacific Islander
- African American



## Enterprise Risk Management

The Agilent Enterprise Risk Management (ERM) program provides a framework for identifying material risks across the company, determining ownership of the risks, and supporting the creation and maintenance of business continuity plans. It ensures the adequacy of plans across key business flows, including appropriate testing/drills and the availability of a central repository for documentation. If an incident occurs that results in a partial/full implementation of a business continuity plan, the program reviews the key learnings and the effectiveness of the plan and ensures appropriate actions are taken.

### Risk Oversight

The ERM program is managed by our Vice President of Workplace Services who reports directly to our CEO on our progress. Oversight is provided by the Executive Risk Committee, comprised of the CEO staff, which meets twice per year to review progress, evaluate present and emerging risks, and validate that the program has identified the correct principal risk area to focus on.

Our Board engages with management on our strategy, strategic planning process, and business-related priorities as we navigate an evolving industry environment, consider industry trends, our competitive position, technological developments, and stakeholder-related developments relevant to our business. The Board conducts a comprehensive review of the Company's strategic plans

and overall business every year and works with management to evaluate potential opportunities and risks and assess our progress in meeting various strategic goals.

The Board has the ultimate responsibility for, and is actively engaged in, oversight of our risk management, both directly and through its committees. The full Board is kept abreast of risk oversight and other activities of its committees through reports of the committee chairpersons to the full Board during Board meetings. Senior management may also provide risk assessment reports directly to the Board on certain issues.

**The Audit and Finance Committee has primary responsibility for overseeing our enterprise risk management program, which encompasses, among others:**

- The primary risks facing the company and associated risk mitigation measures
- Compliance and regulatory
- Information technology and cybersecurity
- Environmental and sustainability, including climate change
- Business continuity
- Key site and public health risks

The Audit and Finance Committee receives updates from our Vice President of WPS and discusses individual and overall risk areas during its meetings, including our financial risk assessments, risk management policies, and major financial risk exposures and the

steps management has taken to monitor and control such exposures. In addition, the Committee oversees our annual enterprise risk management assessment, reviewing the risks facing the company, including any new or emerging risks that may have risen in prominence during the previous year.

The Compensation Committee oversees risks associated with our compensation policies and practices regarding executive compensation and compensation generally. The Compensation Committee receives reports and discusses whether our compensation policies and practices create risks that are reasonably likely to have a material adverse effect on the company. The Compensation Committee also oversees risks relating to organization talent and culture and human capital management, including diversity and inclusion programs and initiatives.

The Nominating/Corporate Governance Committee oversees the management of risks related to corporate governance matters, including director independence, Board composition and succession and overall Board effectiveness, as well as risks and opportunities associated with ESG matters.

**More information on ESG Governance can be found in the [ESG Approach](#) section.**



## Climate Risk

In fiscal year 2021, we announced our commitment to achieve net-zero greenhouse gas emissions no later than 2050. To achieve these goals, we have also committed to interim greenhouse gas reduction targets. By 2030, we aim to reduce absolute scope 1 and 2 emissions by 50% and scope 3 emissions by at least 30% (with a stretch goal of 40%) from a base year of 2019.

**In addition, we plan to continue to invest in renewable energy and focus on three areas where our carbon footprint is greatest:**

- Purchased goods and services
- Sold products
- Transportation and distribution

As part of our climate action plan, we have established near and long-term emission reduction targets to limit planetary warming to 1.5°C above pre-industrial levels which have been approved by the Science Based Targets initiative (SBTi). To provide investors with meaningful sustainability information, we also announced that we are adopting the Task Force on Climate-related Financial Disclosures (TCFD) recommendations for disclosing climate-related risks, alongside our reporting in accordance with SASB and GRI.

Furthermore, climate change was identified as a key risk in FY 2022 and incorporated into our ERM. This includes failure to meet stakeholder expectations. The impacts of climate change are also reflected through other risks that we monitor within the program and for which we maintain business continuity plans such as loss of key sites and supply chain disruptions.

As part of our ISO 14001 program, a comprehensive Global Environmental Risk Register is maintained and reviewed at least annually by senior management. The risk register review process includes an in-depth consideration of potential internal and external environmental aspects and impacts. Potential risks are evaluated on their inherent impacts, and the overall effectiveness of Agilent's mitigating actions. Any significant residual risk is prioritized, and mitigation is actioned as part of Agilent's strategic environmental governance. For more information, please see our [TCFD Index](#).



## Product Quality and Safety

We maintain policies, procedures, processes, and systems that ensure consistent quality of our products, the protection of the health and safety of customers and patients, and compliance with applicable standards and regulations where our products are marketed.

### Agilent's Quality Policy

Agilent is committed to providing high quality products and services that deliver trusted answers through an unwavering focus on patient safety, fulfilling customer expectations, ensuring regulatory compliance, and fostering a culture of continuous improvement.

Our QMS encompasses all aspects of our business, including design and development, manufacturing, distribution, marketing, service, and support. This system is regularly monitored and updated to ensure it remains adequate, effective, and fully aligned with our company policy. By following and adhering to our QMS, we aim to consistently exceed customer expectations, minimize risks associated with our products and processes, and enhance operational efficiency. We expect the same from our suppliers, partners, and contractors that support our businesses.

We maintain external quality certifications, as relevant and required by jurisdiction. Our enterprise-level ISO 9001 certification covers all our products and services across our sites globally, apart from two locations that maintain site- and product-level ISO 9001 certification. Locations that sell and manufacture medical devices also maintain ISO 13485 certification. Additional details on Agilent's IVDR transition journey and respective certifications are detailed below. Other quality-related certifications we maintain include ISO/IEC 17025-1 for testing and calibration laboratories, ISO 17034 for the production of reference materials, ISO 14001 for environmental management systems, ISO 27001 for information security management systems, and Cyber Essentials certification for protections against cyber threats. Copies of all relevant certifications are publicly available on Agilent's [website](#).

The Global Quality and Regulatory Affairs team ensures that Agilent's overall quality objectives are met, and the company Quality Policy, Quality Manual, and QMS are regularly reviewed and maintained.

Regularly scheduled Quality Management Reviews ensure that all quality-related requirements, including the defined quality objectives, are being met. Identified deficiencies are corrected and monitored to ensure that the One Agilent Quality Management System across the business continues to be effective in meeting Agilent's stated Quality Policy and customer requirements. Quality Management Reviews happen at all relevant levels of the organization, including regular Executive Quality Management Review (EQMR) with Agilent's CEO and the Executive Leadership Team.

## Quality Management

Agilent's Quality Policy sets the foundation of our Quality Management System (QMS), which is designed to fulfill our unwavering commitment to providing safe and high-quality products and services for our customers and patients. Dedication to quality and safety management is a vital component of our mission to provide innovative solutions that contribute to the advancement of science and healthcare.



## Product Safety

The Vigilance (Product Safety) group sits under the Office of the Chief Medical Officer (OCMO) where the voice of the patient is integrated into Agilent's innovative solutions to advance the quality of life. Safety and Vigilance are also integrated into our Quality Policy. Our QMS complies with the U.S. FDA Quality System Regulation, and similar regulations in other jurisdictions that are intended to ensure medical devices are safe and effective for use in clinical settings. Our products used for testing and diagnostics are critical to patient health outcomes, ensuring patients receive an accurate and timely diagnosis and appropriate treatment.

The Head of Vigilance is responsible for setting the strategy, leading our Vigilance organization, and ensuring our vigilance function is robust, well-connected to our businesses, and focused on the safety of patients and users of our instruments. Serving as a key member of the OCMO's executive leadership team, the Head of Vigilance also plays a key governance role as part of Agilent's Safety Board and Risk Governance Board.

**The Vigilance organization collaborates with clinical, medical, quality, and regulatory counterparts and others across the business to provide input and oversight for all safety issues, including review of medical device reporting and any other vigilance issues. In addition, the Vigilance team is responsible for:**

- Developing programs and processes aligned with regulatory requirements in collaboration with other internal functions.
- Aggregating and interpreting reporting and signal detection, and maintaining and updating risk-benefit profiles.
- Ensuring high quality case processing consistent with quality performance metrics.
- Participating in audits with Health Authorities and Notified Bodies.

Agilent takes patient safety seriously and the OCMO group increases the profile of the patient impact as Agilent moves further into healthcare. We create proactive risk assessments with medical overview in diagnostic products.

**To ensure compliance to health authorities globally, we adhere to the following vigilance regulations, among others:**

- IVDR EU 2017/746 European Union In-vitro Medical Device Regulation
- FDA 21 CFR Part 803 U.S. Federal Code of Regulations Medical Device Reporting
- FDA 21 CFR Part 812 U.S. Federal Code of Regulation Investigational Device Exemptions
- ISO 14971 Application of Risk Management to Medical Devices
- ISO 13485 Medical Device Quality Management System

Product complaints are reviewed with patient and user safety in mind. The Vigilance team investigates cases with potential safety implications to get to the root cause and will report to Health Authorities all serious adverse events (SAE) and malfunctions that could cause SAEs. These reports are available on the U.S. FDA Manufacturer and User Facility Device Experience (MAUDE) database and will also be publicly available on the European Database on Medical Devices (EUDAMED) at the end of 2024.

