



Bringing **Great Science** to Life:

Creating Sustainable Value

2025 ESG Report



Agilent

| Trusted Answers

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About This Report

Agilent's 2025 ESG Report covers its worldwide operations for fiscal year 2025, from Nov. 1, 2024, through Oct. 31, 2025, unless otherwise noted. The report has been prepared with reference to the Sustainability Accounting Standards Board (SASB) Standards and the Global Reporting Initiative (GRI) Standards and highlights Agilent's alignment with the United Nations Sustainable Development Goals (UN SDGs). Corresponding SASB and GRI indices are included in the appendix.

In our 2024 ESG Report, we stated our intention to publish a separate Task Force on Climate-related Financial Disclosures (TCFD) report on our website ahead of the January 1, 2026, reporting deadline under California Senate Bill 261 (SB 261). Following a November 18, 2025, injunction by the U.S. Court of Appeals for the Ninth Circuit, the California Air Resources Board (CARB) announced that it would not enforce the deadline while the appeal remains pending. With enforcement paused, we did not publish a separate TCFD report. Instead, this report includes a focused discussion of the principal climate-related risks and opportunities relevant to Agilent in the Environmental section.

Certain environmental metrics included in this report were subject to moderate assurance by Apex Companies, LLC. The independent assurance statement identifies the specific data and reporting periods within scope and is available on Agilent's [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 annual report on Form 10-K for the year ended October 31, 2025 and our quarterly report on Form 10-Q for the quarter ended July 31, 2026, which should be read in conjunction with the forward-looking statements in this report. Forward-looking statements speak only as of the date they are made, and we do not undertake any obligation to update any forward-looking statement. Projections and forecasts shown in this document are subject to change at any time. Historical information was calculated using data available at the time of the calculation and may be subject to revision.

Disclaimer

The terms "material" or "materiality," as used in the context of this report, are different from such terms as used in the context of filings with the SEC. Issues deemed material for the purposes of this report should not necessarily be considered material for SEC reporting purposes.

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

Letter from Our CEO

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Letter from Our CEO

At Agilent, our mission is to deliver trusted answers and insights that advance the quality of life. That mission drives how we innovate, operate, and serve customers working at the forefront of science.

For us, sustainability is both how we bring **great science** to life and how we build a stronger business for the future. It means helping customers solve complex scientific challenges while strengthening the innovation, operations, people, and resilience that support Agilent's ability to create long-term value.

This report highlights progress across several priorities in 2025:

- **Advancing scientific innovation:** We invested approximately \$2.87 million across 24 academic research projects in areas including cell therapy, battery technologies, and environmental health.
- **Improving operational performance:** Four Agilent manufacturing sites are now recognized by the World Economic Forum's Global Lighthouse Network for applying advanced technologies to improve productivity, efficiency, and customer delivery.
- **Helping customers operate more sustainably:** ACT-ecolabeled products represented 40% of total instrument revenue, helping customers evaluate product impacts and make purchasing decisions aligned with their sustainability goals.

- **Delivering against climate commitments:** Combined Scope 1 and Scope 2 emissions were 14.5% below the 2019 baseline.

- **Strengthening supplier accountability:** We assessed more than 540 suppliers, representing a large majority of our spend, and continued to expand climate engagement and third-party assessments.

Innovation remains central to our growth strategy and ability to create impact. In 2025, we continued to invest in capabilities that bring our technologies and expertise closer to customers, including the opening of our first India Solution Center to support collaborative R&D, integrated workflows, and laboratory innovation.

Operational discipline is equally important. Through the Ignite Operating System, continuous improvement, advanced manufacturing, and disciplined management systems, we are making Agilent faster, more efficient, and more resilient. These capabilities help us manage risk, strengthen customer delivery, and respond effectively to changing market and operating conditions.

Our people make this progress possible. Their scientific expertise, discipline, and commitment to customers drive meaningful results every day. Their impact also extends beyond our business. In 2025, employees contributed 61,000 volunteer hours and supported more than 3,000 nonprofit organizations through volunteering and donation matching.

We are proud of the progress reflected in this report and recognize there is more to do. Looking ahead, we are adding new sustainability leadership to help shape the next chapter of Agilent's sustainability efforts. By continuing to advance science for our customers and strengthen how we operate, we are creating sustainable value and building a stronger Agilent for the future.

Sincerely,



Padraig McDonnell | President and CEO



About Agilent

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Agilent is a global leader in life sciences, diagnostics, and applied markets. We provide laboratories worldwide with advanced instruments, software, consumables, services, and scientific expertise that help customers advance research, improve diagnostics, ensure product quality, and protect public health and the environment.

