



# Bringing Great Science to Life — Sustainably

2024 ESG Report





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## About This Report

Building on 25 years of corporate responsibility reporting, our 2024 ESG Report reflects Agilent's continued commitment to bringing great science to life while minimizing our environmental footprint, supporting our employees and communities, and upholding strong governance standards. Through this report, we aim to provide transparency on our practices, progress, and challenges in managing material environmental, social, and governance (ESG) risks and opportunities across our global operations and product portfolio.

This annual disclosure covers Agilent's worldwide operations for fiscal year 2024 (Nov. 1, 2023, to Oct. 31, 2024) and aligns with leading global reporting frameworks, including the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and the United Nations Sustainable Development Goals (SDGs).

In addition to these frameworks, we previously included a Task Force on Climate-related Financial Disclosures (TCFD) index in our annual ESG Report. In response to California's new climate-disclosure laws and the ongoing guidance being issued by the California Air Resources Board (CARB), we will publish a separate TCFD report on our website before the statutory deadline of Jan. 1, 2026.

To further enhance the transparency and reliability of our disclosures, select environmental data has been moderately assured by Apex Companies, LLC. The independent assurance statement is available on our [website](#).

## Forward Looking Statements

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 July 31, 2025, 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.

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### 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 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.





Section 01

# CEO Letter



## Letter From the CEO

At Agilent, our mission is to deliver trusted answers and insights to advance the quality of life. Being a leading sustainable lab partner to our customers is reflected in both our operations and our products.

Our 2024 ESG Report highlights Agilent's growing portfolio of sustainable solutions, including analytical and clinical laboratory instruments, technology, consumables, and services, that are used by more than 285,000 labs worldwide.

We are proud of the impact we have in advancing research and testing, from improving cancer diagnostics and treatment to ensuring the safety of our food and water. We are dedicated to reducing the environmental impact of our operations, and this year's report reflects our progress in reducing our footprint, innovating responsibly, and making a difference in science and society.

I encourage you to read the full 2024 ESG Report, Bringing Great Science to Life — Sustainably, to see the impact we are making and the commitment of our Agilent team members who make it possible.



A handwritten signature of Padraig McDonnell in white ink on a dark blue background. The signature is written in a cursive, flowing style.

**Padraig McDonnell** | President and CEO



Section 02

# Our Company



# Business Overview

As a global leader in laboratory and clinical technologies, Agilent is committed to helping scientists bring great science to life. As they pursue small, everyday advances and life-changing discoveries, we provide trusted answers to scientists’ and clinicians’ most critical questions and challenges. Leveraging more than 50 years of expertise, we create solutions to address our customers’ greatest needs, integrating advanced instruments, software, and consumables that are supported by teams of highly skilled people with advanced technical degrees.

Our comprehensive solutions produce the most accurate results as well as optimal scientific, economic, and operational outcomes. By working collaboratively with our customers and supporting their needs, we help them bring great science to Biopharma/Pharma; Clinical and Diagnostics; and Applied Markets.

## Mission

To deliver trusted answers and insights to advance the quality of life

## Vision

Innovate and deliver seamless solutions for our customers to expand frontiers of science

### Values

	 <div>UNCOMPROMISING INTEGRITY</div> <div>We adhere to the highest standards</div>	 <div>TRUST</div> <div>We invest in authentic relationships</div>
 <div>RESPECT</div> <div>We treat others as they want to be treated</div>	 <div>TEAMWORK</div> <div>We act as one team</div>	 <div>FOCUS</div> <div>We prioritize what matters most to Agilent</div>
 <div>ACCOUNTABILITY</div> <div>We empower ownership of our work and results</div>	 <div>SPEAKING UP</div> <div>We communicate with candor and listen closely</div>	 <div>INNOVATION</div> <div>We seek better solutions in all we do</div>

## Business Groups

### Agilent CrossLab Group

Agilent CrossLab Group (ACG) is focused on supporting our customers in all our end markets. ACG includes services, software and informatics, automation, and consumables. This business accelerates and strengthens customer connections across all Agilent end markets. The group is uniquely positioned to leverage its comprehensive portfolio and capabilities with targeted workflows and applications that drive critical outcomes and productivity in labs.

### Life Sciences and Diagnostics Markets Group

Our Life Sciences and Diagnostics Markets Group (LDG) is primarily focused on our pharma/ biopharma and clinical/diagnostics end markets. LDG includes liquid chromatography and mass spectrometry instrument platforms, cell and biomolecular analysis, contract development and manufacturing organization (CDMO) capabilities, pathology, companion diagnostics, and genomics. LDG provides a comprehensive portfolio of leading technology platforms and solutions to serve Agilent customers’ value chain — including research and discovery, development and scale-up, production of therapeutics, and development of critical cancer diagnostics.

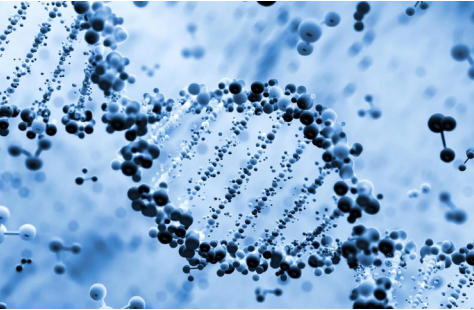
### Applied Markets Group

Our Applied Markets Group (AMG) is focused on the food, environmental, forensics, chemicals, and advanced materials markets. AMG includes gas chromatography and mass spectrometry, spectroscopy, and vacuum-technology platforms. AMG focuses on maintaining Agilent’s strong leadership in these markets and accelerating growth in new areas of the market.

# Key Markets

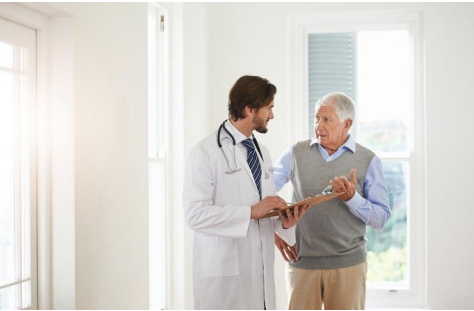
## Pharmaceutical

Agilent has one of the broadest solutions portfolios of any company serving the pharmaceutical industry. Our solutions provide precise answers for every segment of the pharmaceutical industry, from disease research and drug discovery to drug development, manufacturing and quality control. The start-to-finish solution set means customers can get products to market faster. Customers trust us to help them test the purity of their therapeutics. Agilent also ensures that their instruments and processes conform to the highest compliance.



## Diagnostics

Agilent gives doctors a head start in the fight against cancer and other diseases. Our solutions help pathology laboratories deliver fast, accurate information to the doctors, hospitals and medical centers they serve. We help medical professionals make more accurate diagnoses so patients can receive the most effective therapies.



## Chemicals and Advanced Materials

Agilent products are used for quality, compliance, and safety testing across the value chain from raw materials to final products for the chemicals, materials, and energy markets. These include specialty chemicals used as food and pharmaceutical ingredients; advanced materials used in electronic, semiconductor, battery, consumer, and bio-medical products; and petroleum products used as fuels and feedstocks.



## Research

Most life-sciences and diagnostics research is done at top-tier universities, with funding from governments around the world. Agilent is helping these researchers learn more about cancer, cardiovascular diseases, diabetes, Alzheimer's, Parkinson's, autism and other ailments. Our instruments, software and sample preparation solutions help scientists conduct faster, more accurate research.



## Environmental and Forensics

From pesticides to pharmaceutical residues to trace metals, we provide fast, accurate and sensitive methods for monitoring contaminants affecting quality of life. Agilent solutions also play an important role in law enforcement by providing robust tools and instruments to analyze and verify evidence at trial, and in helping sports authorities ensure the world's top-performing athletes are competing fairly.



## Food

Agilent helps ensure that our global food supply is free of contaminants — whether chemical, viral, bacterial or microbiological. Our customers include government regulators and labs that control food safety, as well as private companies that produce, package and sell food to the public.





## Products and Services



### Sample Preparations and Lab Supplies

Essential for converting test samples into suitable forms for analyses without significant loss of targeted compounds, Agilent's suite of sample preparation products ensures scientists have the right solution for their analytical needs.



### Life Science Applications

From cellular analysis to next-generation sequencing, liquid handling, and microplate imaging, Agilent's solutions in the life sciences field enable labs to gain deeper insights into their area of research.



### Lab Software

Enhancing lab performance through the digital lab experience, Agilent offers its customers a plethora of software and informatics solutions. These solutions help customers reduce operational costs through cloud-based operations, security, and resource management. They also enable labs to analyze and deliver test results with confidence while increasing yield, quality, and throughput through lab automation and digital services for workflow optimization.



### Services

Always ready to support our customers where and when needed, the Agilent CrossLab team offers a range of lab management services from instrument maintenance and repair to lab and instrument relocation and lab enterprise services.



### Analytical Lab Instruments

From liquid/gas chromatography (LC/GC) to mass spectrometry and atomic and molecular spectroscopy, Agilent's analytical instruments are designed to achieve reliable and reproducible lab results offering end-users high sensitivity, ease of use, and simplicity.



### Clinical and Diagnostic Testing

Agilent offers a wide range of clinical and diagnostic testing solutions in areas such as companion diagnostics, genomics testing, immunohistochemistry, and more, enabling clinicians to deliver accurate results quickly to their patients so that they can be treated accordingly with confidence.



### Application Support

In addition to providing our customers with the instruments and tools they need to bring great science to life, Agilent scientists and engineers also provide trusted method development support to customers in our global Center of Excellence suites, which are equipped with ACT®-labeled Agilent solutions. Furthermore, our team offers a series of remote, educational training and support services through the Agilent University program, Agilent Community, and Agilent Knowledge Portal.



# 2024 At a Glance

25  
Years as a public company



285K+  
Labs served



110  
Countries served



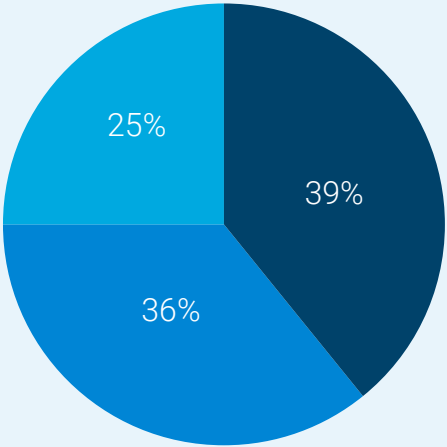
90%+  
Customer retention rate



Employees<sup>1</sup>  
17,900

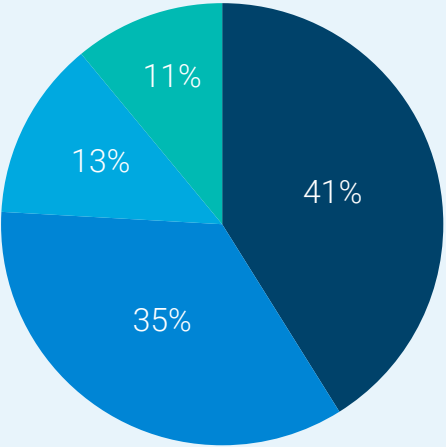
## Employees by Region

- Americas
- Asia Pacific
- Europe



## Employees by Organization<sup>2</sup>

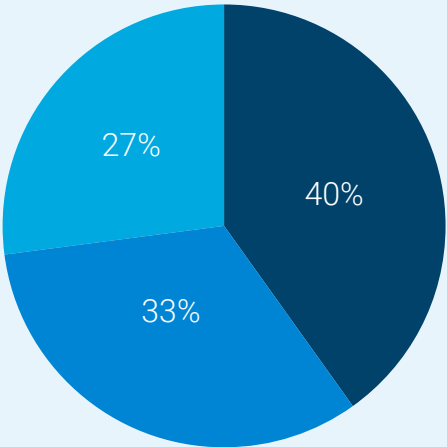
- Agilent CrossLab
- Life Sciences and Diagnostics Markets
- Applied Markets
- Global Infrastructure Organization



Revenue  
\$6.5 Billion

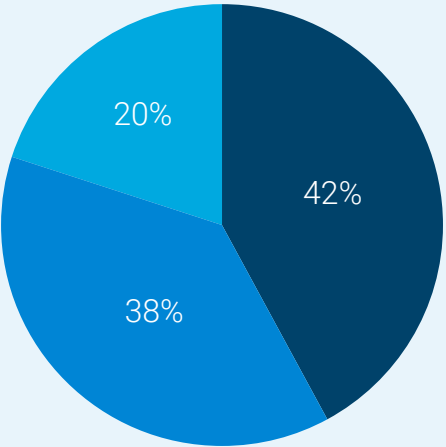
## Revenue by Region

- Americas
- Asia Pacific
- Europe



## Revenue by Organization<sup>3</sup>

- Agilent CrossLab
- Life Sciences and Diagnostics Markets
- Applied Markets



<sup>1</sup> Employee data does not include temporary workers who are leveraged to provide flexibility for our business and manufacturing needs.  
<sup>2</sup> Organizations reflect Agilent’s new organizational structure announced in November 2024 and reported in our [FY 2024 Form 10-K](#).  
<sup>3</sup> Organizations reflect Agilent’s new organizational structure and recast revenue segmentation data reported in our [Form 8-K filed on March 3, 2025](#).



# Awards and Accolades

## Workplace



Fortune World's 25 Best Workplaces™ 2024



Fortune 100 Best Companies to Work for in Europe™ 2024



Fortune Best Workplaces in Health Care™ 2024



Newsweek America's Greatest Workplaces 2024



Forbes World's Best Employers 2024



Forbes America's Best Companies 2024



Time Best Companies for Future Leaders 2024



U.S. News & World Report Best Companies to Work for by Industry 2024

### Great Place to Work National Best Workplaces™

- |                                       |                |
|---------------------------------------|----------------|
| Belgium                               | Italy          |
| Canada                                | Japan          |
| France                                | Singapore      |
| Germany                               | South Korea    |
| Greater China (Greater China, Taiwan) | Spain          |
| India                                 | United Kingdom |
| Ireland                               |                |

### Great Place to Work Certified

#### Americas

- Brazil
- Canada
- Mexico
- United States
- Puerto Rico

#### Asia Pacific

- Australia
- China
- Hong Kong
- India
- Japan
- Malaysia
- Singapore
- South Korea
- Taiwan
- Thailand

#### Europe

- Belgium
- Denmark
- Finland
- France
- Germany
- Ireland
- Italy
- Netherlands
- Spain
- Sweden
- Switzerland
- United Kingdom

# Awards and Accolades

Sustainability

Product



Just Capital and CNBC  
2024 JUST 100 List

S&P Global Sustainability  
Yearbook Member  
S&P Global  
Sustainability Yearbook 2024

S&P Global Member of Dow Jones  
Sustainability Indices  
Powered by the S&P Global CSA  
Dow Jones Sustainability World Index  
Dow Jones Sustainability North America Index



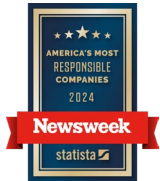
SelectScience 2023 Scientists'  
Choice Awards® Sustainable Product  
of the Year for Agilent Cary 3500 Flexible  
UV-Vis Spectrophotometer

SelectScience 2023 Scientists'  
Choice Awards® Sustainable  
Supplier of the Year



SelectScience 2024 Scientists'  
Choice Awards® Best New Drug  
Discovery & Development Webinar  
of 2023

SelectScience 2024 Scientists'  
Choice Awards® Best New Drug  
Discovery & Development Product  
of 2023



Newsweek America's Most  
Responsible Companies 2024



Newsweek America's Greenest  
Companies 2024



Silicon Valley Business Journal  
Largest Corporate Philanthropist in  
Silicon Valley 2024



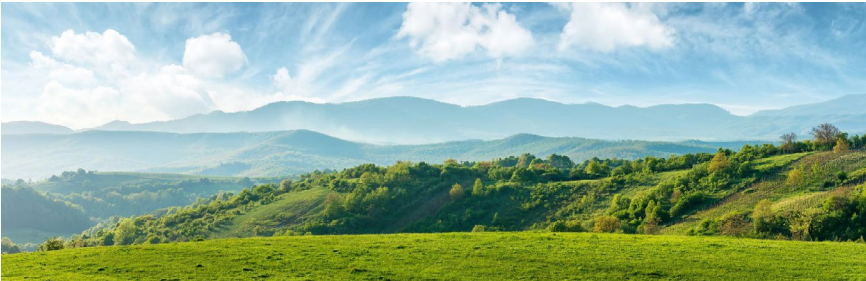
Barron's 100 Most  
Sustainable Companies 2024



Time World's Most  
Sustainable Companies of 2024



World Economic Forum Global Lighthouse  
distinction for Waldbronn, Germany facility





# Innovation Leadership and Strategy

Agilent fosters innovation through a comprehensive and forward-looking strategy that integrates internal research and development, academic collaboration, philanthropic support, early-stage partnerships, and targeted acquisitions. These efforts are designed to fuel scientific discovery, accelerate customer breakthroughs, and shape the future of life sciences, diagnostics, and applied markets. By investing in cutting-edge R&D, empowering researchers, supporting entrepreneurial ventures, and acquiring transformative technologies, Agilent continually expands its ability to deliver solutions that improve the quality of life, advance sustainability, and address the world's most pressing challenges.