We are committed to continuous improvement of our products and processes. With the Quality organization, the Vigilance organization maintains a post-market surveillance and vigilance system to analyze, evaluate, monitor, and control the risk of adverse events and malfunctions that could lead to adverse events related to our products, and study feedback from our customers about product performance.

**Post-market surveillance for monitoring product performance allows us to:**

- Detect and evaluate problems early.
- Address problems that may emerge during actual use.
- Monitor known risks.
- Minimize patient risks.

This is accomplished in large part by maintaining procedures for receiving, reviewing, and investigating complaints in a timely and uniform manner, and reporting any potential issues to regulatory authorities as necessary. Trending of complaints allows Agilent to identify issues early, thereby helping to keep customers and patients safe.

Agilent's Field Service and Sales organizations have established feedback channels to identify and address any of our customers' product or service needs. All service personnel must be trained in identifying product complaints and potential safety issues and the corresponding procedural documents.

For any complaints and reports of potential adverse incidents received, the Complaints Management Team and the Vigilance Team work in close collaboration with Field Service Engineers, product support, R&D, and manufacturing organizations to ensure complaints are thoroughly investigated, and addressed in compliance with national, regional, and global regulations, company policies, and business objectives.





# Transition to EU IVD Regulation

The EU's In Vitro Diagnostic Regulation (IVDR) (EU) 2017/746 is a new, harmonized regulatory framework established to ensure the present and future safety and performance of in vitro diagnostic (IVD) medical devices in the EU. It replaces the previous IVD Directive (IVDD) 78/79/EC, under which many Agilent products have been CE-IVD marked, certifying compliance. Given the timelines and complexities of developing IVD medical devices and receiving regulatory approval, the European Commission adopted a progressive rollout of the Regulation, establishing new transitional periods according to device risk classes.

At Agilent, we are fully committed to compliance with regulatory requirements. We also recognized that this new IVDR framework would not only affect us as a manufacturer of in vitro diagnostics, but it would have significant impact on our customers who use our portfolio of products in their diagnostic laboratories. Our multi-disciplinary team with deep experience in European regulatory requirements for IVDs came together to make this a seamless transition for our customers as we endeavored to fulfill IVDR requirements within the established timelines.

In June 2022, we announced that our IVDR Class A instruments, kits, and reagents were released in compliance with the new Regulation. This ensured that EU laboratories reliant on Agilent IVD products for their diagnostic workflows were able to continue to use these products without disruption. In December 2023, Agilent received certificates demonstrating EU IVDR Quality Management System compliance for all applicable sites and EU IVDR conformity for representative devices. This was a significant milestone in Agilent's journey to achieve complete IVDR compliance for the entirety of its in vitro diagnostic portfolio. With these certificates in hand, Agilent is working diligently to meet IVDR requirements and timelines for its remaining Class B and Class C products. Agilent's IVDR certificates are also available on Agilent's [website](#).

# Ethics and Compliance

Among Agilent's core values are uncompromising integrity, accountability, and trust. These values form the basis of our commitment to compliance with applicable laws, regulations, and the standards and policies outlined in our Standards of Business Conduct (SBC).



## Written Policies, Procedures, and Standards of Conduct

We maintain the Agilent SBC and other policies and procedures related to ethical and compliant conduct that apply to all employees, contractors, agents, and business partners. These include, among others, [Agilent's Global Anti-Corruption Policy](#) and [Human Rights and Labor Policy](#).

## Designation of a Compliance Officer and Committees

Agilent's compliance program is overseen by the Chief Compliance Officer with input from executive management through the Compliance Committee. The program is operated and monitored by experienced regional and functional compliance professionals. The Chief Compliance Officer reports to the Audit and Finance Committee of the Board of Directors, which is responsible for oversight of compliance with legal and regulatory requirements, including our SBC.

Agilent managers are responsible for actively promoting awareness of and enforcing compliance with our SBC and related policies among their teams and must not actively or passively authorize or ignore unethical or non-compliant activities in their organization.

## Training and Education

Our SBC helps to protect our reputation as an ethical corporate citizen. Agilent expects every employee, contractor, agent, and representative to become familiar with and comply with our SBC and other related policies.

Agilent provides comprehensive training (online and live) on its SBC and training to relevant audiences on healthcare compliance, anti-corruption, privacy, and related subjects. Agilent requires its employees, agents, and representatives in all countries to participate in training sessions and periodically certify compliance with our SBC and related policies. Annually, employees above certain levels are required to complete Ethics and Anti-Bribery and Anti-Corruption trainings and acknowledge they have read and reviewed the SBC.

## Clear and Effective Internal Communication

We strive to implement clear, easy, and actionable compliance guidance. We communicate our ethical policies through various channels, including posting our SBC and other ethics and compliance policies on our website and internal Agilent web portals for employees and suppliers. Communication about our ethical standards is part of the onboarding process for employees, suppliers, and other business partners. We updated our SBC in 2022 with our updated values, which include Speaking Up.

Agilent has an open-door policy that allows employees to report their concerns to any level of management. Employees are trained and expected to raise questions or concerns about conduct that may be inconsistent with

the law, the SBC, or other policies to their supervisor, Human Resources contact, the Global Compliance team, or through Agilent's Compliance Helpline, available 24 hours a day, seven days a week.

Agilent's hotline provides an avenue for employees and members of the public to report suspected violations confidentially and anonymously, where permitted by law. Employees and others can raise questions or concerns by calling the toll-free number or visiting the Helpline website. Reports can be made in over 100 languages. Additionally, questions or concerns related to accounting, internal controls, or auditing matters can be raised directly to the Audit and Finance Committee of the Board of Directors.

We have procedures to manage reports to ensure consistent investigation and response across incident types and reporting channels. The information reported is handled confidentially within the small group necessary to conduct a review of the allegation. Serious violations are reviewed by senior management.

Agilent adheres to a zero tolerance non-retaliation policy. We want individuals filing a report to feel safe when bringing their concerns to the organization. Therefore, we do not tolerate retaliation against any person making a report or involved in an investigation and allow for reports to be made without providing a name and contact information, preserving anonymity.

## Internal Monitoring and Auditing

The Chief Compliance Officer reports to the Audit and Finance Committee on a regular basis regarding the effectiveness of our global compliance program.

On a routine basis, Agilent conducts internal audits, risk assessments, and targeted monitoring activities to identify potential issues, control gaps, and seek opportunities for improvements to policies, procedures, and processes. Internal Audit regularly assesses the effectiveness of our compliance program through routine and targeted audits of business functions and/or sales affiliates using a risk-based audit plan. Every year, Internal Audit selects a priority list of business divisions, operations, and countries in which we operate to assess compliance with controls, policies, and procedures and re-testing to ensure compliance standards are satisfied.

Each year between July and September, Internal Audit conducts a risk assessment process that results in the plan for operations audits to be performed in the following fiscal year. The process involves meeting with senior management, including most of the CEO and CFO staff and select vice presidents, for the purposes of (1) identifying key areas of risk across our businesses and (2) determining the operational audit theme prior to each applicable audit period. In November, this audit plan is formally approved by the Audit and Finance Committee.

## Enforcement of Policies, Procedures, and Standards

Agilent has implemented processes for addressing compliance violations. All reported compliance concerns are investigated objectively, fairly, and promptly. Where appropriate, corrective action plans are implemented to remediate or improve existing policies, procedures, and processes. Failure to comply with Agilent policies, procedures, and

ethical standards can lead to disciplinary action up to and including termination of employment or contract.

## Detection of and Prompt Response to Prohibited Behavior

**We implement a robust set of controls from the top down, starting with the Board of Directors, Audit Committee, and senior management overseeing Agilent's compliance framework. Agilent has three lines of defense against unethical business practices:**

- Internal controls
- Functional experts, including legal and compliance support
- Internal audit and external auditors and regulators.

Agilent maintains a system of internal accounting controls reasonably designed to detect and prevent unethical conduct. When issues are identified in continuous auditing, they are addressed promptly according to pre-defined policies.



# Privacy and Security

## Data Protection and Privacy

We are committed to acting in accord with our values, particularly those of Uncompromising Integrity and Accountability, in handling the personal data of customers, employees, and partners, and being a responsible data steward in this digital and global business environment, as outlined in Agilent’s [Privacy Statement](#).

Through our Data Protection and Privacy Program, we actively monitor and adapt our program to the emerging privacy and security regulations around the globe and the unparalleled shift to digital interactions. Agilent continues to build upon our comprehensive principles-based data protection and privacy program, emphasizing the provision of appropriate privacy notices, acting with transparency and in accordance with our notices. We are also embedding data protection and privacy-by-design into both our products and business operations. We do so while adapting our approaches to cater to remote workforces, online collaboration, and increased digital interactions with our customers. We continue to develop and deliver new data protection and privacy content, communications, and training to engage Agilent’s global employee base and support our commitments to protect the data entrusted to us.