Our integrated solutions serve the pharmaceutical, diagnostics, food, environmental and forensics, chemicals and advanced materials, and research markets. With approximately 18,100 employees supporting customers in 110 countries, we are united by a mission to advance quality of life through innovation, scientific excellence, and uncompromising integrity.

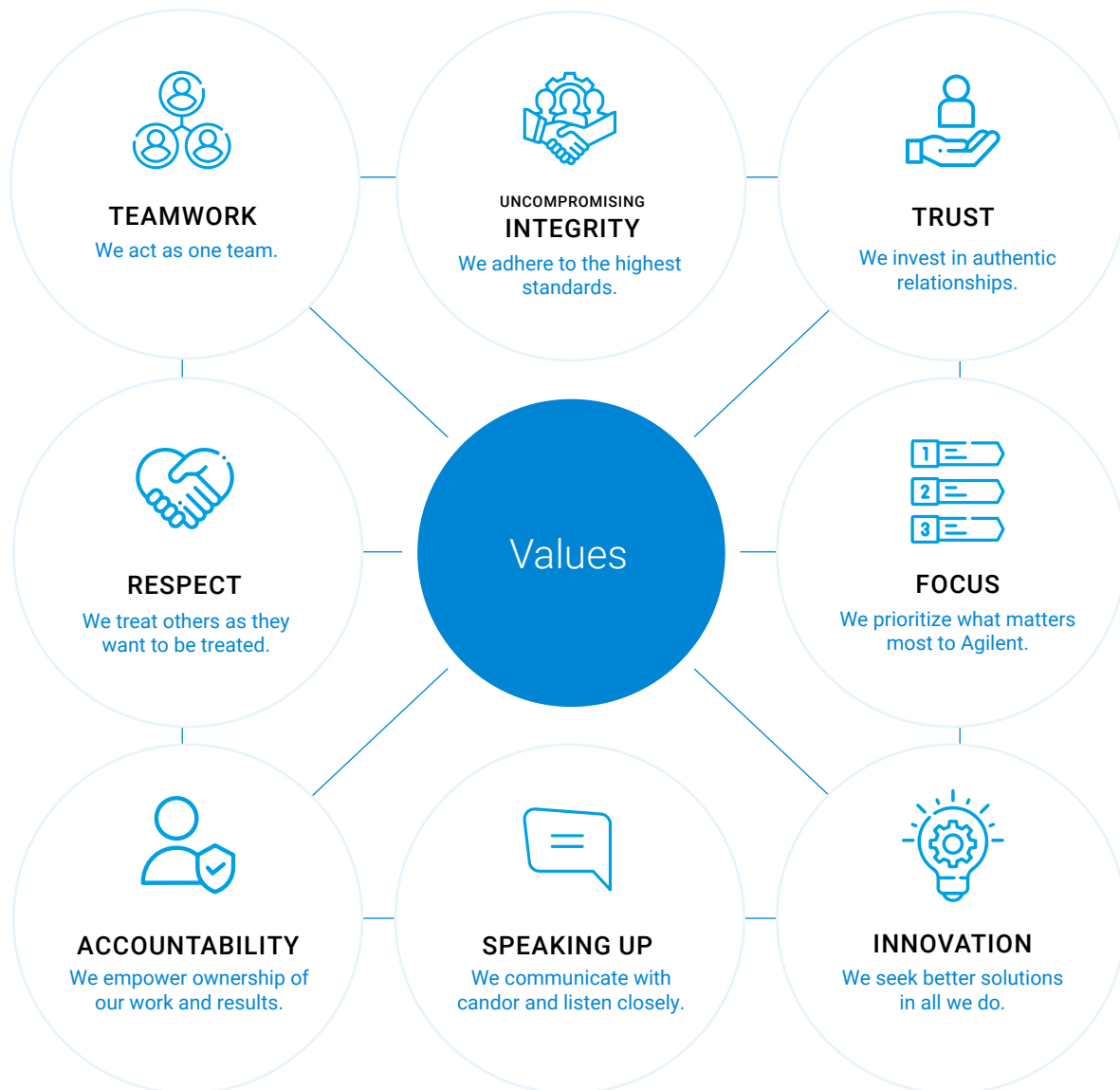
Together with our customers, we bring **great science** to life.

Mission

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

Vision

To innovate and deliver seamless solutions for our customers to expand frontiers of science.



