

Grundsatzerklärung / Policy Statement
of
Agilent Technologies Deutschland GmbH

in accordance with § 6 Abs. 2 Lieferkettensorgfaltspflichtengesetz / German Supply Chain Due Diligence Act („**SCDDA**”).

1 Preamble

Agilent Technologies Deutschland GmbH (“**Agilent Deutschland**”) is the operational entity in Germany of the Agilent Technologies group of companies (“**Agilent**”) with the ultimate parent being Agilent Technologies, Inc. with its head office in Santa Clara, California. Agilent is a leader in life sciences, diagnostics and applied chemical markets providing solutions to scientists in pharma and biopharma, chemical and energy, food safety, environmental and forensics, diagnostic and clinical labs. Agilent provides laboratories worldwide with instruments, services, consumables, applications and expertise.

Agilent Deutschland’s main business activities include the sale and service of the Agilent product portfolio on the German market, manufacturing and research & development.

Considering Agilent’s global operations, Agilent has established policies and procedures that are globally applicable to all of its entities. A global Supply Chain Risk Management Program (“**SCRM**”) identifies and manages risks both in Agilent’s own business operations as well as its supply chain, including in relation to human rights and environmental risks. The SCRM is managed on a global scale, encompassing oversight by Agilent Deutschland as well as other entities within the Agilent group.

2 Management Commitment

Agilent’s core values and culture reflect our commitment to uncompromising integrity, ethical business practices, and good corporate citizenship wherever we operate in the world. This commitment includes a respect for human rights and environmental responsibility throughout our business activities as well as a proactive approach to promoting these principles within our supply chains. Our policies and practices demonstrate our commitment to promoting human rights.

With this Policy Statement, Agilent Deutschland further manifests its commitment to uphold and respect human rights, and to address environmental risks. We, in particular, acknowledge and respect the fundamental principles contained in the Universal Declaration of Human Rights and the core labor standards of the International Labour Organisation (ILO).

Agilent acknowledges its human rights and environment-related due diligence obligations with regard to its supply chain and strives for continuous improvement to prevent or minimize risks or

violations. We are committed to sourcing components, materials and services from organizations that share Agilent's values and we do not knowingly engage with individuals or companies involved in abuses. This Policy Statement focuses on the following human rights and environmental risks ("**SCDDA Risks**"):

- Prohibition of the employment of a child and the worst forms of child labor;
- Prohibition of the employment of persons in forced labor, all forms of slavery and slavery-like practices;
- Prohibition of non-compliance with occupational health and safety obligations;
- Prohibition of the violation of freedom of association;
- Prohibition of unequal treatment in employment;
- Prohibition of withholding an appropriate wage;
- Prohibition of causing harmful soil change, water pollution, air pollution, harmful noise emissions or excessive water consumption;
- Prohibition of unlawful eviction and the prohibition of unlawful seizure of land, forests and waters;
- Prohibition of hiring private or public security if it is in violation of the prohibition of torture and cruel, inhumane or degrading treatment, damages life or limb, or impairs the right to organize and the freedom of association;
- Prohibited production, use and/or disposal of mercury according to the Minamata Convention;
- Prohibited production and/or use of substances within the scope of the Stockholm Convention (POPs) and non-environmentally sound handling of waste containing POPs;
- Prohibited import or export of hazardous waste within the meaning of the Basel Convention.

3 Agilent Supply Chain Risk Management Program

At Agilent, ensuring respect for human rights and the environment is a continuous process. In the context of an evolving business landscape, business activities and supplier relationships, our processes and policies are subject to regular review, evaluation and enhancement.

3.1 Responsibilities

The Agilent SCRMM establishes an ongoing process through which Agilent addresses risks resulting from its business activities and from its supply chain. This includes (i) assessing risks to human rights and environmental aspects, (ii) integrating the findings into its decision-making and actions to mitigate the identified risks, (iii) tracking the effectiveness of these measures and updating them if necessary, and (iv) communicating its efforts internally and externally. A cross-functional Risk Management Team implements the SCRMM and a global Governance Board monitors the implementation. The Risk Management Team as well as the Governance Board include representatives from Workplace Services, Human Resources, Supply Chain Compliance, Legal and Regulatory.

3.2 Risk Analysis

Agilent conducts an annual risk analysis of its own business operations and its direct suppliers with the support of a third-party risk assessment platform. An additional event-based risk analysis is required if there is a significantly changed or significantly expanded risk situation in Agilent's business operations or its direct or indirect supply chain.

Within Agilent's own business operations, selected entities perform a self-evaluation, including Agilent Deutschland. At a minimum, the SCDDA Risks are evaluated.

Agilent conducts an annual risk analysis of its supply chain for the purpose of identifying, assessing and prioritizing risks. Leveraging the third-party risk assessment platform, an abstract risk analysis is performed evaluating elements of industry and country risk for human rights and environmental standards. The results from the abstract risk analysis are used to identify potentially high-risk suppliers.

The risk assessment in Agilent's own business operations shows that the SCDDA Risks are low due to our global policies and Agilent values.

At the time this Policy Statement is released, the results of our risk assessment for suppliers have only revealed minor risks. Agilent will continue the supplier risk assessment prioritizing human rights- and environmental-related risks and update this Policy Statement accordingly. Risk mitigation measures are described below.