To further embed privacy into our business, we operate a global Data Subject Access Request (DSAR) intake and response process to ensure we provide timely responses to all individual data privacy rights requests. In addition, Agilent has a comprehensive Data Protection Impact Assessment (DPIA) process to systematically assess and evaluate risk for new and changed uses of personal data.

Agilent’s Data Protection and Privacy Program governance strategy includes a Data Privacy Board with Senior Management across the entire business, complemented by dedicated Privacy Champions in each function, responsible for acting as the voice of privacy in their functional area, as well as appointing Data Protection Officers where required around the globe. We will continue to leverage and expand our program’s processes and governance strategy to address newly emerging privacy regulations.

With a global presence, workforce, and comprehensive product and solution portfolio, Agilent takes an integrated approach to deploying privacy and security standards and controls to address legal and regulatory requirements we are subject to, including:

Brazil’s Lei Geral de Proteção de Dados Pessoais

California’s Consumer Privacy Act

China’s Personal Information Protection Law and Data Security Law

EU General Data Protection Regulation

U.S. Health Insurance Portability and Accountability Act





## Cybersecurity—Risk Oversight and Approach

Security is a companywide priority at Agilent, and we continuously invest in our people, processes, and tools to strengthen our security posture to protect Agilent's, our employees', and our customers' data.

Our security program is based on industry standards, including ISO 27002 Code of Practice, NIST, and the COBIT 5 framework. We also maintain ISO 27001 certification for our Data Center Activities and Systems Infrastructure Operations. Our ISO 27001 and Cyber Essentials assurance certificates are available on our website.

Our policies, standards, and operating procedures provide a comprehensive approach to maintain the confidentiality, security, integrity, and availability of the data and systems in our environment. These procedures include organizational requirements of acceptable use and apply to Agilent employees and non-employees. The requirements are also applicable to all information and information processing facilities that are accessed, processed, and communicated to or managed by external or third parties and must be protected from any misuse and unauthorized activity.

### We have a dedicated IT Information Security and Risk Management department that is accountable for the following:

- Policy, standards, and operating procedures
- IT compliance
- Security operations
- Risk management
- Threat and vulnerability management
- Security awareness

We also engage external consultants to complete independent program and capability assessments, including scanning of our systems for vulnerabilities. The head of our ISRM organization, together with our Chief

Information Officer, provide periodic updates to the Audit and Finance Committee regarding our cybersecurity program, including information about cyber risk management governance and status updates on various projects intended to enhance the overall cybersecurity posture of the company.

### Our overall security approach focuses on five key areas:

- **Identify:** Identify systems, data, data flows, and regulatory requirements and determine appropriate risk management approach
- **Protect:** Implement measures to protect the environment
- **Detect:** Monitor the environment and alert appropriately
- **Respond:** Processes and people in place to address issues and incidents
- **Recover:** Plans and systems to recover from events

Our Corporate IT Security Incident Response Team (CITSIRT) makes contact information publicly available on our website for reporting security issues or concerns related to our services, products, or websites and has procedures and processes in place to respond, investigate, and take action as needed.

### Employee Training and Security Awareness

All Agilent employees and non-employees that have access to Agilent systems must complete security awareness and privacy training at the time of onboarding. Updated annual security awareness training must also be completed to retain system access. Additional role-specific security and privacy training is administered as needed.

Awareness activities are completed throughout the year to reinforce training, including internal phishing campaigns/tests, articles, videos, and direct communications. Agilent's embedded Functional Privacy Champions share newsletters with key updates about data protection and privacy across the company, with further activities and outreach conducted annually, including for Data Protection Week, using a consistently updated internal hub to share information across the company.

# Appendices



# SASB Index 2023

## Agilent - Medical Equipment & Supplies Industry Classification

Dimension	Issue Category	Issue Category	SASB Metric	Disclosure Location/Response	SASB Code
<b>Affordability and Pricing</b>					
Social Capital	Access & Affordability	Affordability & Pricing	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	This metric is not relevant to our business, and we do not consider this information to be material. However, Agilent meets all applicable laws, regulations, and standards where we do business. Agilent engages with our stakeholders through consultation, surveys, ad-hoc feedback, and reviews.	HC-MS-240a.1
			Description of how price information for each product is disclosed to customers or to their agents	Agilent provides transparent and accurate pricing to our customers electronically, by mail, and through Agilent's online ordering platforms. Our <a href="#">Standards of Business Conduct</a> also addresses ethical sales, marketing, and pricing practices that all employees, contracts, and partners must follow.	HC-MS-240a.2
<b>Product Safety</b>					
Social Capital	Product Quality & Safety	Product Safety	Number of recalls issued; total units recalled	There have been zero product recalls in 2023.	HC-MS-250a.1
			List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	There have been zero products listed.	HC-MS-250a.2
			Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience database	There have been zero fatalities.	HC-MS-250a.3
			Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	There have been zero enforcement actions taken.	HC-MS-250a.4
<b>Ethical Marketing</b>					
Social Capital	Selling Practices & Product Labeling	Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Agilent had no monetary losses in 2023 due to legal proceedings associated with false marketing claims.	HC-MS-240a.1
			Description of code of ethics governing promotion of off-label use of products	Agilent's <a href="#">Standards of Business Conduct</a> outlines expectations related to ethical business practices and provides guidance for the promotion of and use of our products. See more on page 24 of our <a href="#">Standards of Business Conduct</a>  In addition, Agilent's Global Healthcare Compliance Policy provides guidance on interactions with healthcare organizations and healthcare professionals by Agilent around the world, including marketing, research and development perspective. Our US Healthcare Compliance Code is based on the AdvaMed Code of Ethics and identifies relevant healthcare compliance laws and codes applicable to Agilent's business, including those related to the communication with health care professionals on unapproved or uncleared uses of our medical devices.	HC-MS-240a.2

Product Design and Lifecycle Management					
Business Model & Innovation	Product Design & Lifecycle Management	Product Design & Lifecycle Management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	<p>Agilent's Environmental Policy is to act in an environmentally responsible manner regarding our operations, products, and services. Agilent expects employees and managers to support the implementation of this policy in accordance with their roles and responsibilities in the organization. Of particular relevance to product development are the following actions:</p> <ul style="list-style-type: none"> <li>• Ensure our products and operations comply with relevant environmental legislation and regulations.</li> <li>• Responsibly manage the use of hazardous materials in our operations, products, and services, and promote recycling or reuse of our products.</li> </ul> <p>The fundamentals of Agilent's Design for the Environment (DfE) guidelines encourage Agilent employees to think about the impact that a product has on both the environment and society. Therefore, they should consider answering the following questions:</p> <ul style="list-style-type: none"> <li>• What positive impacts does the product have on the environment?</li> <li>• What are the negative impacts?</li> </ul> <p>Many Agilent products include innovations that have enabled their reduced energy use, footprint, water usage, use of hazardous materials, etc. and we are sponsors of not-for-profit organizations like My Green Lab (<a href="https://www.mygreenlab.org/">https://www.mygreenlab.org/</a>) to help us understand how we can continually improve the environmental impact of our products and the sustainability of our laboratory customers worldwide.</p> <p>Agilent complies with RoHS (Restriction of Hazardous Substances) and REACH regulatory compliance for all commercial products. For reagent based NPIs, we are using the ARCADIS form to document the environmental and health considerations.</p> <p>See 2023 ESG report, <a href="#">Supporting Customers with Sustainable Solutions</a>, for more information.</p>	HC-MS-410a.1
			Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Available data from our Certified Pre-Owned Instruments Program can be found in the <a href="#">Supporting Customers with Sustainable Solutions</a> section of the 2023 ESG Report.	HC-MS-410a.2
Supply Chain Management					
Business Model & Innovation	Supply Chain Management	Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	<ol style="list-style-type: none"> <li>1. All medical device facilities at Agilent under ISO 13485 are subject to annual audits by Notified Bodies. Non-medical facilities operating under ISO 9001 are audited at least once every three years by Registrars.</li> <li>2. Agilent does not currently report the percentage of Tier 1 supplier facilities participating in third-party audit programs for manufacturing or product quality. At the time of supplier on-boarding, Agilent requests ISO certificates or evidence of a Quality Management System from suppliers.</li> </ol>	HC-MS-430a.1
			Description of efforts to maintain traceability within the distribution chain	Agilent maintains traceability through all stages of manufacturing through distribution using our ERP system. Traceability is maintained based on part number, serial number and/or lot number.	HC-MS-430a.2

Business Model & Innovation	Supply Chain Management	Supply Chain Management	Description of the management of risks associated with the use of critical materials	<p>Agilent monitors risk through a number of different processes. This includes but is not limited to:</p> <ul style="list-style-type: none"> <li>• Dangerous Goods are stored, transported, and disposed of based upon the applicable Transportation and EHS regulations.</li> <li>• Agilent has a Conflict Minerals Position Statement and abides by all requirements of the Dodd-Frank Act, including filing required SEC report.</li> <li>• Suppliers identified through risk assessment processes are monitored and business continuity plans are in place and reviewed annually. Agilent has a Supplier Code of Conduct.</li> <li>• For critical parts, Agilent follows additional risk processes and tracks and monitors suppliers.</li> </ul>	HC-MS-430a.3
Business Ethics					
Leadership & Governance	Business Ethics	Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Agilent had no monetary losses in 2023 due to legal proceedings associated with corruption and bribery.	HC-BP-510a.1
Activity Metric					
			Number of units sold by product category	Agilent does not disclose the number of units sold by product category.	HC-MS-000.A



# TCFD Index

**Governance | Disclose the organization’s governance around climate-related risks and opportunities.**

- a) Describe the board’s oversight of climate-related risks and opportunities.
- b) Describe management’s role in assessing and managing climate-related risks and opportunities.