“

*Sustainability is both how we bring **great science** to life and how we build a stronger business for the future. By advancing innovation, strengthening our operations, and delivering on our commitments, we are creating long-term value for our customers, our people, and Agilent.”*



Padraig McDonnell
President and CEO



Business Groups

Agilent CrossLab Group

Agilent CrossLab Group (ACG) supports customers across all Agilent end markets through services, software and informatics, automation, and consumables. By delivering integrated workflows and applications, ACG helps customers streamline laboratory operations, improve productivity, and achieve critical outcomes across the laboratory lifecycle.

Life Sciences and Diagnostics Markets Group

Life Sciences and Diagnostics Markets Group (LDG) serves pharmaceutical, biopharmaceutical, clinical, and diagnostics customers. Its portfolio includes chromatography and mass spectrometry, cell and biomolecular analysis, pathology, companion diagnostics, genomics, and contract development and manufacturing capabilities. These solutions support customers from research and discovery through therapeutic development, production, and advanced cancer diagnostics.

Applied Markets Group

Applied Markets Group (AMG) serves the food, environmental, forensics, chemicals, and advanced materials markets. Its portfolio includes gas chromatography and mass spectrometry, spectroscopy, vacuum technology platforms, and certified pre-owned instruments. AMG builds on Agilent's established market leadership while expanding into emerging applications and growth opportunities.

Markets We Serve

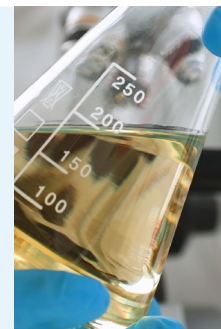
Pharma and Biopharma

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 standards.



Energy, Chemicals, and 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.



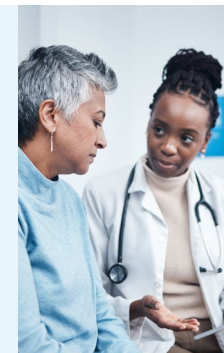
Environmental and Forensics

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 compete fairly.



Diagnostics and Clinical

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.



Academic and Government

Most life sciences and diagnostics research are 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.



Food Safety

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.



For more information about Agilent's capabilities and solutions, visit the [Products](#) and [Services](#) sections of our website.

285K+

Labs Served

110

Countries Served

2025
At a Glance

90%+

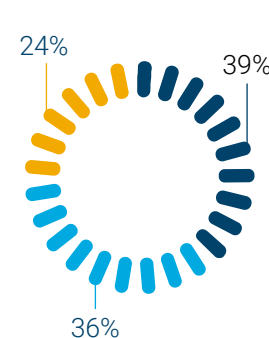
Customer Retention Rate

26

Years as a Public Company

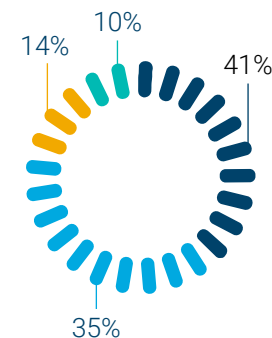
Employees¹

~18,100



Employees by Region

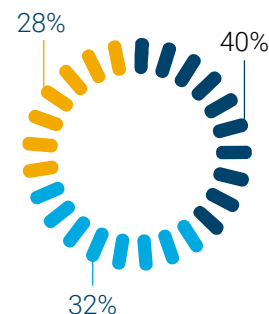
- Americas
- Asia Pacific
- Europe

Employees by Organization²

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

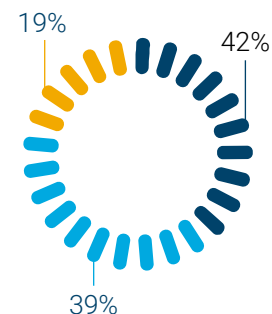
Revenue

\$6.9B



Revenue by Region

- Americas
- Asia Pacific
- Europe

Revenue by Organization³

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

¹ This number does not include temporary workers who are leveraged to provide flexibility for our business and manufacturing needs.

² Business segments reflect Agilent's current organizational structure announced in November 2024 and reported in our [2025 Form 10-K](#).

³ Revenue segmentation data has been recast to reflect the new organizational structure, as reported in our [Form 8-K filed on March 3, 2025](#).

Awards and Recognition

Workplace



Fortune 100 Best Companies to Work for in Europe™ 2025



Forbes World's Best Employers 2025



Forbes America's Best Companies 2025

Product Innovation



SelectScience 2025 Scientists' Choice Awards® Best New Drug Discovery & Development Product of the Year



SelectScience 2025 Scientists' Choice Awards® Best New Analytical Science Product of the Year for Agilent's 7010D Triple Quadrupole GC/MS

Operational Excellence



World Economic Forum Global Lighthouse distinction for Agilent's manufacturing sites in Shanghai, China; Penang, Malaysia; Singapore; and Waldbronn, Germany.