## Investing in Our R&D Capabilities

Agilent invests approximately 7% of annual revenue in R&D to develop new products and improve existing ones, laying the foundation for tomorrow's breakthroughs and empowering Agilent customers to answer emerging questions at the forefront of life sciences, diagnostics, and the applied markets.

# Collaborating with Academic Institutions

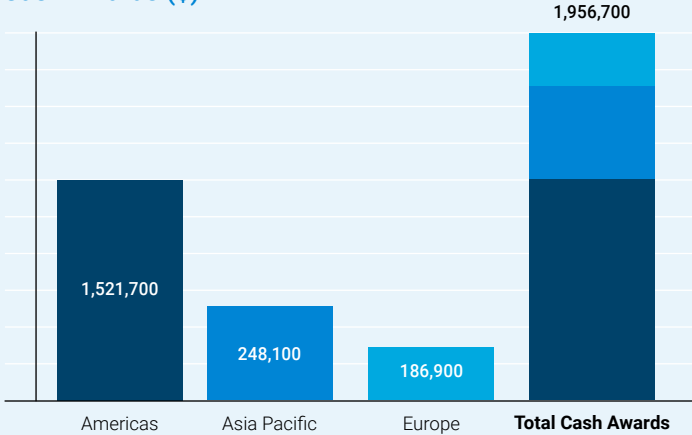
Agilent's University Relations and External Research department collaborates with academic institutions and nonprofit research organizations in areas of shared interest.<sup>4</sup> By providing access to Agilent's technologies, expertise, and financial support, we empower researchers to address complex challenges in fields such as life sciences, pharmaceuticals, clinical diagnostics, and environmental research, while also supporting the next generation of scientific leaders. These programs inform Agilent's R&D priorities, helping us stay at the forefront of scientific and technological innovation and maintain our position as a leading provider of scientific instruments and solutions.

## Flagship Academic Programs

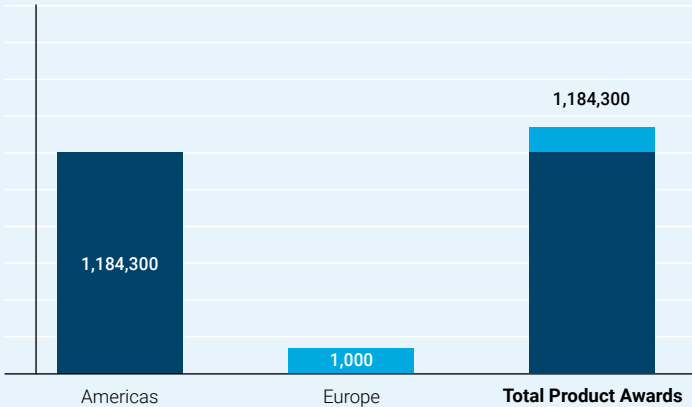
- University Research Program:** Supports academic research through grants, technical expertise, and product donations
- Agilent Research Catalyst (ARC) Program:** Accelerates pioneering academic research in areas of strategic scientific and technological importance to Agilent, fostering breakthroughs in high-impact fields
- Solutions Innovation Research Award (SIRA):** Newly launched initiative that stimulates innovative uses of Agilent products to solve pressing scientific problems in academia, emphasizing real-world impact
- Early Career Professor Award:** Recognizes significant original research by emerging academic leaders through research funding, access to Agilent products, and opportunities for collaboration

In 2024, Agilent's University Relations programs invested **\$3.14 million in more than 25 research projects**, advancing fields such as cell therapy, novel battery technologies, and cancer diagnostics.

## Cash Awards (\$)



## Product Awards (\$)



<sup>4</sup> Academic institutions that receive Agilent University Relations support retain independent control over their research, and awards are not contingent on contractual obligations to Agilent.

## Partnering with Early Stage Companies

Agilent’s Early-Stage Partnership (ESP) Program provides a valuable link between an early-stage company’s entrepreneurial spirit and Agilent’s domain expertise. From proof-of-concept to revenue stages, we collaborate with companies who are developing transformative tools, technologies, and applications for life science research, clinical research, and diagnostics. In 2024, the ESP Program invested in Tagomics and provided follow-on investments to Akadeum Life Sciences, Arima Genomics, Elegen, Molecular Assemblies, and Nicoya Lifesciences to support their next stage of development.

## Expanding Solutions Through Acquisitions

Agilent strategically acquires companies with cutting-edge technologies and specialized capabilities to strengthen our portfolio of integrated solutions that accelerate innovation across life sciences, diagnostics and applied markets.

The 2024 acquisition of BIOVECTRA builds on our oligonucleotide expertise by adding complementary capabilities in biologics, potent active pharmaceutical ingredients and other molecules for targeted therapeutics. This expansion creates a single-source, end-to-end solution for gene editing and therapeutic nucleic acid production, from early clinical trials to commercial manufacturing, helping scientists bring breakthrough therapeutics to patients more quickly and efficiently.

We also acquired Sigsense, a developer of AI-enabled laboratory operations technology that improves lab productivity, automation and decision-making. This acquisition advances Agilent’s digital lab strategy by integrating real-time insights, predictive maintenance and workflow optimization into our instrument platforms.

## Giving to Build a Resilient Future

The Agilent Foundation supports our mission to advance the quality of life through two key areas of focus:

- Ensuring safe water, air quality, and food supplies, along with addressing climate change
- Expanding economic opportunity in STEM fields

The foundation supports these priorities by providing grants directly to nonprofit organizations and through our employee giving and volunteer programs.

Delaware State University (DSU) serves as the foundation’s flagship philanthropic partner. Since 2022, the Agilent Foundation has contributed nearly \$10 million in financial and in-kind donations to DSU, including \$1,043,000 in 2024. This support is directed toward programs that improve the academic outcomes and career prospects for STEM students from Historically Black Colleges and Universities (HBCUs) in the Mid-Atlantic region.

In addition to partnering with DSU in 2024, the Agilent Foundation supported organizations advancing STEM opportunities, global well-being, and climate resilience, including the following:		To learn about the Agilent Foundation’s support for employee giving and volunteer programs, please see the <a href="#">Employee Engagement</a> section of this report.	
<b>International Rescue Committee (IRC):</b> \$200,000 to establish the Healing Classrooms initiative for Ukrainian youth refugees in Germany, enabling IRC to hire, train, and provide tools and resources to more than 300 program educators.		<b>TechnoServe:</b> \$150,000 to advance the Sustainable Guar Initiative, focused on empowering guar farmers in Bikaner, Rajasthan and strengthening the community’s climate resilience.	
<b>SOS Sahel:</b> \$200,000 for the sustainable cultivation of fonio — a highly nutritious, gluten-free, and drought-resistant grain, aiming to improve the livelihoods of farmers and boost food security for vulnerable populations in Senegal’s Tambacounda, Kedougou, and Kolda regions.		<b>American Red Cross:</b> \$100,000 for Hurricane Helene disaster recovery efforts in six impacted states, supporting communities that include hundreds of Agilent employees and their families.	





## Advancing Solutions for Global Challenges

Cutting-edge treatments for cancer, new vaccines, advances in identifying genetic diseases, testing that ensures the safety and quality of our air, food, water, and energy sources — these all have the same source: great science. Great science is responsible for humankind's greatest achievements, from the incremental improvements that scientists make daily to life-changing discoveries that flourish.

As champions of science, Agilent believes great science is not just a worthy pursuit — it is an essential one. Through a holistic approach that combines innovative technologies, services, and collaborative expertise, Agilent supports scientists by providing tangible trusted solutions.

**Every day great science is making a real difference in human lives. Agilent is proud to support the people who are making that possible.**

### Cancer Research and Care

Agilent's technologies are at the forefront of cancer research, enabling scientists to gain deeper insights into cancer biology and develop more effective, less toxic therapies. Our advanced platforms for cell analysis, genomics, and mass spectrometry empower researchers to study cancer at the molecular, cellular, and metabolic levels. These integrated solutions support the development of targeted therapies that attack cancer cells while sparing healthy tissue. They play a crucial role in advancing personalized medicine and innovative diagnostic tools, making cancer care more precise and accessible.

### Therapeutics for Chronic Diseases

Therapeutic oligonucleotides are increasingly important for treating a broad spectrum of chronic diseases. Agilent delivers end-to-end workflows — including instruments, software, columns, and consumables — optimized for oligonucleotide analysis and manufacturing. As a leading manufacturer of nucleic acid-based therapeutics, Agilent operates

state-of-the-art facilities in Boulder and Frederick, Colorado, producing small-interfering RNA (siRNA), antisense RNA, and CRISPR guide RNA molecules. In 2024, we expanded our CDMO capacity for RNA therapeutics, integrating operations across our Nucleic Acid Solution Division (NASD) and recently acquired BIOVECTRA to support over 100 new customers and meet rising demand for targeted therapies.

### Environmental Contaminants

With growing global concern about contaminants such as per- and polyfluoroalkyl substances (PFAS), microplastics, and other pollutants in water, food, and soil, Agilent leads the industry in providing comprehensive analytical solutions. Our technologies enable detection and quantification of environmental contaminants at trace levels, delivering unbiased quantitative and qualitative data essential for understanding their impact on public health and the environment. Agilent's integrated platforms help scientists and regulatory agencies monitor, assess, and mitigate environmental and health risks more effectively.

### Energy Transition

As the world transitions to electric vehicles and renewable energy storage, demand for rechargeable batteries is surging. Agilent offers comprehensive solutions across the lithium-ion battery life cycle, from raw material analysis to advanced testing during cell assembly and recycling. Our analytical instruments provide precise material characterization, rapid impurity detection, and support for research, quality control and regulatory compliance. Our technologies also play a vital role in hydrogen fuel testing, with analyzers that identify trace impurities to ensure hydrogen's safety and performance as a clean energy source. These solutions help battery and fuel producers optimize production, minimize delays, and uphold high standards for safety throughout the battery and hydrogen value chains.





Section 03

# Our Approach to ESG



## Defining What Matters

Stakeholder feedback is an integral part of our ESG and business strategies. At every level of the organization, from our Board of Directors to field service engineers, we engage stakeholders in regular dialogue that guides our priorities, shapes our programs, and defines our measures of 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 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 opportunities.

We maintain a robust 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 such as our business, financial, and operating performance, corporate governance initiatives, ESG-related disclosures and practices, and risk management. In 2024, we participated in numerous investor events; for more details, visit our [Investor Relations website](#).

Feedback from our stakeholder engagement activities directly informs our priorities and our assessment of material ESG issues. We last updated our companywide materiality assessment in 2023, incorporating input from internal stakeholders (refer to our 2023 ESG Report for details). In 2024, our focus shifted to preparing for EU Corporate Sustainability Reporting Directive (CSRD) requirements, which include a double materiality assessment. We formed an internal team to ensure readiness for the extensive reporting obligations and engaged an external consultant to guide the process. Once the assessment is complete, we will evaluate next steps for our global materiality assessment.





## ESG Governance

Our Board, through its various committees, oversees Agilent’s ESG program and the progress of our ESG efforts and initiatives. The Board receives reports on a regular basis and reviews our ESG efforts, including our sustainability initiatives. The Board and its Compensation Committee oversee the administration of our employee benefits, including health and compensation plans, while the Audit Committee oversees our enterprise risk management program, which encompasses our ESG-related risks.

Our ESG Steering Committee, comprising 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 annually.

The Vice President of Workplace Services (WPS) is responsible for our ESG strategy and leads the ESG Working Group, comprising representatives from key functions such as supply chain, site operations, 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. The Vice President 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. Day-to-day management of ESG issues resides within each relevant business or function.



Social	
Human Rights and Human Capital Management	SVP, Human Resources
Labor	Employment Law Counsel
Occupational Health and Safety	Director, EHS
Product Quality and Safety	SVP, Global Quality and Regulatory Affairs
Supply Chain Social Responsibility	Chief Procurement Officer
Governance	
Business Ethics	Chief Compliance Officer
Data Privacy and Security	Chief Information Officer
Environmental	
Sustainable Operations	Director, EHS
Supply Chain, Scope 3	Chief Procurement Officer

Environmental stewardship is supported by additional groups, as follows:

- WPS 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 in our operations and supply chain.
- The NPI/R&D Sustainability team ensures sustainability is considered at each phase of the product life cycle and comprises experts from R&D, quality, marketing, EHS, and OFS.
- The Sustainability Forum brings together employees from across the company to encourage collaboration and knowledge sharing between teams and to reinforce sustainability as a core area of focus. Members meet monthly to present their team’s sustainability innovations, programs, achievements and plans.

## SDG Alignment

The United Nations Sustainable Development Goals (SDGs) are the blueprint to achieve a better and more sustainable future for all. They were adopted in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.

Aligning our corporate and ESG strategies, rooted in our mission, ensures our success translates into meaningful improvements in the quality of life for our stakeholders, patients, and communities worldwide, creating shared value across our ecosystem. By delivering innovative products that advance science and technology, embedding social responsibility and sustainability into our operations and supply chain, and fostering a positive, future-ready employee experience, we contribute to the ambitions of nine of the 15 SDGs.





## Section 04

# Environment



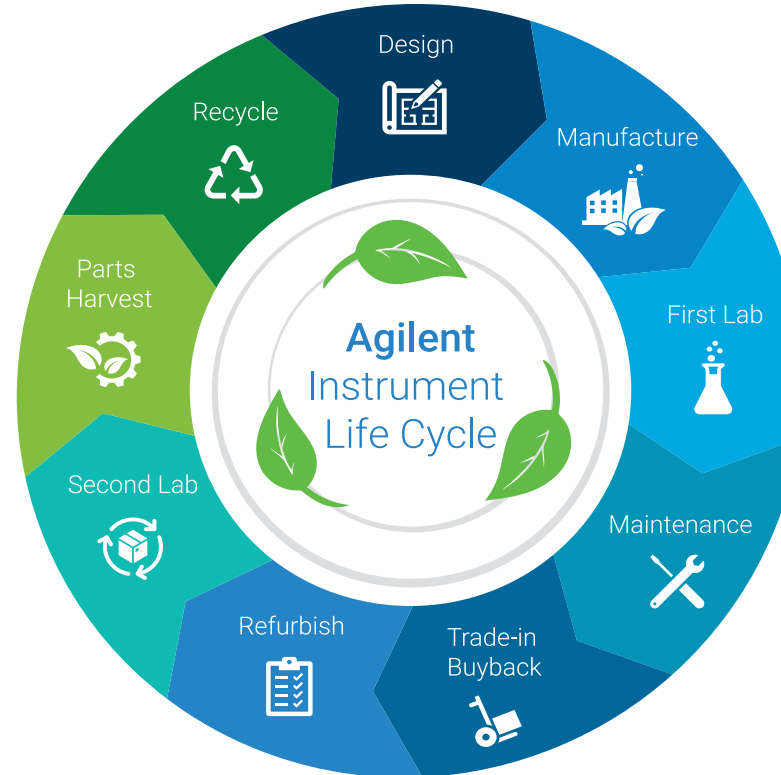


## Advancing a Circular Economy

Research laboratories are among the most resource-intensive environments found in academic, medical and industrial settings. Laboratory buildings consume 10 times more energy than similarly-sized office spaces driven by the need for constant temperature control, extensive ventilation systems, and the operation of energy-intensive equipment. In addition to energy, laboratory operations are often associated with high volumes of water, chemicals, and single-use plastics, all of which contribute to substantial waste generation and environmental impact. While laboratories serve as the engine of scientific innovation, they also present major sustainability challenges, necessitating the adoption of resource-efficient practices that minimize waste without compromising research quality or safety.