See the [Approach to ESG](#), and [Enterprise Risk Management](#) sections of Agilent’s 2023 ESG Report.

**Strategy | Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.**

- a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.
- b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.
- c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

The TCFD highlights two primary types of climate risks—physical and transition. Physical risks may include extreme weather events, such as drought or flooding, and the longer-term impact of increasing average global mean temperatures. Transition risks, on the other hand, may include the global transition to a low-carbon economy, new regulations, and innovations in energy efficiency.

We have identified climate-related risks and opportunities with potential impact to our business as described below:

Physical Risks	Risk Type
Operations continuity	Moderate

S&P Global Sustainable1 analyzed the potential physical risks that may impact Agilent’s operations, considering different scenarios of climate change by 2050. Sustainable1 examined our physical risk exposure at the asset level, which includes our manufacturing sites, data center, and large office sites.

Overall, Agilent faces moderate physical risk with greatest exposure to water stress, cold waves, and wildfires. The small increase in composite physical risk score from the moderate to high scenario is associated with increased wildfire and heatwave risk as global temperatures rise.

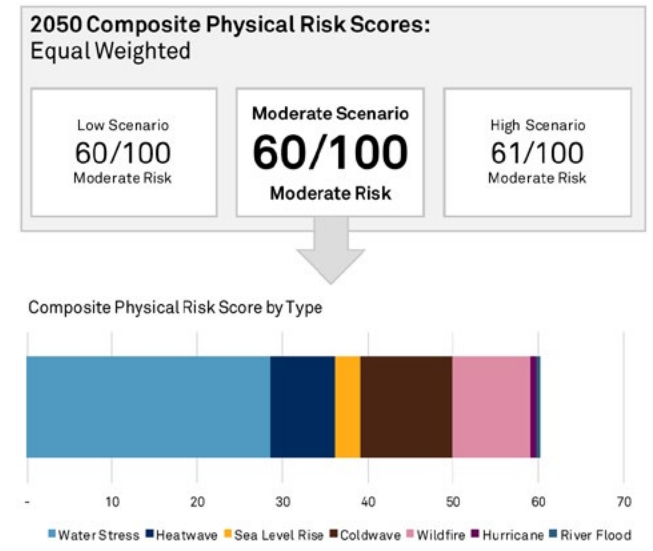
**Mitigation Strategy**

Agilent site management teams are engaging with stakeholders within senior leadership and subject matter experts in relevant operational areas on next steps and mitigation plans which will be managed via our [Enterprise Risk Management](#) program.

Scenario Reference (IPCC)	RCP*	Description
High Climate Change Scenario	8.5	Continuation of business as usual with emissions at current rates. This scenario is expected to result in warming in excess of 4°C by 2100.
Moderate Climate Change Scenario	4.5	Strong mitigation actions to reduce emissions to half of current levels by 2080. This scenario is more likely than not to result in warming in excess of 2°C by 2100.
Low Climate Change Scenario	2.6	Aggressive mitigation actions to halve emissions by 2050. This scenario is likely to result in warming of less than 2°C by 2100.

\*RCP - Representative Concentration Pathway – RCP 4.5 is described by the Intergovernmental Panel on Climate Change (IPCC) as a moderate scenario in which emissions peak around 2040 and then decline. RCP 8.5 is the highest baseline emissions scenario in which emissions continue to rise throughout the twenty-first century. RCP 2.6 represents a pathway where greenhouse gas emissions are strongly reduced, resulting in a best estimate global average temperature rise of 1.6°C by 2100 compared to the pre-industrial period.

## Physical Risk Exposure for Operations



Transition Risk	Risk Type
Policy Risk Exposure	Low to Moderate

To significantly reduce GHG emissions and address climate change, carbon taxes, emissions trading schemes and fuel taxes are expected to feature prominently in global policy action.

- The S&P Global Sustainable1 risk model inputs include:
- S&P Global TruCost carbon price data and scenarios
  - Agilent’s Scope 1 and 2 GHG emissions and location data by facility
  - Agilent’s Scope 3 emissions data per category
  - Agilent’s Scope 1, 2 and 3 GHG targets

The sources of Scope 1 and 2 emissions mainly consist of Agilent offices, data centers, and manufacturing sites. Upstream Scope 3 emissions were also included and are chiefly made up of purchases from Agilent suppliers and transportation and distribution services.

The TCFD identifies increased pricing of GHG emissions and increased operating costs (e.g., higher compliance costs) as examples of climate-related policy risk. The emergence of increasing taxes on fuel or GHG emissions may leave Agilent with increased expenses which it may choose to pass on to customers, absorb, or invest in lowering its emissions.

The analysis concluded that the impact of carbon pricing on Agilent’s operating expenses are likely to be low to moderate. These risks will be mitigated by Agilent’s net-zero commitment.

### Mitigation Strategy

More information can be found in the [Environment](#) section of the ESG report.

Transition Risk	Time Horizon
Market Risk Exposure: Suppliers	Short- and medium-term

S&P Global Sustainable<sup>1</sup> quantified the market risk exposure by calculating the earnings at risk of Agilent’s top 100 corporate suppliers. As carbon prices increase globally to drive transition to a low-carbon economy, Agilent’s suppliers may be affected by increasing emissions taxes over time.

Suppliers in the Chemicals sector followed by the Air Freight and Logistics sectors have the highest earnings at risk from carbon pricing.

Our highest expenditures are with air freight and logistics suppliers. Professional services are the second highest spend but the sector has a lower carbon pricing risk relative to other sectors.

Overall, five of Agilent’s suppliers have market risk (EBITDA) exposure above the sector average with all others being at or below the sector average.

**Mitigation**

We are evaluating suppliers who are most at risk and will collaborate with our strategic suppliers on their risk mitigation plans.

Other mitigating actions may include engagement with suppliers who are most at risk of eroded operating margins due to their exposure to increased carbon pricing and examination of the materiality of the high-risk suppliers to Agilent’s business by overlaying the data with information on supplier expenditure.

More information on how we are engaging with our suppliers on Scope 3 emissions can be found in the [Environment](#) section of the ESG report.

Transition Risk	Time Horizon
Market Risk Exposure: Customers	Short- and medium-term

Agilent’s customers are increasing their engagement with Agilent’s sales and operations personnel on sustainability matters. Significant focus is now on GHG emissions, water use, and other issues related to the UN Sustainable Development Goals to meet evolving ESG expectations and goals. Mitigation of climate change is typically high on customers’ sustainability agenda and insufficient commitment and progress toward reducing emissions and other root causes of climate change may jeopardize business from key customers. Core environmental sustainability metrics are being subjected to increasing scrutiny.

**Mitigation**

Agilent reviews current and emerging customer expectations and has responded with public commitments to help mitigate the impacts of climate change. Agilent’s net-zero commitment is one such example, and core environmental sustainability metrics are publicly disclosed and audited by a third-party assurance body. Refer to Agilent’s [Environmental Data Assurance Statement](#)

More information about how we engage our customers can be found in the [Stakeholder Engagement](#), [Sustainable Solutions](#) and [Supplier](#) sections of the ESG report.

**Risk Management | Disclose how the organization identifies, assesses, and manages climate-related risks.**

- a) Describe the organization’s processes for identifying and assessing climate-related risks.
- b) Describe the organization’s processes for managing climate-related risks.
- c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.

More information about our approach to risk management can be found in the [Our Approach to ESG](#), [Environment](#), and [Enterprise Risk Management](#) sections of the ESG report.

**Metrics and Targets | Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.**

- a) Disclose the metrics used by the organization to assess climate- related risks and opportunities in line with its strategy and risk management process.
- b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.
- c) Describe the targets used by the organization to manage climate- related risks and opportunities and performance against targets.

More information about our goals, targets, and progress can be found in the [Environment](#) section of the ESG report.