3.3 Mitigation

Agilent has established a variety of policies and standards to clarify expectations and set the standards for everyone who works at and with Agilent. Agilent's policies and practices reflect our support, respect, and activities to promote human rights and protect the environment within our sphere of influence.

3.3.1 Preventive Measures

A key element of prevention is fostering a culture of learning and knowledge development. Every Agilent employee undergoes annual training on the Standards of Business Conduct and Environmental Health and Safety. Training for Agilent employees about applicable procurement processes ensures that the procurement organizations are consulted for relevant purchasing decisions. Additionally, Agilent employees may receive specific training relevant to their role and responsibilities. Training within Agilent is managed through a global training management platform.

Agilent has established various standards and guidelines to control individual ESG risks both on a global and a local level. Those policies must be followed by Agilent organizations as applicable.

EHS relevant processes are within the framework of Quality and Environmental Agilent Management Systems, which are implemented in compliance with ISO 9001 and ISO 14001.

For our suppliers, Agilent's Supplier Code of Conduct establishes the standards and expectations that all suppliers are required to adhere to. Its aim is to ensure that suppliers align with Agilent's values and standards, including but not limited to ethics, compliance, social responsibility and governance. Agilent's compliance requirements are communicated to all new suppliers as part of the supplier onboarding process. Re-communication of Agilent's Supplier Code of Conduct is performed on an annual basis with strategic, preferred and core suppliers. Agilent's supplier agreements and general purchase order terms & conditions include obligations to comply with environmental regulations as well as a contractual commitment to comply with the Agilent Supplier Code of Conduct.

Agilent utilizes a risk-based approach when developing mitigation initiatives with our suppliers. The responsible supplier relationship manager discusses the assessment results with the identified high-risk suppliers and works with the supplier to develop a risk mitigation plan which includes defined activities and timelines. The responsible supplier relationship manager works to ensure execution of the risk mitigation plan in collaboration with the suppliers.

Possible mitigation activities may include i.a. on-site audits, collaboration with suppliers to eliminate a risk, industry/technology initiatives, contingency planning, diversification of supply base, and potentially termination of business relationship. A supplier's failure to engage in or fulfill risk mitigation plans may result in supplier re-categorization, loss of future business with Agilent, and/or contract termination. A similar risk-based mitigation approach will be applied if Agilent obtains substantiated information about an indirect supplier that presents a risk and/or potential violation.

3.3.2 Remedies

In the event that a violation occurs or is imminent, its root cause will be identified, and actions will be defined in accordance with a standardized process.

Within Agilent's own business operations, measures may include the modification of internal processes and policies or the ceasing of business activities that are causing the violation. In Agilent's own business operations, the remedial measures must always effectively end the violation.

Within Agilent's supply chain, the supplier compliance team will closely co-operate with the supplier to collect necessary information (e.g. via on-site audits), implementing remedial action plans, or to engage with other stakeholders depending on the severity of the violation.

A supplier's failure to engage in or fulfill risk mitigation plan within a reasonable timeframe may result in supplier re-categorization, loss of future business with Agilent, and as a last resort, suspension and/or termination of the business relationship.

3.4 Monitoring

The Governance Board will monitor the SCRM on an annual basis and additionally where necessary due to specific events. The Risk Management Team will provide a report containing a summary of the abstract risk analysis, the status/outcomes of the assessments of Agilent's own business operations, and its supply chain.

The Supplier Compliance Lead works with the responsible supplier relationship managers to understand the progress and status of risk mitigation activities. Suppliers with mitigation actions are re-evaluated in the next cycle of assessment.

3.5 Complaints Procedure

Agilent has established the Agilent Compliance Helpline [EthicsPoint - Agilent](#), a complaints procedure that is accessible internally and externally on our website. The purpose of Agilent's Helpline is to provide a globally accessible channel available to any person to raise any questions or report suspected violations of policy, law or regulation, including human rights and environment-related risks as well as violations of human rights or environment-related obligations that have arisen as a result of our economic activities or the economic activities of our direct or indirect suppliers. The Helpline is administered by a third-party organization. Reports may be received by telephone (via local toll-free number) or through the web 7 days a week, 365 days a year and in more than 100 languages. If a call is not answered in the language preferred, interpreters are available upon request.

Any subsequent investigation is then conducted in a timely, thorough, discreet and objective manner.

Agilent does not tolerate retaliation against any person making a report or involved in an investigation, and allows for reports be made without providing a name and contact information, preserving anonymity.

3.6 Reporting

Agilent documents and reports in accordance with the SCDDA and in accordance with the instructions of the authorities.

The Managing Directors of Agilent Deutschland are informed regularly, at least once a year and event-based by the Risk Management Team of the SCRM status.

4 Expectations set for our employees and suppliers

Agilent expects all employees and suppliers to adhere to the principles outlined in this Policy Statement. This includes not knowingly causing, participating in or conducting business with any individual or company that contributes to violations of human rights and environmental prohibitions and to report any potential, imminent or actual violation immediately.

Additionally, our Standards of Business Conduct, Environmental, Health and Safety Policy and Human Rights and Labor Policy establish guidelines and expectations for our employees. These documents are binding for all Agilent employees.

Additionally, expectations for our suppliers are set forth in the Agilent Supplier Code of Conduct, which defines principles and requirements for responsible collaboration in the supply chain.

This Policy Statement was adopted by the Managing Directors of Agilent Technologies Deutschland GmbH for Agilent fiscal year 2024.