Agilent is committed to advancing science sustainably through programs grounded in circular economy principles. Our approach aims to extend product lifespans, keep materials in use longer, and minimize our products' environmental impacts. Our sustainable solutions touch all aspects of the lab, from analytical instruments that generate less waste to lab services and software that improve energy efficiency. To help customers make informed purchasing decisions, select Agilent products feature the My Green Lab® ACT® Ecolabel, a third-party verified label that offers transparency about a product's environmental impact. Agilent also operates the sector's most extensive instrument recycling and refurbishment program, returning valuable equipment to productive service instead of entering the waste stream.

## Agilent's Instrument Life Cycle Model



■ **Design:** Agilent designs our products to minimize power and resource consumption, while ensuring an extended lifespan — guaranteeing at least 10 years of use under the Agilent Value Promise. Read more about our efforts to formalize our approach to integrating sustainability into the design process in the [Sustainable Design](#) section.

■ **Manufacture:** The ACT Ecolabel from My Green Lab provides transparency around the environmental impact of our products, including manufacturing practices, and holds us accountable for continuous improvement. Read more about our product ecolabels in the [ACT-Labeled Instruments](#) section and about our sustainable manufacturing and procurement practices in the [Sustainable Operations](#) section.

■ **First Lab:** A more efficient lab is a more sustainable lab. CrossLab Connect and data intelligence tools provide customers with real-time insight into instrument use and health — helping boost productivity, reduce waste, and guide smart upgrade decisions when newer models are more efficient. Read more about CrossLab Connect in the [Supporting Efficient Labs](#) section.

■ **Maintenance:** Keeping instruments running longer through maintenance and repair is a key pillar of the circular economy model.<sup>5</sup> Agilent CrossLab Services deliver preventive maintenance, diagnostics, and repairs, while Agilent University and the free Agilent Community forum offer operator training and guidance that helps avoid downtime and loss of instrument longevity. Read more about CrossLab Services in the [Supporting Efficient Labs](#) section.

■ **Trade-In and Buyback:** When a customer is ready to retire an instrument or needs to change their setup, the Agilent Trade-In and Buyback program will remove it from their lab, including shipping, packaging, and customs fees — free of charge. Customers can choose to receive cash or credit for returned instruments. Read more in the [Product Second Life and Beyond](#) section.

■ **Refurbish and Second Lab:** Used instruments get a second life through refurbishment and resale with Agilent's Certified Pre-Owned (CPO) Instrument program where instrument lifetimes are extended by an average of 50%. Read more about the CPO Instrument program in the [Product Second Life and Beyond](#) section.

■ **Parts Harvesting and Recycling:** If an instrument cannot be refurbished, Agilent collects as many parts as possible for reuse in service of our older models. Parts that cannot be reused are recycled, transforming them into raw materials for new products. Read more about how we help to close the life cycle loop in the [Product Second Life and Beyond](#) section.

<sup>5</sup> Ellen MacArthur Foundation. [Circular economy introduction](#) accessed June 20, 2025.



# Sustainable Design

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


In 2023, we completed a pilot life cycle assessment product study with Environmental Resources Management (ERM) of an Agilent HPLC 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.” This included examining 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 are now using the study results to inform how we prioritize and advance sustainability throughout the life of our instruments.

## ACT-Labeled Instruments

Since 2020, Agilent has participated in My Green Lab’s Accountability, Consistency, and Transparency (ACT) Ecolabel certification process for several Agilent instrument families. The ACT Ecolabel offers clear, third-party verified data on a product’s environmental footprint — from manufacturing and usage to packaging and disposal — making it easier for customers to choose more sustainable products aligned with their environmental objectives.

Agilent continues to strengthen our partnership with My Green Lab by remaining a top-tier Transformative Sponsor and growing the number of our ACT-labeled products. Our manufacturing practices are intentionally designed to minimize waste, water, and energy consumption, and our early engagement with the ACT program underscores our leadership in embedding such measures into the product life cycle.

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



**ACT.**  
The Environmental  
Impact Factor Label

US

Product Name

Product Location  
SKU 0000

Environmental Impact Scale  
Decreasing Environmental Impact

110

Manufacturing

Manufacturing Impact Reduction3

Renewable Energy UseYes

Responsible Chemical Management5

Shipping Impact9

Product Content1

Packaging Content5

User Impact

Energy Consumption (kWh/day)2.5

Water Consumption (gallons/day)13.1

Product Lifetime4

End of Life

Packaging5


Product1

Innovation

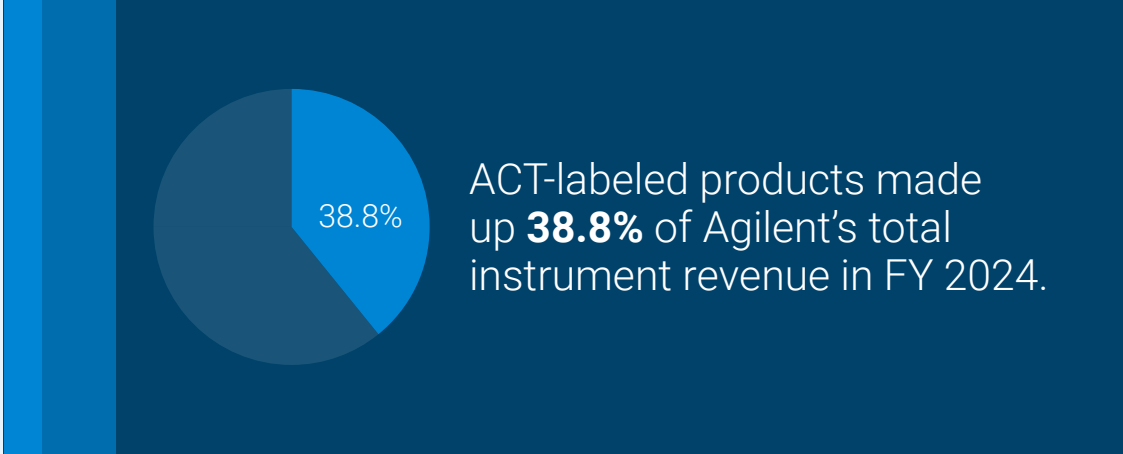
Innovative Practices-1

Environmental Impact Factor: 50.1

Label Valid Through: January 2021



act.mygreenlab.org



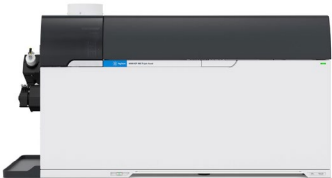
Product Innovations for a Greener Lab

Our sustainable product design approach translates into tangible environmental benefits that our technologies deliver in everyday laboratory use. Through ongoing collaboration between teams, we are continually enhancing both new and existing products with features that help customers operate more efficiently and sustainably. The following examples highlight Agilent solutions designed to help laboratories meaningfully reduce water and energy consumption, lower emissions, and minimize both hazardous and non-hazardous waste, supporting our customers in achieving their own environmental goals.



Reduces Hazardous Waste			
	<p><b>1260 Infinity II SFC/UHPLC Hybrid and 1260 Infinity II SFC Systems</b></p> <p>Consume less solvent and produce less waste using food-grade CO2 instead of hazardous solvents.</p>		<p><b>IDP Dry Scroll Pumps</b></p> <p>Oil-free vacuum pumps for mass spectrometry completely remove the need to use any oil in the analytical process.</p>
	<p><b>8700 LDIR</b></p> <p>Uses a low-powered laser as the light source instead of a traditional thermal glow bar that requires a powerful incandescent light bulb; does not require liquid nitrogen for cooling the detector and is a compact size for shipping and lab space.</p>		<p><b>InfinityLab Poroshell 120 LC Columns</b></p> <p>Column dimensions of inner diameter, length, and particle size are reduced to lower solvent consumption up to 86% and shortened analysis time up to 67% per analysis.</p>
	<p><b>ADS 2: Advanced Dilution System</b></p> <p>Automates calibration and sample dilution for Agilent ICP-OES and ICP-MS instruments, reducing consumption of single-use labware used for manual dilutions. Automating dilution tasks also reduces acid and reagent usage, saves analysis time, improves data quality, and lowers analysis costs.</p>		<p><b>Cary 630 FTIR</b></p> <p>DialPath and Tumbler accessories eliminate the need for liquid cells; less sample volume means significant reduction of cleaning agents and solvent waste.</p>
	<p><b>InfinityLab Stay Safe Caps</b></p> <p>Stop harmful solvents from evaporating into the lab air, protecting workers in the lab environment.</p>		

Reduces Non-Hazardous Waste



8900 ICP QQQ

Increases 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.



TRS100 Raman

Enables rapid, intact sample analysis of oral solid dose pharmaceuticals for content uniformity and analysis, eliminating the need for resource-intensive, waste-generating sample preparation and wet analysis procedures. TRS100 workflows are faster, more sustainable and use fewer analytical resources, solvents and consumables.



Cary 60 UV-Vis Spectrophotometer

Has an estimated lifetime of more than 20 years with a 10-year warranty on the Xenon lamp; instrument durability and elimination of daily warm-up time and annual lamp replacements reduce lifetime waste and energy consumption.



Vaya Handheld Raman Spectrometer

Enables efficient and sustainable raw material identification with ability to identify materials through containers, which significantly reduces the time and waste relative to conventional approaches; Vaya also is designed with sustainability in mind, requiring minimal consumables, energy use, and downtime.

Reduces Energy and Emissions



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 usage.



Cary 3500 UV-Vis Spectrophotometer

Powered by an air-cooled Peltier and 10-year warranty Xenon flash lamp, which are green alternatives to traditional utilization; temperature control leveraging air-cooled technology avoids waste creation associated with liquid cooling; Xenon flash lamps eliminate the need for annual replacement and daily warm-up time, meaningfully reducing lifetime energy consumption and waste.



TwisTorr 305

Electronics enable direct communication and full control of the turbo pump through the Vacuum Link mobile app. The control system continuously monitors the pump working parameters for the application, self-adjusting power and temperatures, minimizing energy waste.



8850 GC

Has a compact oven for fast thermal cycling, using 45% less power than a standard GC.

Reduces Gas Consumption



4210 MP-AES

Does not use combustible gases to analyze samples; runs on air and can be installed in either a centralized laboratory or a remote location.




CrossLab Cartridge System Bundle: ADM Flow Meter and Electronic Leak Detector


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.




# Sustainable Packaging

To minimize post-consumer waste, our product designers, process engineers, and product managers continually seek opportunities to develop more sustainable product packaging, focusing on the following key strategies:

- 

**Optimizing Packaging Design:** Use correctly sized packaging to minimize the size and volume of materials used and eliminate unnecessary packaging.
- 

**Sourcing Sustainable Materials:** 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.
- 

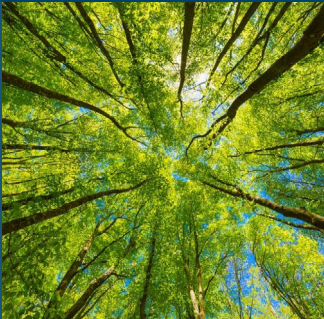
**Supporting Recycling by Design:** Design packaging that is easy to recycle, incorporate recycled content, and improve customer communication on packaging recyclability.

Our Sustainable Packaging Playbook is a shared knowledge resource, providing a framework for Agilent teams to identify sustainable packaging options that maintain product quality, safety and integrity. It contains a growing library of sustainable packaging case studies, best practices, and examples from around the company.



## 2024 Highlights: Sustainable Packaging

We launched the [Innovative Packaging for a Greener Future webpage](#) to demonstrate to customers our progress on sustainable packaging.



Our **redesigned packaging** for Agilent LC analytical and semi-preparative columns is made of fully recyclable paper and uses 50% less material, reducing our shipping carbon footprint by 30%.



Our **new Gas Clean Filter packaging** utilizes a folded box design to replace foam, incorporates data sheets printed directly on the box to eliminate excess paper, and is 100% recyclable.



# Supporting Efficient Labs

An efficient lab is a sustainable lab. CrossLab Services empower labs to achieve breakthroughs in lab productivity, efficiency, and sustainability. CrossLab 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 lab services program. These digital capabilities optimize lab workflows, addressing a critical need to enhance operational efficiency, increase productivity, and reduce downtime, while minimizing environmental impacts. CrossLab Connect helps labs measure and benchmark instrument utilization and performance, power consumption, and resource usage — identifying resource inefficiencies and waste. 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 on our [website](#).

CrossLab Capabilities	 Laboratory Ops Optimization	 Energy Reduction	 Waste Reduction	 Solvent/Reagent Reduction	How We Are Doing It
Asset Monitoring	✓	✓	✓	✓	Enables lab-wide visibility of utilization to drive insights for optimizing fleet usage and maintenance
Power Signature Monitoring	✓	✓			Characterizes power consumption for connected assets
Predictive Maintenance Analytics	✓	✓	✓		Uses AI to analyze discrete changes in power patterns over time to identify asset failure risk, enabling proactive maintenance and reducing environmental impact
Smart Alerts	✓		✓	✓	Monitors instrument health and provides automated alerts when maintenance or replacement is needed, minimizing downtime and reducing resource waste
Digital Qualification ACE	✓		✓		Streamlines compliance procedures and the transition from paper to digital qualification
Virtual Tech Support	✓		✓		Provides remote support leveraging augmented reality (AR) for repairs, maximizing uptime and reducing emissions from travel to client sites
Agilent University	✓		✓		Offers remote custom training, virtual instructor training, and eLearning
iLab (Systems Access Management)	✓		✓		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

# Product Second Life and Beyond

For more than a decade the Agilent Certified Pre-Owned (CPO) Instruments Program has kept thousands of high-quality instruments out of landfills by giving them a second life, while meeting customer demand for reliable, cost-effective, and sustainable solutions.

The CPO program is part of Agilent’s Applied Markets Group. The team sources instruments from customer labs through our Trade-In and Buyback Program, and internally from instruments used for R&D, engineer training, and customer demonstrations. The CPO Operations team then refurbishes these instruments to same-as-new specifications, while the CPO Marketing and Business Development team markets and sells the instruments to customers.

## Trade-In and Buyback

When a lab is ready to upgrade technology, or simply has unused instruments, the Trade-in and Buyback Program allows them to return used instruments for cash or credit for their next Agilent purchase. Agilent covers all reverse logistics — deinstallation, packaging, and shipping — at no cost to the customer. Where possible, we use reusable, collapsible, pallet-based packaging to minimize environmental impact and reduce shipping waste.

Agilent is the only OEM with a vertically integrated takeback program — we handle the process internally from end to end. The program is offered in more than 20 countries, reaching our customers in all regions where we operate. Since the program’s official launch in 2018, we have served more than 2,800 customers globally, with 63% returning for additional transactions. We continue to expand the program’s scope, now accepting over 200 Agilent products across 14 product lines.