# Global Reporting Index

## General Disclosures

Disclosure #	Disclosure Topic	Reference
GRI 2: General Disclosures 2021		
2-1	Organizational details	<a href="#">2023 Agilent Form 10K</a> , page 3
2-2	Entities included in the organization’s sustainability reporting	<a href="#">2023 Agilent Form 10K</a> , page 61 All legal entities are included in line with Agilent’s financial reporting
2-3	Reporting period, frequency and contact point	This annual ESG report covers the fiscal year starting November 1, 2022, and ending October 31, 2023.
2-4	Restatements of information	<a href="#">See Environmental Management Organization</a> We have moved our baseline year for reporting on emissions from 2014 to 2019 to align with goals approved by the Science Based Targets initiative.
2-5	External assurance	Disclosures on Agilent’s progress are verified annually by an independent third party. In FY 2023 that verification was conducted by S&P Global Sustainable 1. <a href="#">Agilent’s Environmental Data and Assurance statement is available on the Environment Health and Safety website</a>
2-6	Activities, value chain and other business relationships	<a href="#">2023 Form 10-K</a> , pages 3–15

Employee Status by Region	Female	Male	Other*	Not Disclosed	Total
<b>Global</b>					
Total	6,934	11,141	4	8	18,087
Full-time	6,652	11,049	4	8	17,713
Part-time	282	92	0	0	374
Permanent	6,934	11,141	4	8	18,087
<b>Americas</b>					
Total	2,719	4,133	4	3	6,859
Full-time	2,694	4,122	4	3	6,823
Part-time	25	11	0	0	36
Permanent	2,719	4,133	4	3	6,859
<b>Asia Pacific</b>					
Total	2,566	4,175	0	0	6,741
Full-time	2,552	4,173	0	0	6,725
Part-time	14	2	0	0	16
Permanent	2,566	4,175	0	0	6,741
<b>Europe</b>					
Total	1,649	2,833	0	5	4,487
Full-time	1,406	2,754	0	5	4,165
Part-time	243	79	0	0	322
Permanent	1,649	2,833	0	5	4,487

\*As specified by employee

\*\*We do not have any non-guaranteed hours employees

\*\*\*We report headcount, not FTE. A part-time employee is counted as one.

2-8	Workers who are not employees	6,170 Contingent Workers
2-9	Governance structure and composition	<a href="#">2024 Proxy Statement</a> , pages 4–5, 7, 16–21, <a href="#">2023 ESG Report</a> , <a href="#">Our Approach to ESG</a> , <a href="#">Corporate Governance</a>
2-10	Nomination and selection of the highest governance body	<a href="#">2024 Proxy Statement</a> , pages 18–19
2-11	Chair of the highest governance body	<a href="#">2024 Proxy Statement</a> , page 16
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2023 ESG Report</a> , <a href="#">Our Approach to ESG</a> , <a href="#">Enterprise Risk Management</a> , <a href="#">Ethics &amp; Compliance</a> <a href="#">2024 Proxy Statement</a> , pages 3–5, 17, 20–21
2-13	Delegation of responsibility for managing impacts	<a href="#">2023 ESG Report</a> , <a href="#">Our Approach to ESG</a> , <a href="#">Enterprise Risk Management</a> , <a href="#">Ethics &amp; Compliance</a> <a href="#">2024 Proxy Statement</a> , pages 5, 17, 20–21
2-14	Role of the highest governance body in sustainability reporting	<a href="#">2023 ESG Report</a> , <a href="#">Our Approach to ESG</a> , <a href="#">Enterprise Risk Management</a> , <a href="#">Ethics &amp; Compliance</a> <a href="#">2024 Proxy Statement</a> , pages 5, 17, 20–21
2-15	Conflicts of interest	<a href="#">2024 Proxy Statement</a> , pages 21–22
2-16	Communication of critical concerns	<a href="#">2023 ESG Report</a> , <a href="#">Ethics and Compliance</a> No critical concerns arose during the reporting period
2-17	Collective knowledge of the highest governance body	<a href="#">2023 ESG Report</a> , <a href="#">Our Approach to ESG</a> Senior management provides the Board and its committees with periodic reports and updates on sustainable development, including but not limited to ESG-related regulatory and market trends, the company's ESG program and overall strategy, and actions taken in light of evolving trends and regulatory developments <a href="#">2024 Proxy Statement</a> , page 7
2-18	Evaluation of the performance of the highest governance body	<a href="#">2024 Proxy Statement</a> , page 16 <a href="#">Corporate Governance Standards</a> , page 4
2-19	Remuneration policies	<a href="#">2024 Proxy Statement</a> , pages 24–57
2-20	Process to determine remuneration	<a href="#">2024 Proxy Statement</a> , page 27–31 The Compensation Committee of the Board administers Agilent's executive compensation program. The Committee—composed entirely of independent, non-employee directors—is responsible for approving and reporting to the Board on all elements of compensation for the executive officers. We received 89% support for our 2023 Say-on-Pay proposal and continue to engage with stockholders regarding our executive pay program.

2-21	Annual total compensation ratio	Annual total compensation ratio: 203:1 Change in the annual total compensation ratio: -8%		
2-22	Statement on sustainable development strategy	2023 ESG Report, <a href="#">Our Approach to ESG</a>		
2-23	Policy commitments	<a href="#">Standards of Business Conduct</a> <a href="#">Code of Ethics for a Director on the Board</a> <a href="#">Supplier Code of Conduct</a>	<a href="#">Human Rights Labor Policy</a> <a href="#">CTISCA Statement</a> <a href="#">Conflict Minerals Policy</a>	
2-24	Embedding policy commitments	2023 ESG Report, <a href="#">Our Approach to ESG</a> , <a href="#">Supplier ESG Standards and Compliance</a> , <a href="#">Enterprise Risk Management</a> , <a href="#">Ethics and Compliance</a>		
2-25	Processes to remediate negative impacts	2023 ESG Report, <a href="#">Enterprise Risk Management</a> , <a href="#">Ethics and Compliance</a> <a href="#">Standards of Business Conduct</a>		
2-26	Mechanisms for seeking advice and raising concerns	2023 ESG Report, <a href="#">Stakeholder Engagement</a> , <a href="#">Enterprise Risk Management</a> , <a href="#">Ethics and Compliance</a> <a href="#">Standards of Business Conduct</a> , pages 7–8		
2-27	Compliance with laws and regulations	Agilent had no significant instances of non-compliance during the period. Serious non-compliance instances would be matters that are deemed by a court or other means to be a violation of law or regulation, or instances that, upon internal detection by the company, would require and result in the voluntary disclosure of the matter to a law enforcement agency.		
2-28	Membership associations	Advanced Medical Technology Association (AdvaMed) Allotrope Foundation American National Standards Institute American Physical Society AOAC International British In Vitro Diagnostics Association (BIVDA) Center for Bioanalytic Metrology CEO Action for Diversity & Inclusion Cold Spring Harbor Laboratories Meetings and Courses Program	Engineering Biology Research Consortium GAMBICA Association Government-University-Industry Research Roundtable Ignited Institute of Electrical and Electronics Engineers International Genetically Engineered Machine (iGEM) Med Tech Europe Merced Nanomaterials Center for Energy and Sensing (MACES)	National Association for Environmental, Health, Safety, and Sustainability Management National Institute for Innovation in Manufacturing Biopharmaceuticals (NIMBL) Open Platform Communications Foundation Society of Vacuum Coaters Society of Women Engineers
2-29	Approach to stakeholder engagement	2023 ESG Report, <a href="#">Stakeholder Engagement</a>		

Employees Covered by a CBA	Employees not Covered by a CBA	Other
<b>Global</b>		
<p>13.1% of all Agilent employees are covered by a collective bargaining agreement (CBA).</p>	<p>All Agilent employees have terms and conditions of employment set according to detailed local benchmarking and best practices.</p>	
<b>Asia Pacific</b>		
<p>395 employees covered by CBA                      Australia: 26                      Japan: 369</p>	<p>In Australia, all monthly Australian and New Zealand employees not covered by a CBA are covered by individual agreements. Standard terms and conditions and benefits apply to all monthly employees. Australia has minimum standards set by Fair Work Australia and the Award system. Agilent ensures we exceed these conditions and provide a package of benefits to support employees.</p>	
<b>Europe</b>		
<p>1,725 employees covered by a CBA                      Austria: 24                      Belgium: 142                      Denmark: 247                      France: 282                      Italy: 437                      Spain: 593</p> <p>All employees located in the countries above are covered by a CBA, except Denmark where only some are covered.</p>	<p>In Finland, Agilent employees are not formally covered by a collective bargaining agreement; however, their terms and conditions of employment, including salary increases, are set by reference to the country CBA. This affects all 29 employees in Finland.</p>	<p>All 1,520 employees in Germany plus all 185 employees in Netherlands (not covered by a CBA) have terms and conditions of employment set by reference to internal Works Council Agreements, which are binding. This means a total of 1,705 employees in Europe are not covered by a CBA, but have terms and conditions of employment set by reference to internal Works Council Agreements.</p>
<b>Americas</b>		
<p>All 241 employees in Brazil are covered by a CBA.</p>	<p>In Brazil, an agreement between employer and employee union describes all benefits offered to employees in line with local country requirements. These benefits are beyond what is mandatory. Legal increases are announced through the agreement.</p>	



## Material Topics

Disclosure #	Disclosure Topic	Location
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2023 ESG Report, <a href="#">Materiality Assessment</a>
3-2	List of material topics	2023 ESG Report, <a href="#">Materiality Assessment</a> <ul style="list-style-type: none"> <li>• Air Quality</li> <li>• Chemicals and Hazardous Materials</li> <li>• Climate Change and Energy</li> <li>• Community Engagement and Relations</li> <li>• Corporate Governance and Leadership</li> <li>• Customer Satisfaction and Engagement</li> <li>• Diversity and Inclusion</li> <li>• Economic Performance</li> <li>• Ethical Business Conduct</li> <li>• Innovation and Research &amp; Development</li> <li>• Labor Practices</li> <li>• Market Presence &amp; Pricing</li> <li>• Occupational Health &amp; Safety</li> <li>• Product Safety and Quality</li> <li>• Product Sustainability</li> <li>• Supply Chain Sustainability and Responsible Sourcing</li> <li>• Talent Attraction, Development &amp; Retention</li> <li>• Waste Management</li> <li>• Water and Effluents</li> </ul>
3-3	Management of material topics	Management of each material topic is addressed within relevant sections of the 2023 ESG report, including <a href="#">ESG Approach</a> .
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	<a href="#">2023 Form 10-K</a> , pages 53–60
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2023 TCFD Index</a>
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2023 Form 10-K</a> , pages 33–34, 90–95 Percentage of salary contributed by employee and employer vary by country. Separate funds exist in some countries to pay the plan's pension liabilities. Agilent does not track participation in either mandatory or voluntary retirement/pension programs in each country in which we do business.
201-4	Financial assistance received from government	<a href="#">2023 Form 10-K</a> , page 41
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	The significant location of operations used for the ratio of employee entry level wage to local minimum wages is the United States. Local minimum wage is variable. Federal minimum wage of \$7.25 was used to calculate Agilent's ratio of entry-level wage to minimum wage, which was 2.62:1 in FY 2023
202-2	Proportion of senior management hired from the local community	In FY 2023, the percentage of senior management at significant locations of operation hired from the local community as a share of: <ul style="list-style-type: none"> <li>• All senior management hired: 33%</li> <li>• Total population (existing and new hires) of senior management: 1%</li> </ul> Definitions: <ul style="list-style-type: none"> <li>• Senior management: Associate VP and above</li> <li>• Local: Within 50 miles of office location</li> <li>• Significant locations of operation: More than 100 employees based at the site</li> </ul>

GRI 203: Indirect Economic Impacts 2016

203-1	Infrastructure investments and services supported	Agilent advanced or completed projects that expanded manufacturing or related operations in Shanghai, China; Newport, Delaware; Little Falls, Delaware; Frederick, Colorado; and Waldbronn, Germany. These projects have an economic impact on the communities in terms of utilizing services of contractors and related service providers. In many cases, the expansions are expected to create jobs in the community.
203-2	Significant indirect economic impacts	<p>The Agilent Foundation provided \$2.4 million in grants in FY2023, many of which contributed to the infrastructure of communities where we operate and other areas with substantial needs, such as the Sahel region in Africa. Below are some of the grants issued in 2023. See more about the Agilent Foundation on Agilent.com</p> <ul style="list-style-type: none"> <li>• \$1 million to fund graduate students in STEM at Delaware State University, a historically Black university (2023 ESG Report, <a href="#">Diverse Recruiting</a>)</li> <li>• Donation of lab instruments, software, and grants valued at \$150,000 to support scientists in Africa (2023 ESG Report, <a href="#">Employee Engagement</a>)</li> <li>• \$100,000 to SOS Sahel to support sustainable agriculture and food security in Africa's Sahel region.</li> <li>• \$25,000 to Musana Community Development to provide lab supplies and teacher training for a school in Uganda.</li> <li>• \$25,000 to support P-Tech is a STEM program at Frederick High School to support education of underserved students.</li> <li>• \$150,000 donation to fund STEM education for indigenous students in Australia. Funding extends over three years (2021 to 2023).</li> </ul>

GRI 204: Procurement Practices 2016

204-1	Proportion of spending on local suppliers	Agilent does not track this information
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GRI 205: Anti-corruption 2016

205-1	Operations assessed for risks related to corruption	We have assessed 100% of our operations, including our three business units for risks related to corruption. The most significant risk was identified as third parties, particularly those interacting with government officials in countries with a high corruption perception index score								
205-2	Communication and training about anti-corruption policies and procedures	<p>Agilent communicates its anti-corruption policies in various forms, including:</p> <ul style="list-style-type: none"> <li>• <a href="#">Standards of Business Conduct</a></li> <li>• <a href="#">Supplier Code Conduct</a></li> <li>• <a href="#">Agilent Global Anti-Corruption Policy</a></li> </ul> <p>Additional detailed policies and procedures are provided to employees, contractors, third-party partners, and suppliers. All employees/temporary workers are trained on anti-corruption through the Agilent Standards of Business Conduct (SBC) training or the Agilent Anti-Corruption training.</p> <table border="1"> <thead> <tr> <th></th> <th>Governance Body Members</th> <th>Employees(including Contingent workers)</th> <th>Business Partners</th> </tr> </thead> <tbody> <tr> <td>Communication on anti-corruption policies and procedures</td> <td>11 (100%)</td> <td>19,527 (100%)</td> <td>1,074 (100%)</td> </tr> </tbody> </table>		Governance Body Members	Employees(including Contingent workers)	Business Partners	Communication on anti-corruption policies and procedures	11 (100%)	19,527 (100%)	1,074 (100%)
	Governance Body Members	Employees(including Contingent workers)	Business Partners							
Communication on anti-corruption policies and procedures	11 (100%)	19,527 (100%)	1,074 (100%)							
205-3	Confirmed incidents of corruption and actions taken	<p>For the nature of confirmed incidents of corruption, following internal detection and investigations, there were no instances of misconduct in violation of our policies against corruption, for which employees and business partners were disciplined and/or terminated.</p> <p>Agilent has a formal process for investigating and addressing allegations of corruption should they occur.</p> <ul style="list-style-type: none"> <li>• Total number of confirmed incidents of corruption: 0 <ul style="list-style-type: none"> <li>• Number in which employees were dismissed or disciplined for corruption: 0</li> <li>• Number when contracts with business partners were not renewed due to violations related to corruption: 0</li> </ul> </li> <li>• Public legal cases regarding corruption brought against the organization or its employees: 0</li> </ul>								

GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Agilent policies forbid anti-competitive behavior, antitrust, and monopolistic practices. In the reporting period, there were no legal actions for antitrust or anti-competitive behavior.
GRI 207: Tax 2019		
207-1	Approach to tax	Agilent Global Tax partners with our business organizations to provide tax planning that aligns with our business operations, manages tax risks, and enhances value. We do not engage in aggressive tax planning strategies that are inconsistent with our core values. Any tax planning strategies are approved by the CFO in conjunction with the VP of Tax and broader tax team.
207-2	Tax governance, control, and risk management	Agilent complies with tax requirements in every jurisdiction where we operate. Our tax professionals worldwide are committed to the highest compliance standards and are well versed in relevant tax laws and regulations. Agilent maintains robust internal policies and procedures supporting its tax control framework.
207-3	Stakeholder engagement and management of concerns related to tax	Agilent operates with consistently high accounting, tax filing, and tax reporting standards. We value transparency and cooperation with tax authorities and are committed to engaging with the tax authorities in all countries in which we operate in a professional, courteous, honest, and collaborative manner regarding all tax matters. We work constructively with tax authorities to attempt to resolve any issues that may arise in a timely manner through appropriate methods of dispute resolution. We seek to be a valued partner to governments and advocate for tax legislation that provides clarity and encourages innovation and growth. The broad tax topics are discussed with the Audit and Finance Committee.
207-4	Country-by-country reporting	Agilent reports financial, economic, and tax-related information at the enterprise level in its <a href="#">2023 Form 10-K</a> . Agilent does not publicly report financial information for local tax jurisdictions.
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	2023 ESG Report, <a href="#">Scope 1, 2 and 3 Emissions Metrics</a>
302-2	Energy consumption outside of the organization	2023 ESG Report, <a href="#">Scope 1, 2 and 3 Emissions Metrics</a>
302-3	Energy intensity	2023 ESG Report, <a href="#">Scope 1, 2 and 3 Emissions Metrics</a>
302-4	Reduction of energy consumption	2023 ESG Report, <a href="#">Scope 1, 2 and 3 Emissions Metrics</a>
302-5	Reductions in energy requirements of products and services	2023 ESG Report, <a href="#">Supporting Customers with Sustainable Solutions</a>
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	2023 ESG Report, <a href="#">Water Management</a> The discharge of water varies from site to site, but can be attributed to domestic sanitation, production operations and cooling systems. Typically, a small proportion of discharge from an onsite water treatment plant is approved with local permits and consideration for environmental impacts. Surface water discharge is directed towards local surface water infrastructure, ensuring the separation of potential contaminants from our site. When water is discharged into the sewer system, we carefully consider factors such as evaporation and irrigation of site grounds. While we do not currently measure the specific metrics associated with our water discharge, we estimate that 5 percent of the discharge occurs through evaporation, primarily in areas where evaporative coolers are present.