### Instrument Refurbishment

Certified Pre-Owned Instruments are expertly refurbished by Agilent engineers in our factories to look and perform like new. Any part that has touched a sample is thoroughly cleaned and sonicated or replaced.

Agilent has the only used laboratory instrument program that includes assurances like same-as-new specifications, updated software and firmware, installation and training, and a 12-month manufacturer’s warranty. The CPO program extends the life of Agilent instruments by an average of 50%, giving them a valuable second life.

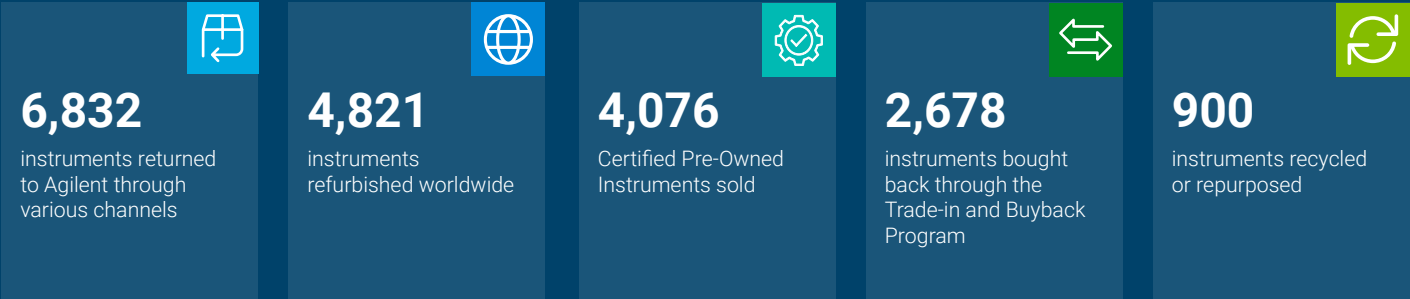
### Parts Harvesting and Recycling

When an instrument can no longer be refurbished or remanufactured, our parts harvesting programs continue extending the life of products in the field, minimizing landfill waste. Our internal teams test and refurbish harvested parts, which are then redeployed by our field service organization to keep instruments running longer.

We use a third party to liquidate parts that cannot be reused and for instruments not in our portfolio. Agilent covers the cost of e-waste recycling for unsalvageable materials. The recycler downcycles plastics and metals that can be used for new products and recovers precious components from circuit boards that are turned into raw materials. We treat recycling as a last resort, prioritizing reuse and repurposing to keep materials out of landfills whenever possible.



## 2024 Highlights: CPO Program





## Sustainable Operations

Agilent is committed to environmental sustainability as a core element of our business strategy, embedding it into our culture, operations and innovations. We take a science-driven approach, addressing critical environmental challenges such as climate change, resource conservation and waste reduction, while integrating sustainability across the entire product life cycle. We actively collaborate with suppliers, customers, and industry partners to drive measurable impact and support the transition to a low-carbon circular economy. Through continuous innovation, accountability and practical action, we aim to minimize our environmental footprint, enable customers to achieve their own sustainability goals, and contribute to a healthier planet.

### Recognition for Sustainable Manufacturing Innovation

In December 2023, Agilent's Waldbronn, Germany facility was again recognized as a World Economic Forum (WEF) Global Lighthouse for our leadership in energy-efficient manufacturing and digital innovation. By adopting advanced Fourth Industrial Revolution (4IR) technologies — including AI, machine learning, robotics, and the industrial internet of things (IIoT) — the facility achieved a 35% increase in manufacturing quality, a 44% gain in productivity, and a 48% rise in output, all while minimizing energy and resource use.

Only 153 manufacturing facilities worldwide have received the Lighthouse distinction from WEF, and Agilent is the sole analytical and clinical laboratory technology company among them. It is the second Agilent facility to be named a Lighthouse after Agilent's Singapore site in 2022.



### Local Agilent Leaders Supporting Global Sustainability Goals

In 2024, we established the Agilent Eco-Champions network — a community of passionate individuals driving local sustainability initiatives across our global operations. This network creates a powerful foundation for our environmental commitments by:

- Fostering local engagement through “people-powered” sustainability programs that connect employees with meaningful environmental initiatives at their sites
- Creating measurable impact as champions track local environmental metrics, manage improvement projects, and contribute directly to Agilent's net-zero goals
- Building sustainability competence by sharing best practices, collaborating with Continuous Improvement teams, and identifying new opportunities to reduce our environmental footprint

Our Eco-Champions serve as sustainability ambassadors who organize site activities, review project opportunities, and implement global best practices at the local level — helping to improve and operationalizing our environmental strategy through concrete actions that deliver business value while reducing our ecological footprint.



## 2024 Sustainable Manufacturing Wins

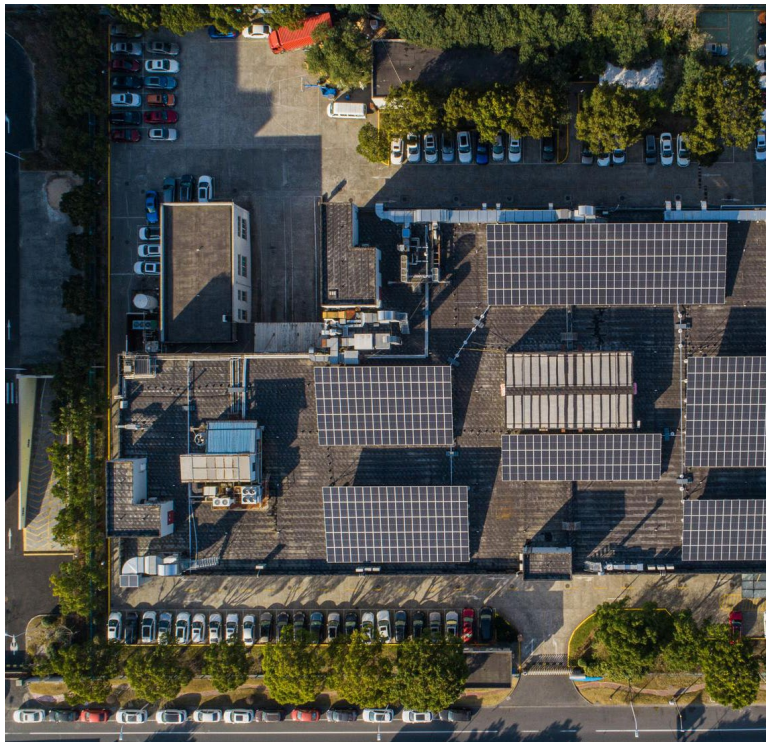
In 2024, targeted process improvements across Agilent sites delivered measurable environmental benefits and cost savings.



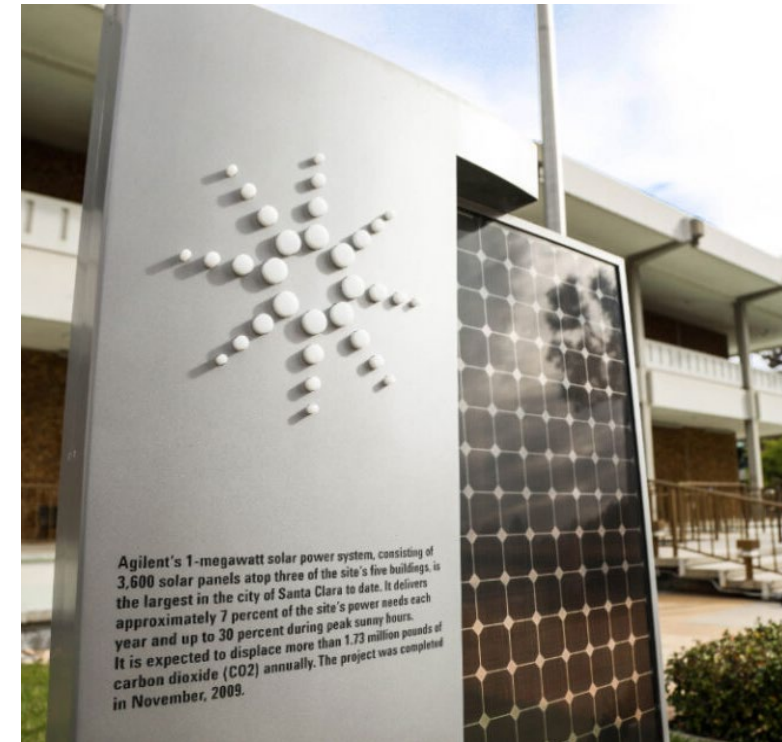
Reusable packaging introduced at our Craven Arms, U.K. facility eliminated one-way cardboard for sheet-metal parts, supporting closed-loop logistics.



PFAS process improvements through collaboration between Global Chemistries Folsom, Church Stretton, and Newport manufacturing sites, along with the Chemistries and Supplies Division (CSD) Marketing and Quality teams, doubled production capacity for our PFAS sample preparation products while achieving \$150,000 in annual cost savings. Over the next three years, this project will eliminate 100,000 liters of solvent use, save 2,800 labor hours, and reduce waste disposal costs by \$100,000.



Helium conservation measures at our Shanghai site included installing flowmeters on every tank and line with automatic alerts for excess use while at Waldbronn the expansion of the CSD capillary production line enabled the retirement of the chip lab, eliminating helium use and saving about \$108,000 per year.



Material use and waste reduction initiatives at our Santa Clara site included implementing paperless batch records that cut 20,000 pages annually; consolidating software media from 12 to 2 units with 2D barcodes; reusing scrap substrate for print alignment testing, saving \$161.94 per substrate while reducing material use and waste; and eliminating OX Nowpaks prequalification testing due to consistently high pass rates, saving \$36,562 and 960 liters of chemicals annually.



Environmental Management Approach

As a matrix organization, environmental sustainability at Agilent is managed collaboratively across functions, businesses, and geographies. Agilent’s WPS and OFS divisions have primary responsibility, with complementary roles, for managing environmental impacts related to our operations and meeting corporate and customer sustainability goals.

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 14001:2015 and ISO 45001:2018 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. In 2024, eight sites were added to our EHSMS.

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 and safety strategy, goals, and key performance indicators and identifying facility-level projects as part of the group’s oversight of our corporate real estate strategy.

Agilent’s OFS provides resources for manufacturing, engineering, and strategic sourcing to our respective businesses. OFS collaborates with Global EHS on assessing risks and opportunities, implementing mitigation measures, and working towards meeting corporate and customer sustainability goals. Through the OFS Continuous Improvement (CI) program, the group is responsible for identifying and implementing sustainability initiatives that reduce resource use, waste and emissions for site-level operations, procurement, and logistics.

Sustainable Operations Roadmap

OFS is implementing a multiyear roadmap for developing a more cohesive, Agilent-wide sustainability program, focusing on engaging and educating the workforce and suppliers, integrating sustainability goals and metrics into our strategy, and identifying actions with quick and high-impact results.

2024 Highlights:  
Sustainable Operations

**Launched OFS Sustainability program 2.0** to provide targeted sustainability learning for production operators and engineers



**Implemented 130 sustainability-related CI program projects**, resulting in more than \$2 million in cost savings



**Organized Earth Day 2024 events** at 17 Agilent sites worldwide with activities promoting a sustainable mindset



# Energy and Emissions Management

Agilent has committed to achieving net-zero greenhouse gas (GHG) emissions by 2050. In 2023, our near- and long-term targets were validated by the Science Based Targets initiative (SBTi), and we began implementing our interim roadmap. Our interim, net-zero emissions reduction targets cover our direct and indirect emissions. Those include emissions from our value chain, which represent most of our total emissions.

## 2030 Emissions Targets (2019 Baseline)

Target	Scope	Focus Areas
Reduce 50% by 2030	<b>Scope 1</b> Direct emissions from Agilent-owned or -controlled sources	<b>Site Operations</b> On-site 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	Capital goods Upstream transportation and distribution Waste generated in operations Business travel Employee commuting Upstream leased assets End-of-life treatment of sold products

## Operational Energy and Emissions

Our energy and Scope 1 and 2 emissions reduction strategy includes investing more in renewable energy at our sites and facilities, improving energy efficiency of manufacturing operations and transitioning our car fleets from gas to electric. The WPS team is working with our facility management vendors on developing a five-year strategic energy project plan to achieve our 2030 Scope 1 and 2 targets.

## 2024 Highlights: Energy and Scope 1 and 2 Emissions Reductions



### Newport Retro-Commissioning

Upgrades at our Newport site improved energy efficiency, operational reliability, and occupant comfort by optimizing HVAC systems and integrating new components into the building automation system (BAS). These enhancements are projected to reduce annual energy consumption by 740 MWh and lower associated Scope 1 and 2 emissions.



### Glostrup Fan Replacement

At our Glostrup facility, we replaced 36 belt-driven ventilation fans in air-handling units (AHUs) with high-efficiency electronically commutated (EC) fans. This HVAC modernization is expected to cut energy use — and related Scope 2 emissions — by over 320 MWh annually.



### Turin Solar Photovoltaic System

Since 2022, 100% of electricity at our Turin site has been supplied from renewable sources, certified through Guarantees of Origin issued by GSE, the Italian energy agency. In 2024, we installed a 509 kW solar photovoltaic (PV) system across two Turin buildings, generating 847 MWh and strengthening our energy resilience.



Supply Chain Emissions

Based on a comprehensive GHG inventory assessment conducted by a third-party vendor in 2023, Scope 3 makes up more than 90% of our GHG emissions. In 2024, the Agilent Procurement ESG Program team continued to engage suppliers on reducing their emissions as part of our long-term roadmap, which includes sharing best practices, communicating expectations, and collaborating to reach our shared environmental goals. Our top priority is reducing Scope 3 emissions from purchased goods and services and capital goods, focusing on suppliers with the greatest potential to reduce our carbon footprint.

We also have continued to reduce emissions from product delivery by moving shipments from air to monthly sea shipments. Through careful management of our supply chain, we can deliver our products to customers efficiently and safely by sea, providing the same level of service while reducing our carbon footprint. Other measures employed to reduce product delivery emissions include using ground shipment with trucks powered by natural gas and less-than-truckload services, which consolidate many smaller shipments into a single truckload for greater efficiency.

CDP Recognition for Climate Engagement

Agilent achieved an A- in CDP’s 2024 [Supplier Engagement Assessment](#), underscoring our strategic efforts to align with our suppliers on climate action and decarbonize our value chain. The assessment evaluates companies in key areas such as governance, targets, Scope 3 emissions, risk management, and engagement strategy.

2024 Highlights: Scope 3 Emissions Reductions

- Prioritized collaboration with strategic suppliers, with more than 85 strategic suppliers engaged to date.

Updated our Supplier Code of Conduct to include our expectation that suppliers adopt practices aligned with net-zero emissions, disclose their data, and demonstrate their progress — in addition to the expectation that strategic suppliers establish decarbonization goals and targets by 2025.

Continued yearly third-party assessment of more than 200 suppliers on their carbon maturity.
- Provided training and education to Agilent’s Procurement team on Scope 3 engagement.

Hosted three supplier roundtable sessions for 35 select suppliers to discuss key environmental issues, sustainability goals, best practices, and challenges faced by small- and medium-sized suppliers.



2024 Energy and Emissions Performance<sup>6</sup>

In 2024, our Scope 1 emissions were 54% higher than our 2019 baseline. This increase reflects the expansion of our reporting boundaries to include fleet emissions from the EU, in addition to the U.S. fleet emissions that were part of the original baseline. Over the same period, Scope 2 emissions declined by 8.5% relative to 2019, driven by energy efficiency upgrades, the installation of on-site solar panels, and changes in emission factors. To help meet our net-zero commitment, we have engaged an external partner to develop a clear plan for achieving our 2030 targets.