303-2	Management of water	2023 ESG Report, <a href="#">Water Management</a>
303-3	Water withdrawal	2023 ESG Report, <a href="#">Water Management</a>
303-4	Water discharge	2023 ESG Report, <a href="#">Water Management</a>
303-5	Water consumption	2023 ESG Report, <a href="#">Water Management</a>
<b>GRI 304: Biodiversity 2016</b>		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas	Agilent does not have any sites or locations in biodiverse or protected areas.
304-2	Significant impacts of activities, products and services on biodiversity	Agilent does not have any sites or locations in biodiverse or protected areas.
304-3	Habitats protected or restored	Agilent does not have any sites or locations in biodiverse or protected areas.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Agilent does not have any sites or locations in biodiverse or protected areas.
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	2023 ESG Report, <a href="#">Scope 1, 2 and 3 Emissions Metrics</a>
305-2	Energy indirect (Scope 2) GHG emissions	2023 ESG Report, <a href="#">Scope 1, 2 and 3 Emissions Metrics</a>
305-3	Other indirect (Scope 3) GHG emissions	2023 ESG Report, <a href="#">Scope 1, 2 and 3 Emissions Metrics</a>
305-4	GHG emissions intensity	2023 ESG Report, <a href="#">Scope 1, 2 and 3 Emissions Metrics</a>
305-5	Reduction of GHG emissions	2023 ESG Report, <a href="#">Scope 1, 2 and 3 Emissions Metrics</a>
305-6	Emissions of ozone	<p>Agilent does not use, produce, import, or export Ozone Depleting Substances (ODS) prohibited under the Montreal Protocol on Substances that Deplete the Ozone Layer. Agilent uses very small amounts in the formulation of analytical standards which are largely used as references by analytical labs in the pursuit of their detection in the environment. Agilent eliminated chlorofluorocarbons (CFCs), carbon tetrachloride and 1,1,1-trichloroethane use in worldwide manufacturing processes during 1993. Agilent has also eliminated Class I, II and III ODSs in its air conditioning systems, process chillers and environmental chambers. Procurement practices are in place to prevent the inadvertent reintroduction of ODSs into processes where they have been eliminated.</p> <p>Under Agilent's product supplier agreements, suppliers warrant that goods and their packaging shall comply with applicable environmental, health and safety laws, rules, and regulations, including Agilent's General Specification for the Environment (GSE).</p> <p>The small quantities of ODSs contained in some of Agilent's analytical standards comply with international legislation for their manufacture, use and product labeling. Agilent modifies its program as needed to address amendments to the Montreal Protocol, U.S., European and other international requirements. Guidance for eliminating and managing the use of ODSs at Agilent sites is contained in the Agilent ODS Elimination Guideline. Procurement practices are in place to prevent the inadvertent reintroduction of ODSs into processes where they have been eliminated.</p>

305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	2023 ESG Report, <a href="#">Energy and Emissions Management</a>		
		(Includes 95% of operations)	FY19	2023
		Scope 1		
		NOx MT	0.02	0.02
		Intensity (MT per sqft)	4.3 E-09	5.0 E-09
		Scope 2		
		NOx MT	1.01	1.04
		Scope 2 NOx intensity (MT per sqft)	2.6 E-07	2.2 E-07
Total Scope 1 and 2 NOx Intensity (MT CO2e/sq. ft.)		2.6 E-07	2.3 E-07	

**GRI 306: Waste 2020**

306-1	Waste generation and significant waste	2023 ESG Report, <a href="#">Waste Management</a>
306-2	Management of significant waste	2023 ESG Report, <a href="#">Waste Management</a>
306-3	Waste generated	2023 ESG Report, <a href="#">Waste Management</a>
306-4	Waste diverted from disposal	2023 ESG Report, <a href="#">Waste Management</a>
306-5	Waste directed to disposal	2023 ESG Report, <a href="#">Waste Management</a>

**GRI 308: Supplier Environmental Assessment 2016**

308-1	New suppliers that were screened using environmental criteria	<p>2023 ESG Report, <a href="#">Supply Chain Policies and Practices</a></p> <p>At the time of supplier onboarding, new suppliers exceeding estimated annual spend thresholds and/or belonging to certain industry sectors are asked to complete a business assessment questionnaire which includes questions regarding the supplier's sustainability practices. Approximately 23% of new suppliers are screened for environmental criteria. Additionally, Agilent utilizes the Supplier Compliance Assessment process with selected new suppliers. Responses are evaluated against a set of environmental, health and safety criteria, among others.</p>
308-2	Negative environmental impacts in the supply chain and actions taken	<p>2023 ESG Report, <a href="#">Supply Chain Policies and Practices</a></p> <p>At Agilent, we prioritize the integrity and sustainability of our supply chain. To ensure transparency and resilience in our operations, we engage third-party services for conducting Supply Chain Risk Analysis (SCRA) on all Active Suppliers. SCRA is based upon goods/services provided by suppliers and their geographical locations.</p> <p>After analyzing SCRA results and the potential impacts to Agilent, 564 suppliers completed detailed environmental assessments. A small percentage of suppliers may require further evaluation to address and mitigate potential risks for future improvements. This proactive approach ensures ongoing monitoring and enhancement of our supply chain resilience and sustainability.</p> <p>In addition to assessments, Agilent uses a third-party service to conduct on-site audits. No major non-conformances were identified in FY 2023. All minor non-conformances have been remediated.</p>

GRI 401: Employment 2016

401-1	New employee hires and employee turnover	All age groups	Under 30 years old	Between 30 and 50 years old	Over 50 years old
<b>Terminations</b>					
	Female #	495	75	305	115
	Female Rate	7.1%	10.1%	6.6%	7.2%
	Male #	757	126	371	260
	Male Rate	6.8%	12.7%	5.2%	8.7%
	Other/Undisclosed #	1	1	0	0
	Other/Undisclosed Rate	8.3%	33.0%	0.0%	0.0%
	Total Terminations #	1,252	201	676	375
	Total Terminations Rate	6.9%	11.6%	5.7%	8.2%
<b>Hires</b>					
	Female #	481	161	254	66
	Female Rate	6.9%	21.7%	5.5%	4.1%
	Male #	748	199	478	71
	Male Rate	6.7%	20.1%	6.7%	2.4%
	Other/Undisclosed #	1	0	1	0
	Other/Undisclosed Rate	8.3%	0.0%	11.1%	0.0%
	Total Hires #	1,229	360	733	137
	Total Hires Rate	6.8%	20.7%	6.2%	3.0%
<b>Total Employees</b>					
	Female # (as of FY 2023)	6,934	742	4,589	1,603
	Male # (as of FY 2023)	11,141	991	7,176	2,974
	Other/Undisclosed # (as of FY 2023)	12	3	9	0
	Total Employees # (as of FY 2023)	18,087	1,736	11,774	4,577

\* Rate is based on related total global regular active headcount on Oct 31, 2023.  
 \*\* Agilent reports headcount, not FTE, so a part-time employee is counted as one.

401-2	Benefits provided to full-time employees	<p>2023 ESG Report, <a href="#">Total Rewards</a></p> <p>Generally, part-time employees who meet minimum requirements for benefits eligibility are eligible for the same benefits as full-time employees. Benefits and eligibility requirements vary by country.</p> <p>Agilent aims to deliver a rewards portfolio that is competitive with life sciences, diagnostics and applied markets companies, representative of the diverse industries and markets within which Agilent operates.</p> <p>Our rewards are offered to eligible employees and comply with local legal requirements. Our Total Pay program includes base pay; variable pay, such as the One Agilent Bonus and Individual Performance Bonus; and sales incentive compensation.</p> <p>Pay is differentiated based on company and individual performance. Benefits such as health and welfare benefits, retirement plans, and time off provide a foundation to support employee well-being and financial security.</p> <p>Equity programs align employee and shareholder interests. Programs include an Employee Stock Purchase Plan and long-term incentives such as restricted stock units.</p>
401-3	Parental leave	<p>Agilent meets or exceeds local requirements for parental leave in all jurisdictions where the company has employees.</p> <p>U.S. employees are provided three (3) weeks of parental pay (full pay) to both new mothers and fathers following the birth or adoption of their child. Agilent also provides additional parental pay supplemental wage replacement to bring birthing mothers up to full pay for up to thirteen (13) weeks during the period of disability, as certified by the health care provider.</p>
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Notice periods vary by country in accordance with local employment regulations.
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	2023 ESG Report, <a href="#">Occupational Health and Safety</a>
403-2	Hazard identification, risk assessment, and incident investigation	2023 ESG Report, <a href="#">Occupational Health and Safety</a>
403-3	Occupational health services	<p>2023 ESG Report, <a href="#">Occupational Health and Safety</a></p> <p>Agilent does not have workers with high incidence or high risk of work-related disease. Agilent provides several programs and educational opportunities aimed at managing serious diseases and medical situations for employees as well as family and community members.</p> <p>Agilent environmental, health and safety (EHS) standards maintain employee exposure levels for harmful agents in the workplace well below regulatory requirements. Agilent provides training to employees as a precautionary measure to prevent blood borne diseases.</p> <p>Agilent Workplace Services has both Emergency Action and Disaster Recovery Plans that address serious medical events or disease outbreaks (e.g., pandemic events).</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	2023 ESG Report, <a href="#">Occupational Health and Safety</a>
403-5	Worker training on occupational health and safety	2023 ESG Report, <a href="#">Occupational Health and Safety</a>