Energy (MWh)	2019 Baseline	2023	2024
Direct Energy Use	57,920	74,953	66,530
Natural gas	55,429	67,859	58,381
Diesel fuel	287	123	60
Propane	545	571	224
Solar PV	1,659	6,400	7,865
Indirect Energy Use	136,803	111,163	139,345
Electricity	131,333	105,339	133,609
Heating	5,470	5,824	5,736
Total Direct and Indirect Energy Use	194,723	186,116	205,875
Total Direct and Indirect Energy Use Intensity (kWh/sq ft)	0.0358	0.025	0.0360

Emissions (MT CO2e)	2019 Baseline	2023	2024
Scope 1	19,226	20,460	29,698
CO2	19,225	20,459	29,697
CH4	0.46	0.49	0.46
N2O	0.02	0.02	0.02
Scope 2 (location-based)	54,665	48,159	49,998
CO2	54,609	48,156	49,995
CH4	2.58	2.2	2.1
N2O	1.11	1.04	0.53
Total Scope 1 and 2	73,891	68,619	79,696
Total Scope 1 and 2 Intensity (MT CO2e/sq ft)	0.01195	0.01059	0.01396
Scope 3 <sup>7</sup>	160,152	88,599	82,301
Business travel	20,437	10,360	12,341
Transportation and distribution	139,715	78,239	69,960

<sup>6</sup>In FY 2023, we adopted 2019 as our new baseline year. All our energy and emissions reporting starting in FY 2023 include 95% of our operational footprint. Data for 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, 2023, and 2024.

<sup>7</sup>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.

# Waste Management

At Agilent, we are committed to advancing circularity across our product life cycle, which includes embedding circular practices within our production operations. A critical part of this effort is our focus on eliminating and minimizing both hazardous and non-hazardous waste from procurement to production. We adopt responsible, efficient, and compliant waste-management practices that align with environmental regulations, while also fostering a culture of accountability through employee training and communication. To ensure continuous improvement, we track and monitor key metrics throughout the year, helping us evaluate progress and manage performance against our waste reduction and diversion goals.

To reach our target of diverting **95%** of our solid waste each year, we implement measures such as:

- Switching from paper-based to digital documentation
- Reducing scrap and expired inventory
- Removing redundant steps
- Conducting chemical risk assessments
- Finding alternatives to hazardous materials

## 2024 Waste Performance

In 2024, our diversion rate was 88% against our annual target of 95%. The lower rate compared to previous years reflects the integration of eight new sites into our EHSMS, with the new sites at the early stages of their sustainability journey.

To better accommodate the varying levels of maturity across our global operations, we will revise our 2025 global diversion target to 90%. This adjustment ensures our goals remain both ambitious and achievable as we continue supporting all sites in advancing their sustainability efforts.

Waste (MT)	2022	2023	2024
Non-Hazardous Waste	3,271	3,547	4,070
Reused/Offsets <sup>a</sup>	220	250	373
Composted	256	496	255
Recycled	2,032	2,030	2,282
Incinerated	576	549	646
Landfilled	187	223	514
Landfill Diversion Rate	94%	94%	88%
Hazardous Waste	8,020	9,030	7,367
Recycled	1,718	2,231	1,576
Incinerated	4,426	4,871	4,137
Treated	1,872	1,833	1,652
Landfilled	4	95	2

<sup>a</sup> Reused/Offsets refers to 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

Our water consumption is primarily driven by domestic sanitation, production operations, and cooling systems. Most sites rely on municipal water supply, while our Turin (Italy) and Manesar (India) sites extract groundwater from local aquifers.

Surface-water discharge is directed to local infrastructure to effectively separate potential contaminants. When water is released into the sewer system, factors such as evaporation and irrigation of site grounds are considered. A small portion of discharge from on-site water-treatment plants is released in accordance with local permits and environmental considerations.

In 2024, we continued to invest in water-reuse systems to improve facility efficiency, particularly at manufacturing hubs. Our goal is to reduce water consumption intensity by 20% (measured in cubic meters per operational square foot) by 2030, using 2019 as the baseline year. Where feasible, we monitor municipal water usage data quarterly, allowing us to track performance against goals and take prompt remedial action at individual sites when needed.

## 2024 Water Performance<sup>9</sup>

By the end of 2024, we achieved a 26.5% reduction in water intensity, surpassing our 20% goal, and a 20% absolute reduction from the 2019 baseline. Although specific discharge metrics are not measured, we estimate that approximately 5% of total water discharge occurs through evaporation, primarily from areas with evaporative coolers.

<sup>9</sup>Water discharge is largely equivalent to water consumption—the only losses of any significance being to the atmosphere through site evaporate cooling plants.

Water (1,000 m3)	2019 Baseline	2022	2023	2024
Water Consumption	483	431	455	412
Groundwater	136	116	117	103
Municipal Supplier or Other Utility	347	315	339	309
Water Consumption Intensity (1,000 m3/sq ft)	0.137	0.111	0.116	0.079





Section 05

# Social



## Human Capital Management

A strong Agilent culture unites our approximately 17,900 employees around a shared mission to deliver trusted answers and insights to advance the quality of life. Guided by our eight core values — Uncompromising Integrity, Trust, Respect, Teamwork, Focus, Accountability, Speaking Up, and Innovation — we strive to maintain an inclusive and healthy work environment that values innovation, where employees are empowered to contribute and grow in a way that aligns with their own needs and goals as well as the needs of Agilent and our customers. From recruiting and onboarding to career development, Agilent provides equal-employment opportunity based on merit, and focuses on the capabilities, skills, and potential of each applicant and employee to maximize our performance and innovation as a team.

We are proud to receive external recognition for our efforts. In 2024, Agilent was named one of the Best Workplaces™ in Belgium, Canada, France, Germany, Greater China (China, Taiwan), India, Ireland, Italy, Japan, Singapore, South Korea, Spain, and the United Kingdom. We achieved Great Place to Work certification in 27 countries and territories 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.

We were also named a top employer by U.S. News and World Report, Newsweek, Forbes, and Fortune. Read more about our workplace awards in the [Awards and Accolades](#) section of this report.

## Recruitment

Recruitment is a critical function at Agilent for 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 candidates are evaluated using the same metrics, standards, policies, practices, and guidelines.

Our Global Talent team also 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 percent of our positions are filled by internal employees who are looking for opportunities to grow their careers at Agilent.

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

- 30% of new hires are employee referrals.
- 85% of individuals who leave Agilent would recommend Agilent to a friend.





## 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. Most of the 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, prorated for part-time employees, to volunteer for causes that are important to them. Learn more about our employee gift-matching and volunteer programs in the [Employee Engagement](#) section of this report.

## Talent Development

Our talent-development program is critical to Agilent's success and important to our attraction, retention, and growth of our employees.

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

Our Global Human Resources executive team partners with Agilent leaders to ensure the talent-development strategy enables business priorities and evolving learning and development needs.



## Training and Professional Development

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.

Agilent employees can take courses on topics to excel in their current position or to develop skills for the future. Many of our employees have long and varied careers at Agilent, thanks in part to our comprehensive 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. Employees also can access our Tuition Assistance Program to pursue degree and certificate programs relevant to Agilent's business needs.

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.

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 excel at Agilent.

We place special emphasis on training and empowering managers at all levels to effectively communicate, mentor, and reinforce our values and culture. 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 Learning Hub, Agilent provides a comprehensive range of professional development and training resources for 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 resources for sales, marketing, customer service, finance, and order-fulfillment-and-supply-chain management.

Our commitment to excellence in training is exemplified by our partnerships with leading educational and training institutions. These collaborations are designed to ensure that our training programs are relevant and provide our employees with a learning experience that is challenging, inspiring and directly applicable to their professional growth. Together with our learning partners, we are dedicated to fostering a culture of continuous learning and innovation. In the past year, each of our employees completed an average of 29 hours of training.

## Performance Enablement

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 conversations with their manager around goals, resulting in a greater sense of ownership, accountability, and engagement in goal progress and achievement.

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

## Employee Engagement

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

Engagement surveys are a valuable tool that allow us to listen to our employees and incorporate their feedback into our programming, events, development opportunities, best practices, and overall culture. Our annual employee survey, administered by the Great Place to Work Institute, provides important insights into

the employee experience, highlighting both the organization's strengths and areas for improvement. It also offers data to functional, business, and regional leaders to benchmark their teams against organizational averages and comparable companies.

In 2024, we achieved a survey participation rate of 84% and an overall positive average score of 83%, with 87% of participating employees indicating that Agilent is a Great Place to Work. Each year the CEO shares the survey results with employees, and division leaders provide additional details to their teams. Managers then collaborate with their teams to create action plans aimed at continuous improvement throughout the year. At the corporate level, we review our processes, operations, and other systems to identify further opportunities for enhancement.





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 quarterly town hall meetings, giving all employees the opportunity to ask questions and share their thoughts and concerns, providing a platform for open communication with leaders. Additionally, Agilent leaders throughout the company hold quarterly interactive meetings, engaging with employees in a more informal setting.

Engaging Through Giving and Volunteerism

Each year, our employees around the world dedicate thousands of hours to community service. Our volunteer programs foster engagement, a sense of purpose, and fulfillment that goes beyond material compensation and benefits. We also support a giving program that allows employees to support a wide range of eligible local and global nonprofit organizations, spanning health and human services, arts and culture, education and literacy, environment and conservation, and family and civic betterment.

The Agilent Foundation encourages and recognizes employee philanthropic engagement by matching their contributions up to \$25,000 per year through the Benevity giving platform, with no minimum donation required. In 2024, 1,941 employees supported 2,721 causes with total annual contributions reaching \$4.2 million – \$2.5 million of which was contributed by the Agilent Foundation. Approximately \$579,000 of the Foundation’s contribution was distributed through our

“Dollars for Doers” program, which allows employees who volunteer during non-work hours to earn a \$25 credit per hour volunteered that they may donate to an eligible cause of their choice.

All employees are eligible for up to six days of paid time off each year to volunteer, encouraging employees to get involved in their communities and make a positive impact. In 2024, Agilent employees volunteered over 54,000 hours, a 30% increase over 2023.



Retention

We closely monitor turnover and other key metrics and are proud that our attrition rates consistently remain below market averages. To quickly identify and address emerging trends, we conduct exit interviews to inform improvement efforts across the employee life cycle. We review all relevant data whenever we observe an increase in attrition, enabling us to take swift, targeted action to address any underlying causes.

During the past year, we experienced an increase in involuntary turnover. This change was primarily influenced by strategic workforce-management initiatives implemented to align our talent structure with evolving business objectives.

	2022	2023	2024
Voluntary Turnover	8.1%	5.2%	4.69%
Involuntary Turnover	1.2%	1.6%	5.13%
Total Turnover	9.2%	6.8%	9.82%

## 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 free of injury and illness. We ensure managers and employees are trained and accountable for preventing work-related injuries and provide programs that contribute to the productivity, health, and well-being of employees.

Agilent's Global EHS organization oversees our ISO 45001-aligned EHSMS, with our Beijing facility achieving external ISO certification. Health and Safety committees at our sites help drive continuous improvement. Approximately 75% of Agilent's total workforce is represented in formal joint management-worker health and safety committees. Read more about our EHS oversight and management system in the [Environmental Management Approach](#) section of this report.



## Health and Safety Risk Assessment and Management

All sites are required to comply with Agilent's EHS Policy, standards, and regulations, with compliance verified through regular internal assessments and audits. Agilent's staff of EHS professionals conduct risk assessments of existing, new, or modified operations and exposures to identify potential hazards, evaluate associated risks, and implement appropriate controls in accordance with regulations and industry best practices. These assessments extend to customer sites where our employees perform installation, calibration, or service of Agilent's laboratory analytical equipment.

Employees receive comprehensive training on hazard identification and reporting protocols, including their right and responsibility to refuse unsafe work and escalate concerns to management.

When hazards are identified — whether through employee reporting, risk assessments, inspections, program reviews, or incidents — we implement structured corrective and preventative actions (CAPAs). Work-related incidents undergo thorough investigation by management and EHS personnel to determine root causes. Solutions follow the hierarchy of controls methodology and adhere to Agilent's incident management protocols, with actions tracked to completion.

Our continuous-improvement process is reinforced through internal and external EHS audits and regular management reviews. EHS training metrics and CAPA data undergo quarterly monitoring and semi-annual review with executive leadership.

## Health and Safety Culture and Programs

A significant factor in Agilent's safety performance is an organizational culture that prioritizes employee safety and well-being. This culture is the result of years of systematic safety-process development, communications, and continuous improvement. Safety considerations are integrated into every stage of our operations, from the planning and design of facilities and equipment to the implementation of safe work methods, with employees actively participating in the process and encouraged to contribute ideas for improvement.

Our commitment to safety begins on Day 1 to ensure employees understand our expectations and the importance of safety in our operations and organization culture. All new employees and supervised non-Agilent workers receive safety orientation when hired. Managers and EHS staff conduct Training Needs Assessments to tailor ongoing education for their teams.

EHS training is delivered through multiple channels — classroom instruction, online learning, written procedures, and hands-on

training. Our Learning Management System houses specialized safety courses covering Hazard Communication, Chemical Safety, Safe Lifting, Personal Protective Equipment, Managers' Responsibilities, and other safety topics. Periodic communications, exposure-specific health-and-safety training, and refresher courses are provided based on job roles and exposures. We regularly discuss health-and-safety topics with worker councils and trade unions, in line with local requirements.

Beyond foundational training, Agilent's EHS team provides specialized workplace safety resources, such as an ergonomic playbook for home-workstation assessments and hearing-conservation and respiratory-protection programs. Our Human Resources and Benefits teams offer comprehensive health-and-wellness programs and benefits for employees and their families, encompassing health-care plans, counseling services, personalized health coaching, wellness initiatives, and on-site fitness facilities.





Chemical Management

Our research and development, manufacturing, and distribution operations involve the use of hazardous substances regulated by international, federal, state, and local health, safety, and environmental laws. We apply strict standards across global locations — even where local regulations are lacking — to ensure consistent environmental protection and occupational safety.

Operations personnel continuously seek to identify improvements that reduce chemical usage while implementing engineering and administrative controls to minimize the associated risks. EHS staff conduct formal reviews of new chemical applications and complete exposure assessments. Employees receive regular training tailored to their specific chemical exposures. Regular training is conducted for affected personnel. Agilent’s principal manufacturing and R&D facilities maintain ISO 14001:2015 certification, with chemical management serving as a principal requirement. Our sustainability initiatives incorporate chemical management practices as part of our continuous-improvement efforts.

Ergonomics

Office ergonomics and manual material handling represent significant exposure areas. We have implemented comprehensive measures to provide optimal ergonomic equipment and configurations for both office and remote work environments. Mandatory training and assessments apply to employees using computers more than two hours daily, while similar requirements exist for manual handling tasks. A Certified Professional Ergonomist oversees our ergonomic program development, with sites tailoring specific elements according to their unique exposures.

2024 Occupational Health and Safety Performance

Our 2024 annual injury rate of 0.22 against the industry benchmark of 0.9 reflects our unwavering commitment to employee safety and well-being.

We are saddened to report the death of a valued field-service engineer following a motor-vehicle accident. While returning to the office from a customer site, his vehicle collided with an illegally parked truck on the Mumbai Expressway in India. We extend our deepest condolences to his family, friends, and colleagues. We are reviewing safety protocols and travel-risk mitigation measures to prevent future incidents.

Injuries and Fatalities <sup>10</sup>	2022	2023	2024
Number of recordable work-related injuries	47	77	52
Rate of recordable work-related injuries	0.18	0.31	0.22
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	1



<sup>10</sup> Safety data reflects all Agilent sites inclusive of employees and external temporary workers.

## Product Quality and Safety

Agilent is dedicated to delivering products and services of the highest quality and safety, supporting our mission to provide innovative solutions that contribute to the advancement of science and health care. Guided by a culture of uncompromising integrity and a robust [Quality Policy](#), we maintain an unwavering focus on patient safety, regulatory compliance, customer satisfaction, and continuous improvement.