403-6	Promotion of worker health	2023 ESG Report, <a href="#">Occupational Health and Safety</a> , <a href="#">Total Rewards</a>																														
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">EHS Policy</a> <a href="#">Supplier Code of Conduct</a> <a href="#">Contractor EHS Requirements</a>																														
403-8	Workers covered by an occupational health and safety management system	<p>Employees covered by an occupational health and safety management system (OHSMS)</p> <table border="1"> <tr> <td colspan="2">Employees Covered by OHS Management System</td> <td>2023</td> </tr> <tr> <td colspan="3">OHSMS</td> </tr> <tr> <td>Employees Covered #</td> <td></td> <td>24,686</td> </tr> <tr> <td>Employees Covered %</td> <td></td> <td>100%</td> </tr> <tr> <td colspan="3">Internally Audited OHSMS</td> </tr> <tr> <td>Employees Covered #</td> <td></td> <td>12,551</td> </tr> <tr> <td>Employees Covered %</td> <td></td> <td>51%</td> </tr> <tr> <td colspan="3">Externally Audited OHSMS</td> </tr> <tr> <td>Employees Covered #</td> <td></td> <td>5,755</td> </tr> <tr> <td>Employees Covered %</td> <td></td> <td>23%</td> </tr> </table> <p>Number and percentage of employees covered includes contingent workers.</p>	Employees Covered by OHS Management System		2023	OHSMS			Employees Covered #		24,686	Employees Covered %		100%	Internally Audited OHSMS			Employees Covered #		12,551	Employees Covered %		51%	Externally Audited OHSMS			Employees Covered #		5,755	Employees Covered %		23%
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403-9	Work-related injuries	2023 ESG Report, <a href="#">Occupational Health and Safety</a>																														
403-10	Work-related ill health	Agilent provides several programs and educational opportunities aimed at managing serious diseases and medical situations for employees as well as family and community members. Agilent EHS standards maintain employee exposure levels for harmful agents in the workplace well below regulatory requirements. Agilent provides training to employees as a precautionary measure to prevent blood borne diseases. Agilent Workplace Services has both Emergency Action and Disaster Recovery Plans that address serious medical events or disease outbreaks (e.g., pandemic events).																														
GRI 404: Training and Education 2016																																
404-1	Average hours of training per year per employee	In 2023, approximately 99% of Agilent employees completed an average of 31 hours of training.																														
404-2	Programs for upgrading employee skills and transition assistance programs	2023 ESG Report, <a href="#">Talent Development</a>																														
404-3	Percentage of employees receiving regular performance and career development reviews	100% of Agilent employees receive regular performance reviews.																														



GRI 405: Diversity and Equal Opportunity 2016

405-1	Diversity of governance bodies and employees	2023 ESG Report, <a href="#">Diversity &amp; Inclusion</a> , <a href="#">Corporate Governance</a>						
			Male	Female	Others / Undisclosed	Age groups		
			%	%	%	% <30 yrs old	% 30-50 yrs old	% >50 yrs old
		All Employees	62	38	0.12	10%	63%	27%
Managers	67	33	0.13	0.4%	57%	43%		

405-2 Ratio of basic salary and remuneration of women to men 2023 ESG Report, [Diversity and Inclusion](#)

GRI 406: Non-discrimination 2016

406-1 Incidents of discrimination and corrective actions taken [Standards of Business Conduct](#), pages 7–8  
We reported one incident of discrimination. Agilent reviewed the incident reported and took appropriate action.

GRI 407: Freedom of Association and Collective Bargaining 2016

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk [Human Rights and Labor Policy](#)  
[CTISCA Statement](#)  
Agilent respects the rights of employees to organize in labor unions in accordance with local laws and established practice, if desired. There are no Agilent operations or geographic locations where workers’ rights are at risk.  
Agilent prioritizes the integrity and sustainability of our supply chain. To ensure transparency and resilience in our operations, we engage third-party services for conducting Supply Chain Risk Analysis (SCRA) and supplier assessments. SCRA was conducted for all active suppliers based upon goods/services provided by suppliers and their geographical locations.  
After analyzing SCRA results and the potential impacts to Agilent, 564 suppliers completed detailed Human Rights and Labor assessment. A small percentage of suppliers may require further evaluation to address and mitigate potential risks for future improvement. This proactive approach ensures ongoing monitoring and enhancement of our supply chain resilience and sustainability.

GRI 408: Child Labor 2016

408-1 Operations and suppliers at significant risk for incidents of child labor 2023 ESG Report, [Supplier ESG Standards and Compliance](#)  
[Human Rights and Labor Policy](#)  
[CTISCA Statement](#)  
[Supplier Code of Conduct](#)  
Agilent prioritizes the integrity and sustainability of our supply chain. To ensure transparency and resilience in our operations, we engage third-party services for conducting Supply Chain Risk Analysis (SCRA) on all Active Suppliers. SCRA is based upon goods/services provided by suppliers and their geographical locations.  
After analyzing SCRA results, 564 suppliers completed a detailed Human Rights & Labor assessment. A small percentage of suppliers may require further evaluation to address and mitigate potential risks for future improvement. This proactive approach ensures ongoing monitoring and enhancement of our supply chain resilience and sustainability.

#### GRI 409: Forced or Compulsory Labor 2016

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>2023 ESG Report, <a href="#">Supplier ESG Standards and Compliance</a> <a href="#">Human Rights and Labor Policy</a> <a href="#">CTISCA Statement</a> <a href="#">Supplier Code of Conduct</a></p> <p>Agilent prioritizes the integrity and sustainability of our supply chain. To ensure transparency and resilience in our operations, we engage third-party services for conducting Supply Chain Risk Analysis (SCRA) on all Active Suppliers. SCRA is based upon goods/services provided by suppliers and their geographical locations.</p> <p>After analyzing SCRA results, 564 suppliers completed a detailed Human Rights &amp; Labor assessment. A small percentage of suppliers may require further evaluation to address and mitigate potential risks for future improvement. This proactive approach ensures ongoing monitoring and enhancement of our supply chain resilience and sustainability.</p>
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#### GRI 410: Security Practices 2016

410-1	Security personnel trained in human rights policies or procedures	All of Agilent's security services providers are required to undergo training in human rights policies/procedures.
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#### GRI 413: Local Communities 2016

413-1	Operations with local community engagement, impact assessments, and development programs	2023 ESG Report, <a href="#">Engagement Through Giving and Volunteerism</a>
413-2	Operations with significant actual and potential negative impacts on local communities	Agilent has not identified any negative impact on local communities caused by Agilent operations.

#### GRI 414: Supplier Social Assessment 2016

414-1	New suppliers that were screened using social criteria	In FY 2023, 23% of new suppliers were screened using sustainability/social criteria.
414-2	Negative social impacts in the supply chain and actions taken	Based on responses to our business assessment questionnaire, eight suppliers were identified as having the potential for high social risk. Agilent discontinued work with these suppliers. The number of suppliers with negative impact represents a small percentage of Agilent's total supply chain (less than 0.05%).

#### GRI 415: Public Policy 2016

415-1	Political contributions	Agilent does not contribute to or donate any funds to political parties or candidates. We updated our policy to provide additional detail. <a href="#">Political Contributions Policy</a>
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#### GRI 416: Customer Health and Safety 2016

416-1	Assessment of the health and safety impacts of product and service categories	2023 ESG Report, <a href="#">Product Quality and Safety</a>
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416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Agilent did not receive any regulatory non-compliance notices for the reporting period.
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Agilent's labeling requirements/procedures are guided by the regulatory requirements within the jurisdictions of operation. Our Regulatory Affairs and Quality Assurance professionals worldwide are committed to the highest compliance standards and are well versed in applicable laws and regulations for Agilent products. Agilent maintains robust internal policies and procedures supporting its product labeling, which are continuously reviewed and updated to meet new and emerging regulations.
417-2	Incidents of non-compliance concerning product and service information and labeling	Agilent had no incidents of non-compliance regarding products or non-compliance issues regarding labeling resulting in a fine, penalty, or warning. In addition, Agilent did not have any non-compliance incidents for product-related claims during the reporting period.
417-3	Incidents of non-compliance concerning marketing communications	Agilent had no incidents of marketing non-compliance during the reporting period.
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Agilent is unaware of any complaints regarding breaches of customer privacy or loss of data in the period. Agilent's Global Data Protection & Privacy program includes data breach management policies and procedures to address the handling of breaches that involve unauthorized or unintended loss, change or transmission of personal data. These policies and procedures are scalable to respond to the rapidly changing regulatory environment across the globe.