## Quality Management

Agilent operates under a unified, companywide quality-management system (QMS), the One Agilent QMS, encompassing all aspects of our business, including design, development, manufacturing, distribution, marketing, service, and support. The QMS is designed to standardize and harmonize quality processes, driving operational efficiency, ensuring compliance, supporting audit readiness, and enabling seamless integration of new acquisitions.

Every Agilent employee and contractor, in all departments worldwide, must participate in annual Quality Management training.

### Quality Oversight

Our SVP, Chief Quality and Regulatory Officer leads the Global Quality and Regulatory Affairs (GQRA) team, and in partnership with additional members of Agilent's executive leadership team, oversees the review and maintenance of the Quality Policy, quality manual, and overall QMS. Management reviews are established at all relevant levels to ensure quality requirements and objectives are being met, quality issues are promptly addressed, and the effectiveness and integrity of the QMS are maintained. This leadership-driven accountability is complemented by a robust risk-management process that identifies, evaluates, and mitigates risks that could impact product quality or customer trust.

### Quality Standards

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, with two locations maintaining site- and product-level ISO 9001 certification. Locations that sell and manufacture medical devices also maintain ISO 13485 certification. 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. All relevant certifications are publicly available on Agilent's [website](#).

### Next-Generation Product Quality

At our high-volume, high-mix manufacturing facility in Waldbronn, Germany, Agilent has significantly enhanced product quality and operational efficiency through the integration of artificial intelligence (AI) and computer vision technologies.

Our proprietary computer-vision toolkit uses AI-enabled advanced anomaly detection and automated process deviation responses, seamlessly integrated with manufacturing execution systems (MES) and testing software. This turnkey solution can be rapidly deployed within just 5-10 days and has reduced defect rates by 40-50%. Complementary AI and IIoT applications for predictive quality testing, predictive cost modeling, and digital product simulation have increased test-station throughput by 13% and lowered the cost of poor quality by 35%.





# Product Safety

Agilent’s testing and diagnostic products are critical to patient health outcomes, ensuring accurate and timely diagnoses and appropriate treatments. We integrate the voice of the patient into our innovative solutions to advance the quality of life. Safety and vigilance are embedded into our Quality Policy and QMS, which comply with U.S. FDA Quality System Regulation and similar regulations in other jurisdictions intended to ensure medical devices safety and effectiveness in clinical settings.

## Safety Oversight

The Vigilance (Product Safety) group is led by the Associate Vice President of Product Quality and Incident Management, who reports to the SVP, Chief Quality and Regulatory Officer and is responsible for setting strategy, leading the Complaint Management Center (CMC) and Vigilance teams, and ensuring our customer complaint and vigilance functions are robust, well-connected to our businesses, and focused on patient and user safety.

The Product Quality and Incident Management organization collaborates with clinical, medical, quality, and regulatory counterparts and others across the business to provide input and oversight for all safety issues, including medical device reporting and vigilance matters. Responsibilities include:

- Developing programs and processes aligned with regulatory requirements.
- Aggregating and interpreting reporting and signal detection.
- Ensuring high-quality case processing consistent with quality performance metrics.
- Participating in audits with Health Authorities and Notified Bodies.

## Safety Standards

To ensure compliance with global compliance, we adhere to key vigilance regulations, such as:

EU IVDR 2017/746 (In-Vitro Medical Devices)
U.S. FDA 21 CFR Part 803 (Medical Device Reporting)
U.S. FDA 21 CFR Part 812 (Investigational Device Exemptions)
ISO 14971 (Risk Management for Medical Devices)
ISO 13485 (Medical Device Quality Management System)

Applicable since 2022, the EU In Vitro Diagnostic Medical Devices Regulation (IVDR) significantly strengthened requirements for IVD devices in the EU. Devices previously certified under the In Vitro Diagnostic Directive (IVDD) must be recertified under IVDR, which introduces stricter clinical evidence, post-market surveillance, and risk-classification requirements. The European Commission has implemented a progressive rollout of IVDR, with transitional periods based on device risk classes to facilitate compliance.

We are fully committed to IVDR compliance and recognize its impact not only on Agilent as a manufacturer but also on diagnostic laboratories. Our multi-disciplinary team experienced in EU IVD regulatory requirements is dedicated to providing a seamless transition for our customers within the established timelines.

Agilent achieved the first IVDR milestone in June 2022 with the release of IVDR-compliant Class A instruments, kits, and reagents, ensuring

EU laboratories have uninterrupted access to Agilent products without disruption to their diagnostic workflows. In December 2023, we received certification for IVDR Quality Management System compliance for all applicable sites and IVDR conformity for representative devices, a significant milestone in our journey to achieve compliance for the entirety of our in-vitro diagnostic portfolio. We continue to work toward meeting requirements and timelines for our remaining Class B and Class C products. Please refer to our [website](#) for Agilent’s IVDR certificates.

## Continuous Improvement of Safety

We are committed to continuous improvement of our products and processes. The Vigilance organization, working with the Quality organization, maintains a post-market surveillance and vigilance system to monitor, analyze, and control risks associated with adverse events and malfunctions, as well as study feedback from our customers about product performance. The system enables early detection and evaluation of problems, monitoring of known risks, and minimization of patient risk, accomplished through procedures for timely complaint investigation and regulatory reporting, with trending analysis to identify and address issues proactively.

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 are required to attend training on identifying product complaints and potential safety issues and the corresponding procedural documents.

Product complaints are reviewed with patient and user safety as the priority. For complaints and reports of potential adverse incidents, the Complaints Management team and the Vigilance team collaborate closely with field-service engineers, product support, R&D, and manufacturing to thoroughly investigate and resolve in compliance with national, regional, and global regulations, company policies, and business objectives. The Vigilance team investigates and conducts root-cause analysis of cases with potential safety implications and reports serious adverse events (SAEs) and malfunctions with potential to cause SAEs to health authorities, with reports available in the U.S. FDA MAUDE database and the European EUDAMED database.

# Supply Chain Management

## 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, and we expect them to act with uncompromising integrity and follow Agilent policies and 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 through mutual performance expectations and measures, performance feedback, and performance improvement plans.

Agilent’s [Supplier Code of Conduct](#) outlines expectations and requirements that Agilent’s suppliers must implement in their business operations and promote in their supply chain in key areas that include:

To meet these requirements, suppliers are expected to maintain governance and management systems to facilitate their compliance program and appropriate documentation to demonstrate conformance. 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.

Agilent Procurement works with its functional partners to ensure appropriate laws and regulations are encapsulated within the Code of Conduct, which is reviewed and updated annually. We continually monitor and evaluate the status of various ESG issues and impacts around the world that might 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 our [website](#). Additionally, read more about how we protect the environment through our supply chain in the [Supply Chain Emissions](#) section of this report.



Quality



Environment and Sustainability



Health and Safety



Human Rights and Employment Practices



Anti-Corruption and Anti-Bribery



Regulatory



Supply Chain Security



Privacy and IT Security



Human Rights and Labor Protections

We are dedicated to upholding and advancing the core principles outlined in the Universal Declaration of Human Rights. We recognize our responsibility to conduct thorough human-rights due diligence throughout our supply chain and to proactively identify, prevent, and mitigate risks of human-rights violations.

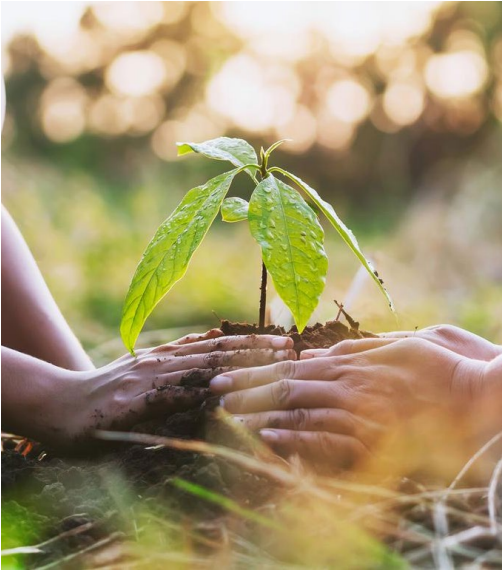
To reinforce these commitments, our Supplier Code of Conduct requires suppliers to comply with relevant labor laws and internationally recognized human-rights standards. This includes prohibitions on child labor, forced labor, slavery, discrimination, unsafe working conditions, wage withholding, and environmental harm that affects basic human needs. Suppliers also must respect workers’ freedom of association and avoid unlawful evictions or the misuse of security forces. We encourage suppliers to adopt human-rights policies and practices to assess, prevent, and mitigate any potential human-rights risks. Our supplier compliance-assessment process incorporates questions related to human rights and labor protections.

We support the goal of ending violence, human rights abuses, and environmental destruction in the Democratic Republic of Congo and adjoining countries and are committed to complying with all applicable requirements under the U.S. Dodd-Frank Act Conflict Minerals Rule. We expect suppliers to provide conflict-free materials that have not originated in affected countries and adopt appropriate policies and management systems to ensure conflict-free supply chains.

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

**Environmental Protections**

In addition to complying with Agilent’s Supplier Code of Conduct, suppliers are required to follow our [General Specification for the Environment](#) (GSE). The GSE defines environmental requirements for all purchased parts, components, materials, and products integrated into Agilent’s offerings. These requirements address areas such as product content, packaging, labeling, marketing, chemical registration, and restrictions on specific substances. Most requirements are derived from regulations governing Agilent products, ensuring that supplied components support our compliance with applicable global regulations, which may exceed those in a supplier’s local market.



Supplier Onboarding and Assessments

New suppliers are identified, evaluated, and selected based on their ability to meet our requirements and provide the best overall value to Agilent. Once selected, those exceeding estimated annual-spend thresholds or operating in certain industries are invited to access our supplier portal and complete an assessment questionnaire. This questionnaire covers financial performance, legal and regulatory compliance, and sustainability practices. Responses are evaluated to confirm that suppliers can meet our standards and align with Agilent’s values.

Using a risk-based approach, Agilent also conducts an annual Supplier Compliance Assessment to ensure select suppliers continue to meet our requirements. Suppliers are identified based on criteria that includes strategic importance to Agilent, spend, industry sector, country, and other relevant criteria. Supplier responses to the assessment are analyzed to assign a risk level and determine if further action is required, which might include on-site audits conducted by a third-party partner for medium- or high-risk suppliers. Non-conformances identified during an audit require a remediation plan and suppliers are re-audited upon completion of remediation.

Suppliers are re-evaluated based on the above segmentation and regulatory or other requirements. In 2024, we assessed over 600 suppliers, accounting for a large majority of our spend.

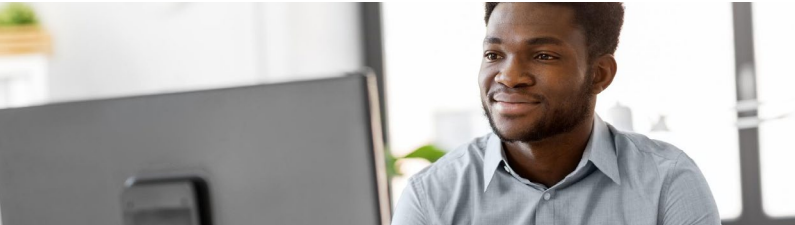
Agilent uses a digital platform to streamline and automate supplier assessments, enabling more effective management of both evaluations and mitigation measures across our extensive supplier base. This platform strengthens our agility and supports compliance with rapidly evolving global regulations. Beyond standardized assessments, we conduct Supplier Relationship Management (SRM) reviews with strategic suppliers. These reviews evaluate key performance indicators, foster innovation and collaboration, and facilitate discussions on topics that further strengthen our partnerships and drive mutual value creation.

Procurement Training

All Agilent employees are required to participate in annual [Standards of Business Conduct](#) training, which outlines expectations for interacting with customers and suppliers. Procurement professionals also are required to take annual Supplier Code of Conduct training. Other courses are reviewed and introduced for procurement professionals as required, such as:

- Protecting Trade Secrets
- Financial Fraud Prevention
- Social Networking-Engage Responsibly
- Sustainability
- 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

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.



Section 06

# 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, employees, and other stakeholders.



## Corporate Governance Highlights<sup>11</sup>

### Board Independence and Leadership

- ✓ Nine of our 10 directors are independent.
- ✓ Independent standing Board committees.
- ✓ Strong independent Chairperson.
- ✓ Regular meetings of our independent directors without management present.

### Board Composition, Evaluation, and Refreshment

- ✓ Diverse Board with an effective mix of skills, experience, and perspectives.
- ✓ Annual Board self-assessment process, including peer evaluations.
- ✓ Continued assessment of highly qualified, diverse, and independent candidates for nomination to the Board.
- ✓ Two new independent directors added during the past five years.
- ✓ Varied lengths of Board tenure with an average tenure of 10 years.

### Director and Executive Alignment with Shareholders

- ✓ Policies prohibiting hedging, short selling, and pledging of our common stock.
- ✓ Robust stock ownership guidelines for executive officers and directors.
- ✓ Strong focus on pay-for-performance.

### Shareholder Rights and Engagement

- ✓ Proxy access for our stockholders.
- ✓ Majority voting and director resignation policy in uncontested director elections.
- ✓ Proactive stockholder engagement.

### Risk Oversight and Management

- ✓ Robust enterprise risk-management approach, overseen by the Board through its Audit and Finance Committee.



<sup>11</sup> Board composition data is as of FY 2024, which remained unchanged as of the date of Agilent’s proxy. In May 2025, Heidi Kunz stepped down from the Board of Directors and Agilent welcomed two new independent directors to the Board, Pascal Soriot and Judy Gawlik Brown, increasing our board size from 10 to 11 members.

# Board Committees

Agilent’s Board has four standing committees. Each committee has distinct oversight responsibilities.



**The Audit and Finance Committee** is responsible for overseeing the integrity of Agilent’s financial reporting, effectiveness of our internal controls, compliance with legal and regulatory requirements and our Standards of Business Conduct, and the performance and independence of the external auditor.



**The Compensation Committee** is responsible for evaluating and approving executive compensation, monitoring and approving our employee-benefit offerings, overseeing the administration of incentive compensation, variable pay, and stock programs, and ensuring that compensation practices align with shareholder interests and support Agilent’s business objectives.



**The Nominating and Corporate Governance Committee** is responsible for providing recommendations on Board composition, selecting and evaluating Board members, 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.



**The Executive Committee** is empowered to act on behalf of the full Board between regular meetings, except for matters reserved for the full Board by law or Agilent’s bylaws. It provides guidance on urgent issues that require timely Board attention and may exercise the powers of the Board in managing the business and affairs of the company as delegated by the Board.

More information on oversight of ESG can be found in the [ESG Governance](#) section of this report.



# Board Composition

Board members 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 on behalf of our stockholders.

Our Nominating and Corporate Governance Committee considers several 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 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. We regularly review the attributes required of Board members to better facilitate our long-term goals and operational performance and enhance our corporate culture. We also are mindful of refreshing the Board to ensure it is balanced with newer and more tenured directors.

We annually evaluate the performance of the Board and its committees. As part of the Board's self-assessment process, directors consider various 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 diverse set of knowledge, skills, and experience of the directors that served on our Board for FY 2024.

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

## Enterprise Risk Management

Agilent's Enterprise Risk Management (ERM) program provides a structured framework for identifying material risks across the company, assigning risk ownership, reviewing risk-mitigation measures, and supporting the development and maintenance of business-continuity plans. The program ensures the adequacy of these plans across key business operations through the execution of appropriate testing and maintenance of a centralized repository for related documentation.

Annual ERM assessments evaluate the primary risks facing the company and the effectiveness of corresponding mitigation measures. In the event of an incident that triggers activation of a business-continuity plan, the program incorporates post-incident reviews to identify key learnings, assess plan effectiveness, and implement any necessary corrective actions.

The ERM program is managed by our Vice President and Chief Compliance Officer who reports on a biannual basis to the Executive Risk Committee, which comprises the CEO's staff, to review progress, evaluate present and emerging risks, and validate that the program has identified the correct principal risk areas to focus on.

Ultimate responsibility for risk oversight rests with the Board of Directors, which remains actively engaged both directly and through its committees. The full Board is regularly updated on risk-oversight activities through committee-

chair reports presented at Board meetings. In addition, senior management might provide risk assessment reports directly to the Board on specific issues.

The Board has delegated primary responsibility for overseeing the ERM program to the Audit and Finance Committee, which discusses individual and overall risk areas, including our financial risk assessments, risk-management policies, 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 might have become increasingly prominent during the previous year.

The Compensation Committee oversees risks associated with our compensation policies and practices regarding executive compensation and compensation generally. The Committee receives regular 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 organizational talent, culture, and human capital management.

The Nominating and Corporate Governance Committee is responsible for overseeing risks related to corporate-governance matters, including director independence, Board composition and succession planning, and overall Board effectiveness. The Committee also monitors risks and opportunities related to ESG matters.

## Ethics and Compliance

Agilent maintains an unwavering commitment to ethical business practices and regulatory compliance. Our approach to ethics and compliance is built on our core value of Uncompromising Integrity, which guides every decision we make and every action we take across our global operations.

The foundation of our compliance program rests on our comprehensive [Standards of Business Conduct](#) (SBC), which applies to all employees, executives, officers, directors, managers, and third parties who work for or on behalf of Agilent. The SBC details our expectations as an employer, partner, customer, and supplier in the life-sciences industry and provides practical, actionable guidance to help navigate day-to-day activities with integrity, transparency, and accountability. It ensures that we operate with honesty, integrity, and in full compliance with the laws and regulations everywhere we do business. Key areas covered in the SBC include:

- Ethical leadership and core values
- Risk awareness and responsible conduct
- Integrity in innovation and operations
- Information protection and cybersecurity
- Supplier integrity and environmental responsibility
- Fair and transparent business practices
- Inclusive and safe workplaces
- Speaking up and accountability

At Agilent, we believe that every employee plays a vital role in upholding our reputation and advancing our mission to improve the quality of life through science.

Our Chief Compliance Officer oversees our compliance program, with input from executive management. The Chief Compliance Officer regularly 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.

Managers are expected to lead by example, foster an open environment for raising concerns, and ensure that the SBC is integrated into daily operations. Every employee is responsible for understanding and upholding the SBC, as well as all applicable laws and regulations in the regions where we operate. Members of our Board of Directors also must comply with a dedicated [Director Code of Ethics](#).





## Reporting and Investigations

Agilent operates multiple channels for employees to report concerns or seek guidance on ethical and compliance matters. Employees are trained and expected to raise questions or concerns about conduct that might be inconsistent with the law, the SBC, or other policies to their supervisor, Human Resources, the Legal Compliance team, or through Agilent's independently operated Compliance Helpline, which provides anonymous reporting (where permitted by law) for employees and members of the public. The helpline is available 24 hours a day, seven days a week and 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 strive to ensure employees feel secure in raising concerns, knowing they are protected from adverse consequences for doing the right thing. We maintain a zero-tolerance non-retaliation policy that protects employees who make good-faith reports of potential violations or assist in investigations. We also allow for reports to be made without providing a name and contact information, preserving anonymity.

We conduct thorough investigations of all credible reports of misconduct, using qualified personnel and established procedures that comply with local laws. Reports are handled confidentially to conduct a review of the allegation, while ensuring prompt and professional resolution of concerns. Senior

management reviews serious violations. When required by law or deemed appropriate, we inform relevant government authorities of investigation outcomes.

## Compliance Education and Awareness

Education and communication about our ethical standards are part of the onboarding process for employees, suppliers, and other business partners. Additionally, our SBC, compliance policies, and supporting documentation are made accessible through various channels — including our website and internal portals for employees and suppliers.

We provide comprehensive training (online and in-person) on our SBC and related compliance topics, with additional specialized training provided based on role, level, and geography. We require employees, agents, and representatives in all countries to participate in training sessions and periodically certify compliance with our SBC and related policies. Managers receive additional training on their responsibilities to mentor, coach, and guide employees on ethical business conduct. Biennially, employees must complete Anti-Bribery and Anti-Corruption learning modules and acknowledge they have read and reviewed the SBC. We regularly review and update our education program to address emerging risks and regulatory changes.



## Detection and Response

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

Our system of internal accounting controls is reasonably designed to detect and prevent unethical conduct. When issues are identified in continuous auditing, they are addressed promptly according to pre-defined policies. Failure to comply with Agilent policies, procedures, and ethical standards can lead to disciplinary action up to and including termination of employment or contract.

## Monitoring and Continuous Improvement

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. We also regularly review and update our compliance program to address emerging risks, regulatory changes, and business developments. This includes ongoing assessment of our policies, procedures, and training materials to ensure they remain effective and relevant to our global operations.

## 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 to 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 also are 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.

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

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 also are 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 (ISRM) 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, provides 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:

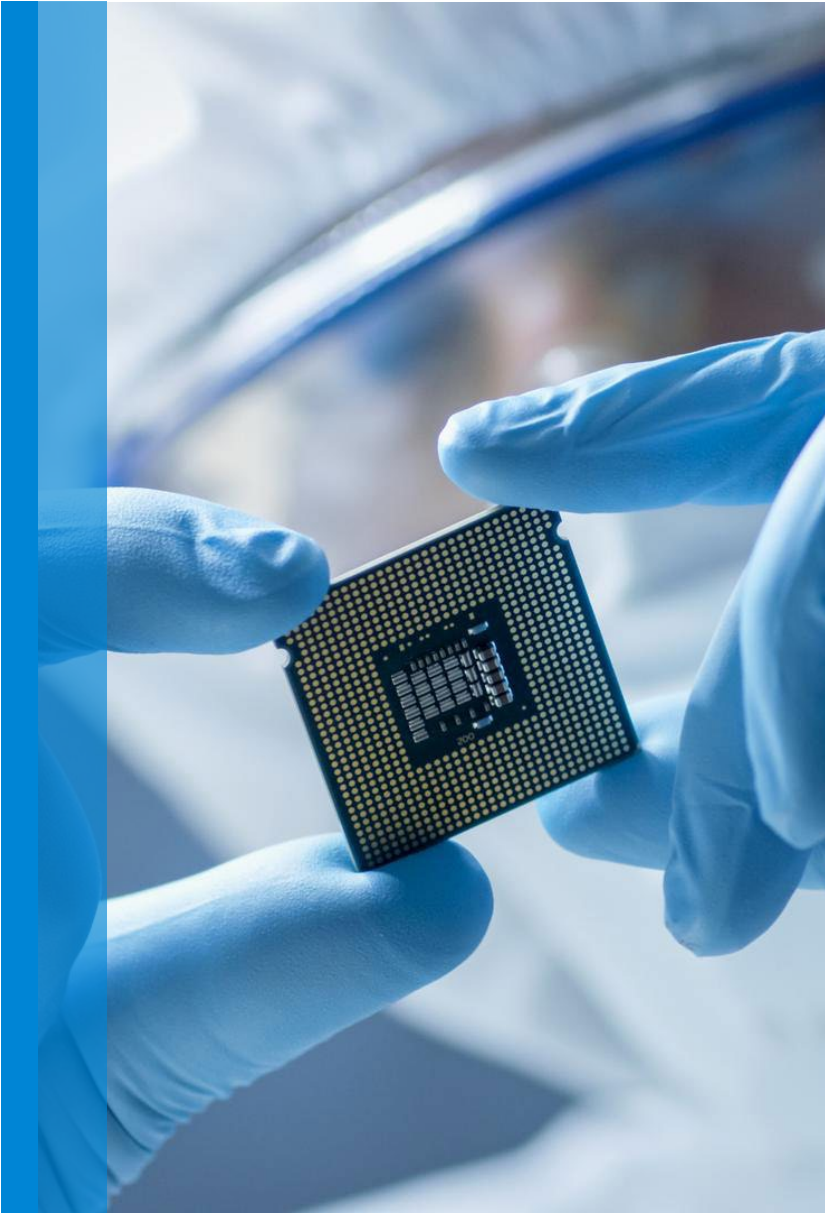
- **Identify:** Identify systems, data, data flows, and regulatory requirements; determine appropriate risk management approach.
- **Protect:** Implement measures to protect the environment.
- **Detect:** Monitor the environment and alert appropriately.
- **Respond:** Processes and people in place to 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.

## Security and Privacy Training and 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 also must 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.





Section 07

# Appendix



# SASB Index

## Medical Equipment & Supplies Industry Standard

Metric	Disclosure Location/Response	Code
Affordability & Pricing		
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 address ethical sales, marketing, and pricing practices that all employees, contractors, and partners must follow.	HC-MS-240a.2
Percentage change in: (1) weighted average list price and (2) weighted average net price across product portfolio compared to previous reporting period	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. We also engage with our stakeholders through consultation, surveys, ad-hoc feedback, and reviews.	HC-MS-240a.3
Product Safety		
(1) Number of recalls issued, (2) total units recalled	1. One voluntary recall issued in April 2024 listed in the FDA’s Medical Device Recall database for Dako CoverStainer. The recall was issued due to the potential for the front plexiglass door of the automated slide processing system to break causing potential injury. 2. The quantity of devices affected was 1,160 units.	HC-MS-250a.1
Products listed in any public medical product safety or adverse event alert database	Dako Coverstainer; Dako Omnis; Artisan Link Pro Special Staining System; Polyclonal Rabbit Anti-Human c-erbB-2 Oncoprotein; Herceptest for Auto Link Platforms, BR+GA	HC-MS-250a.2
Number of fatalities associated with products	There have been zero fatalities associated with products.	HC-MS-250a.3
Number of enforcement actions taken in response to violations of good manufacturing practices (GMP) or equivalent standards, by type	There have been zero enforcement actions taken.	HC-MS-250a.4
Ethical Marketing		
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Agilent had no monetary losses in 2024 due to legal proceedings associated with false marketing claims.	HC-MS-270a.1
Description of code of ethics governing promotion of off-label use of products	Agilent’s <a href="#">Standards of Business Conduct</a> outline expectations related to ethical business practices and provide guidance for the promotion of and use of our products. Read more on page 30 of our Standards of Business Conduct.  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 U.S. 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 communication with health care professionals on unapproved or uncleared uses of our medical devices.	HC-MS-270a.2

Product Design and 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 the 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>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>Read more about how we embed sustainability considerations across the product lifecycle, including helping to reduce chemical usage in labs, in the <a href="#">Advancing a Circular Economy</a> section of our 2024 ESG Report.</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="#">Product Second Life and Beyond</a> section of our 2024 ESG Report.	HC-MS-410a.2
Supply Chain Management		
Percentage of (1) entity’s facilities and (2) Tier 1 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
Description of the management of risks associated with the use of critical materials	<p>Agilent monitors risk through several 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 a required SEC report.</li><li>• Agilent has a Supplier Code of Conduct. Suppliers identified through risk assessment processes are monitored and business continuity plans are in place and reviewed annually.</li><li>• For critical parts, Agilent follows additional risk processes and tracks and monitors suppliers.</li></ul>	HC-MS-430a.3
Business Ethics		
Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	Agilent had no monetary losses in 2024 due to legal proceedings associated with corruption and bribery.	HC-MS-510a.1
Description of code of ethics governing interactions with health care professionals	Agilent has policies and procedures that apply to Agilent employees’ interactions with Healthcare Professionals and Healthcare Organizations in all applicable jurisdictions, including compliance guidelines, transparency reporting procedures, and Agilent’s <a href="#">Standards of Business Conduct</a> . Additionally, Agilent employees are regularly trained on interactions with Healthcare Professionals and the policies and procedures to navigate and report them.	HC-MS-510a.2
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



# GRI Index

## General Disclosures

Disclosure #	Disclosure Topic	Reference
GRI 2: General Disclosures 2021		
2-1	Organizational details	<a href="#">2024 Form 10-K</a> : page 3
2-2	Entities included in the organization’s sustainability reporting	<a href="#">2024 Form 10-K</a> : page 70 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 Nov. 1, 2023, and ending Oct. 31, 2024.
2-4	Restatements of information	No
2-5	External assurance	Disclosures on Agilent’s progress are verified annually by an independent third party. In FY 2024 that verification was conducted by Apex Companies. Agilent’s Environmental Data and Assurance statement is available on our <a href="#">website</a> .
2-6	Activities, value chain and other business relationships	<a href="#">2024 Form 10-K</a> : pages 3–17

2-7

Employees

FY 2024 Employees

Employee Status by Region	Female	Male	Other*	Not Disclosed	Total
Global					
Total	6,615	10,565	5	5	17,190
Full-time	6,359	10,461	5	5	16,830
Part-time	256	104	0	0	360
Permanent	6,615	10,565	5	5	17,190
Americas					
Total	2,513	3,820	5	3	6,341
Full-time	2,495	3,812	5	3	6,315
Part-time	18	8	0	0	26
Permanent	2,513	3,820	5	3	6,341
Asia Pacific					
Total	2,473	3,992	0	0	6,465
Full-time	2,461	3,989	0	0	6,450
Part-time	12	3	0	0	15
Permanent	2,473	3,992	0	0	6,465
Europe					
Total	1,629	2,753	0	2	4,384
Full-time	1,403	2,660	0	2	4,065
Part-time	226	93	0	0	319
Permanent	1,629	2,752	0	2	4,384

\*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	5,646 contingent workers as of Oct. 31, 2024
2-9	Governance structure and composition	<a href="#">2025 Proxy Statement</a> , pages 3-4, 7, and 16-21 <a href="#">2024 ESG Report: ESG Governance, Corporate Governance</a>
2-10	Nomination and selection of the highest governance body	<a href="#">2025 Proxy Statement</a> , pages 17–19
2-11	Chair of the highest governance body	<a href="#">2025 Proxy Statement</a> , page 16
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2024 ESG Report: Our Approach to ESG, Enterprise Risk Management, Ethics and Compliance</a> <a href="#">2025 Proxy Statement</a> , pages 3–5, 17, 20–21
2-13	Delegation of responsibility for managing impacts	<a href="#">2024 ESG Report: Our Approach to ESG, Enterprise Risk Management, Ethics and Compliance</a> <a href="#">2025 Proxy Statement</a> , pages 5, 17, 20–21
2-14	Role of the highest governance body in sustainability reporting	<a href="#">2024 ESG Report: Our Approach to ESG, Enterprise Risk Management, Ethics and Compliance</a> <a href="#">2025 Proxy Statement</a> , pages 5, 17, 20–21
2-15	Conflicts of interest	<a href="#">2025 Proxy Statement</a> , pages 21–22, 29
2-16	Communication of critical concerns	<a href="#">2024 ESG Report: Ethics and Compliance</a> No critical concerns arose during the reporting period
2-17	Collective knowledge of the highest governance body	<a href="#">2024 ESG Report: 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="#">2025 Proxy Statement</a> , pages 7-8
2-18	Evaluation of the performance of the highest governance body	<a href="#">2025 Proxy Statement</a> , page 16 <a href="#">Corporate Governance Standards</a> , page 4
2-19	Remuneration policies	<a href="#">2025 Proxy Statement</a> , pages 24–57
2-20	Process to determine remuneration	<a href="#">2025 Proxy Statement</a> , pages 28–31 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 2024 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: 120:1; change in the annual total compensation ratio: -41%		
2-22	Statement on sustainable development strategy	<a href="#">2024 ESG Report: Our Approach to ESG</a>		
2-23	Policy commitments	<a href="#">Standards of Business Conduct</a> <a href="#">Director Code of Ethics</a> <a href="#">Supplier Code of Conduct</a>	<a href="#">Human Rights and Labor Policy</a> <a href="#">CTISCA Statement</a> <a href="#">Conflict Minerals Policy</a>	
2-24	Embedding policy commitments	<a href="#">2024 ESG Report: Our Approach to ESG, ESG Standards and Compliance for Suppliers, Enterprise Risk Management, Ethics and Compliance</a>		
2-25	Processes to remediate negative impacts	<a href="#">2024 ESG Report: Enterprise Risk Management, Ethics and Compliance</a> <a href="#">Standards of Business Conduct</a>		
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">2024 ESG Report: Defining What Matters, Enterprise Risk Management, Ethics and Compliance</a> <a href="#">Standards of Business Conduct</a> , pages 10–11		
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	<a href="#">2024 ESG Report: Defining What Matters</a>		

2-30

Collective bargaining agreements

Employees Covered by a CBA	Employees not Covered by a CBA	Other
Global		
13.2% of all Agilent employees are covered by a collective bargaining agreement (CBA).	All Agilent employees have terms and conditions of employment set according to detailed local benchmarking and best practices.	
Asia Pacific		
383 employees covered by CBA <ul style="list-style-type: none"><li>Australia: 23</li><li>Japan: 360</li></ul>	In Australia, all monthly Australian and New Zealand employees not covered by a CBA are covered by individual agreements.	
Europe		
1,690 employees covered by a CBA <ul style="list-style-type: none"><li>Austria: 26</li><li>Belgium: 123</li><li>Denmark: 255</li><li>France: 276</li><li>Italy: 425</li><li>Spain: 585</li></ul> All employees located in the countries above are covered by a CBA, except Denmark where only some are covered.	In Finland, Agilent employees are not formally covered by a collective bargaining agreement. However, Agilent follows the generally applicable agreement for senior salaried employees in the Technology sector for the provisions on terms of employment and working conditions, including salary increases. This affects all 31 employees in Finland.	All 1,458 employees in Germany plus all 169 employees in Netherlands (not covered by a CBA) have terms and conditions of employment set by reference to freely negotiable T&Cs (freedom of contract), labor law, benefits (global policies, local company practice), local guidelines (e.g., company car policy) and rules according to applicable internal Works Council Agreements, all of which are binding. This means a total of 1,627 employees in Europe are not covered by a CBA.
Americas		
All employees in Brazil, 252, are covered by a CBA.	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.	

Material Topics

Disclosure #	Disclosure Topic	Location
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	<a href="#">2024 ESG Report: Defining What Matters</a> <a href="#">2023 ESG Report: Materiality Assessment</a>
T3-2	List of material topics	We are in the process of conducting a materiality assessment in accordance with the EU CSRD requirements. For more information about our material topics identified in our previous materiality assessment, refer to page 13 of our <a href="#">2023 ESG Report</a> .
3-3	Management of material topics	Management of each material topic is addressed within relevant sections of our 2024 ESG Report, including <a href="#">Our Approach to ESG</a>
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	<a href="#">2024 Form 10-K</a> , pages 53–60
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2024 ESG Report: About This Report</a>
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">2024 Form 10-K</a> : pages 36-37, 65, 71, 90-105  The percentage of salary contributed by employee and employer varies 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="#">2024 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 U.S. 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 2024.
202-2	Proportion of senior management hired from the local community	In FY 2024, 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: 39%</li><li>• Total population (existing and new hires) of senior management: 1.5%</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, Boulder; Chicopee, Cedar Creek, Frederick, Wilmington, USA; Waldbronn, Germany; Church Stretton , UK; and Singapore. 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	<a href="#">2024 ESG Report: Innovation Leadership and Strategy</a>		
GRI 204: Procurement Practices 2016				
204-1	Proportion of spending on local suppliers	Agilent does not track this information.		
GRI 205: Anti-corruption 2016				
205-1	Operations assessed for risks related to corruption	We have assessed our operations, including commercial team, business units and procurement functions for risks related to corruption. The most significant risk was identified as third parties (both reseller and vendor), 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	Agilent communicates its anti-corruption policies in various forms, including: <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="#">Global Anti-Corruption Policy</a></li></ul> Additional detailed policies and procedures are provided to employees, contractors, third-party partners, and suppliers. All employees, including temporary workers, are trained on anti-corruption through the Agilent Standards of Business Conduct training or the Agilent Anti-Corruption training.		
		Governance Body Members	Employees (including contingent workers)	Business Partners
		Communication on anti-corruption policies and procedures	11 (100%)	22,836 (100%)
205-3	Confirmed incidents of corruption and actions taken	For the nature of confirmed incidents of corruption, following internal detection and investigations, the instances of misconduct in violation of our policies against corruption, for which employees and business partners were disciplined and/or terminated are listed below. <ul style="list-style-type: none"><li>• Total number of confirmed incidents of corruption: 8<ul style="list-style-type: none"><li>• Number in which employees were dismissed or disciplined for corruption: 6</li><li>• Number when contracts with business partners were not renewed due to violations related to corruption: 4</li></ul></li><li>• Public legal cases regarding corruption brought against the organization or its employees: 0</li></ul>		
GRI: 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 2024 Form 10-K. Agilent does not publicly report financial information for local tax jurisdictions.

GRI 302: Energy 2016		
302-1	Energy consumption within the organization	<a href="#">2024 ESG Report: Energy and Emissions Management</a>
302-2	Energy consumption outside of the organization	<a href="#">2024 ESG Report: Energy and Emissions Management</a>
302-3	Energy intensity	<a href="#">2024 ESG Report: Energy and Emissions Management</a>
302-4	Reduction of energy consumption	<a href="#">2024 ESG Report: Energy and Emissions Management</a>
302-5	Reductions in energy requirements of products and services	<a href="#">2024 ESG Report: Advancing a Circular Economy</a>

GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	<a href="#">2024 ESG Report: Water Management</a>
303-2	Management of water	<a href="#">2024 ESG Report: Water Management</a>
303-3	Water withdrawal	<a href="#">2024 ESG Report: Water Management</a>
303-4	Water discharge	<a href="#">2024 ESG Report: Water Management</a>
303-5	Water consumption	<a href="#">2024 ESG Report: Water Management</a>

## GRI 304: Biodiversity 2016

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.

## GRI 305: Emissions 2016

305-1	Direct (Scope 1) GHG emissions	<a href="#">2024 ESG Report: Energy and Emissions Management</a>		
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">2024 ESG Report: Energy and Emissions Management</a>		
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">2024 ESG Report: Energy and Emissions Management</a>		
305-4	GHG emissions intensity	<a href="#">2024 ESG Report: Energy and Emissions Management</a>		
305-5	Reduction of GHG emissions	<a href="#">2024 ESG Report: Energy and Emissions Management</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.</p> <p>Agilent eliminated chlorofluorocarbons (CFCs), carbon tetrachloride and 1,1,1-trichloroethane use in worldwide manufacturing processes in 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 <a href="#">Agilent’s General Specification for the Environment</a>. The small quantities of ODSs contained in some of Agilent’s analytical standards comply with international legislation for their manufacture, use and product labeling.</p> <p>Agilent modifies its program as needed to address amendments to the Montreal Protocol and U.S., European, and other international requirements.</p> <p>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	Emissions data covers 95% of operations.		
		2019	2023	2024
	NOx kg	1030	1060	570



GRI 306: Waste 2020		
306-1	Waste generation and significant waste	<a href="#">2024 ESG Report: Waste Management</a>
306-2	Management of significant waste	<a href="#">2024 ESG Report: Waste Management</a>
306-3	Waste generated	<a href="#">2024 ESG Report: Waste Management</a>
306-4	Waste diverted from disposal	<a href="#">2024 ESG Report: Waste Management</a>
306-5	Waste directed to disposal	<a href="#">2024 ESG Report: Waste Management</a>
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	<a href="#">2024 ESG Report: Supply Chain Management</a>  At the time of supplier onboarding, new suppliers exceeding estimated annual spend thresholds and/or belonging to certain industries are asked to complete a business assessment questionnaire that includes questions on the supplier's sustainability practices. Approximately 17% 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.
308-2	Negative environmental impacts in the supply chain and actions taken	<a href="#">2024 ESG Report: Supply Chain Management</a>  Agilent prioritizes the integrity and sustainability of our supply chain. We maintain a targeted list of 586 targeted suppliers categorized as core, preferred, and strategic based on various factors that include our level of influence. To ensure transparency and resilience, we use a third-party platform to conduct a Supply Chain Risk Analysis (SCRA) for all suppliers based on industry and geography. This includes an analysis of environmental, human rights, workers rights, health and safety, corruption, and other ethical risks.  Targeted suppliers identified as medium or high risk are requested to complete a more detailed assessment covering human rights, environmental, health and safety, anti-bribery and anti-corruption, and the suppliers' supply chain sustainability. A small percentage of suppliers may require further evaluation to address and mitigate potential risks for future improvement. This proactive approach supports ongoing monitoring and continuous enhancement of supply chain resilience and sustainability.  In addition to assessments, Agilent uses a third-party service to conduct on-site audits. No major non-conformances were identified in FY 2024. All minor non-conformances have been remediated.

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	
	Terminations				
	Female #	707	87	406	214
	Female Rate	10.7%	14.1%	9.1%	13.8%
	Male #	1025	94	508	423
	Male Rate	9.7%	11.7%	7.3%	14.9%
	Other/Undisclosed #	2	0	2	0
	Other/Undisclosed Rate	40.0%	0.0%	28.6%	0.0%
	Total Terminations #	1,734	181	916	637
	Total Termination Rate	10.1%	12.7%	8.1%	14.5%
	Hires				
	Female #	330	112	193	25
	Female Rate	5.0%	18.1%	4.3%	1.6%
	Male #	425	140	253	32
	Male Rate	4.0%	17.4%	3.7%	1.1%
	Other/Undisclosed #	1	0	1	0
	Other/Undisclosed Rate	10.0%	0.0%	14.3%	0.0%
	Total Hires #	756	252	447	57
	Total Hire Rate	4.4%	17.7%	3.9%	1.3%
	Total Employees				
	Female #	6,615	618	4,446	1,551
	Male #	10,565	804	6,919	2,842
	Other/Undisclosed #	10	3	7	0
	Total Employees #	17,190	1,425	11,372	4,393

401-2	Benefits provided to full-time employees	<p><u>2024 ESG Report: Total Rewards</u></p> <p>Agilent aims to deliver a rewards portfolio that is competitive with life sciences, diagnostics and applied markets companies and 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> <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>
401-3	Parental leave	<p>Agilent meets or exceeds local requirements for parental leave in all jurisdictions where the company has employees. 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	<p>Notice periods vary by country in accordance with local employment regulations.</p>
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	<p><u>2024 ESG Report: Occupational Health and Safety</u></p>
403-2	Hazard identification, risk assessment, and incident investigation	<p><u>2024 ESG Report: Occupational Health and Safety</u></p>
403-3	Occupational health services	<p><u>2024 ESG Report: Occupational Health and Safety</u></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. 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).</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	<p><u>2024 ESG Report: Occupational Health and Safety</u></p>
403-5	Worker training on occupational health and safety	<p><u>2024 ESG Report: Occupational Health and Safety</u></p>
403-6	Promotion of worker health	<p><u>2024 ESG Report: Occupational Health and Safety, Total Rewards</u></p>



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	Employees covered by an occupational health and safety management system (OHSMS)
		Employees Covered by OHS Management System 2024
		BOHSMS
		Employees Covered # 22,836
		Employees Covered % 100%
		Internally Audited OHSMS
		Employees Covered # 9,772
		Employees Covered % 43%
		Externally Audited OHSMS
		Employees Covered # 4,348
		Employees Covered % 19%
Note: Number and percentage of employees covered include contingent workers.		
403-9	Work-related injuries	<a href="#">2024 ESG Report: 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 2024, approximately 99% of Agilent employees completed an average of 32 hours of training.
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">2024 ESG Report: Talent Development</a>
404-3	Percentage of employees receiving regular performance and career development reviews	100% of Agilent employees receive regular performance reviews.

GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	<p><a href="#">Standards of Business Conduct</a>, pages 7–8</p> <p>We reported one incident of discrimination. Agilent reviewed the incident reported and took appropriate action.</p>
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	<p><a href="#">Human Rights and Labor Policy</a></p> <p><a href="#">CTISCA Statement</a></p> <p>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.</p> <p>Agilent prioritizes the integrity and sustainability of our supply chain. We maintain a targeted list of 586 targeted suppliers categorized as core, preferred, and strategic based on various factors that include our level of influence. To ensure transparency and resilience, we use a third-party platform to conduct a Supply Chain Risk Analysis (SCRA) for all suppliers based on industry and geography. This includes an analysis of environmental, human rights, workers rights, health and safety, corruption, and other ethical risks.</p> <p>Targeted suppliers identified as medium or high risk are requested to complete a more detailed assessment covering human rights (including labor rights), environmental, health and safety, anti-bribery and anti-corruption, and the suppliers’ supply chain sustainability. A small percentage of suppliers may require further evaluation to address and mitigate potential risks for future improvement. This proactive approach supports ongoing monitoring and continuous enhancement of supply chain resilience and sustainability.</p>
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	<p><a href="#">2024 ESG Report: ESG Standards and Compliance for Suppliers</a></p> <p><a href="#">Human Rights and Labor Policy</a></p> <p><a href="#">CTISCA Statement</a></p> <p><a href="#">Supplier Code of Conduct</a></p> <p>Agilent prioritizes the integrity and sustainability of our supply chain. We maintain a targeted list of 586 targeted suppliers categorized as core, preferred, and strategic based on various factors that include our level of influence. To ensure transparency and resilience, we use a third-party platform to conduct a Supply Chain Risk Analysis (SCRA) for all suppliers based on industry and geography. This includes an analysis of environmental, human rights, workers rights, health and safety, corruption, and other ethical risks.</p> <p>Targeted suppliers identified as medium or high risk are requested to complete a more detailed assessment covering human rights (including child labor), environmental, health and safety, anti-bribery and anti-corruption, and the suppliers’ supply chain sustainability. A small percentage of suppliers may require further evaluation to address and mitigate potential risks for future improvement. This proactive approach supports ongoing monitoring and continuous enhancement of supply chain resilience and sustainability.</p>
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p><a href="#">2024 ESG Report: ESG Standards and Compliance for Suppliers</a></p> <p><a href="#">Human Rights and Labor Policy</a></p> <p><a href="#">CTISCA Statement</a></p> <p><a href="#">Supplier Code of Conduct</a></p> <p>Agilent prioritizes the integrity and sustainability of our supply chain. We maintain a targeted list of 586 targeted suppliers categorized as core, preferred, and strategic based on various factors that include our level of influence. To ensure transparency and resilience, we use a third-party platform to conduct a Supply Chain Risk Analysis (SCRA) for all suppliers based on industry and geography. This includes an analysis of environmental, human rights, workers rights, health and safety, corruption, and other ethical risks.</p> <p>Targeted suppliers identified as medium or high risk are requested to complete a more detailed assessment covering human rights (including forced labor), environmental, health and safety, anti-bribery and anti-corruption, and the suppliers’ supply chain sustainability. A small percentage of suppliers may require further evaluation to address and mitigate potential risks for future improvement. This proactive approach supports ongoing monitoring and continuous enhancement of supply chain resilience and sustainability.</p>

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 and procedures.
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">2024 ESG Report: Employee Engagement</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 our operations.
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	In FY 2024, 17% of new suppliers were screened using sustainability and social criteria.
414-2	Negative social impacts in the supply chain and actions taken	Based on responses to our business assessment questionnaire, NO suppliers were identified as having the potential for high social risk.
GRI 415: Public Policy 2016		
415-1	Political contributions	<a href="#">Political Contributions Policy</a> Agilent does not contribute to or donate any funds to political parties or candidates. We recently updated our political contributions policy to provide more detail on the company’s participation in trade and industry associations.
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">2024 ESG Report: Product Quality and Safety</a>
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 and procedures are guided by the regulations 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 and 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.