Sustainability

TIME World's Most Sustainable Companies 2025



Barron's Most Sustainable Companies



Newsweek America's Most Responsible Companies 2025



Newsweek America's Greenest Companies 2025

Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA

Dow Jones Sustainability World Index

Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA

Dow Jones Sustainability North America Index

Sustainability Yearbook Member



S&P Global Sustainability Yearbook 2025



LEED LEED Platinum Certification, Manesar, India



Our Sustainability Approach

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Sustainability is integral to Agilent's ability to innovate, operate effectively, manage risk, and create long-term value. It shapes how we respond to customer needs, develop high-performing and resource-efficient solutions, strengthen operational and supply chain resilience, and maintain the quality, integrity, and accountability that underpin trust.

We integrate sustainability across product development, customer solutions, operations, supply chain management, workforce practices, and governance. This integration is supported by approved science-based climate targets, environmental and quality management systems, supplier engagement, talent development, and oversight of ethics, privacy, cybersecurity, and enterprise risk.

"

Sustainability and business excellence are mutually reinforcing. When sustainability is embedded into how we innovate, operate, and serve customers, it becomes a driver of efficiency, resilience, and long-term competitive advantage."



Joydeep Ganguly

Senior Vice President, Agilent Global Operations, Chief Operations and Quality Officer

Our Sustainability Journey

For more than two decades, Agilent has strengthened its commitments, partnerships, and programs.



2025 Highlights

-14.5%

Climate Progress
vs. 2019 baseline

Combined Scope 1 and Scope 2 emissions were 14.5% below the 2019 baseline and decreased 9.3% year over year. On-site solar generation increased 18% from 2024 to 9,282 MWh.

100+

Supplier Engagement

Engaged more than 100 strategic and selected preferred suppliers to support Scope 3 emissions measurement and reduction efforts.⁶

40%

Sustainable Product Portfolio

ACT-ecolabeled products represented 40% of total instrument revenue, providing customers with transparent, independently verified information on product environmental performance.

61,000

Employee Volunteer Hours

Employees contributed 61,000 volunteer hours and supported more than 3,000 nonprofit organizations through volunteering and donation matching.

\$2.8M

Community Investment

The Agilent Foundation contributed \$2.8 million through matching and volunteer-reward programs, up 12% from the prior year.

10 of 11

Board Independence

10 of Agilent's 11 directors were independent.

⁴ My Green Lab is a globally recognized nonprofit that establishes sustainability standards for scientific research through laboratory certification and product ecolabeling.

⁵ ACT (Accountability, Consistency, and Transparency) is My Green Lab's third-party verified ecolabel for laboratory products, helping customers compare environmental impacts and make more informed, sustainable purchasing decisions.

⁶ Strategic suppliers are high-spend, business-critical suppliers and innovation partners; preferred suppliers are those that consistently support key business needs.

Stakeholder Engagement and Materiality

Stakeholder perspectives help us understand the environmental, social, and governance-related issues most relevant to our business and inform how we set priorities, manage risk, and measure success. We engage regularly with customers, employees, shareholders, investors, suppliers, and other stakeholders through established channels across the organization.

Customer feedback is gathered through an annual market study, project-specific research, direct engagement with Agilent employees, and an ongoing survey covering key customer interactions. We use closed-loop corrective action processes to respond to urgent concerns and continuous improvement processes to address broader opportunities. These insights inform product, service, and operational improvements that support customer success and business performance.

We also maintain an active shareholder engagement program that includes stockholders, market participants, and prospective investors. Discussions may address business and financial performance, corporate governance, ESG disclosures and practices, and risk management.

Feedback from these activities informs our assessment of material ESG topics. Our 2023 companywide materiality assessment remains the foundation for identifying and prioritizing issues across our global operations. Additional details are available in our [2023 ESG Report](#).

In 2025, we completed a Double Materiality Assessment (DMA) for our European operations with support from an external consultant to prepare for potential reporting under the European Union's Corporate Sustainability Reporting Directive (CSRD). The assessment included stakeholder engagement, peer benchmarking, value chain analysis, and an evaluation of potential financial impacts based on the European Sustainability Reporting Standards requirements applicable at the time.

The DMA identified 16 material sustainability topics that were broadly consistent with the priorities identified through our 2023 companywide assessment, reinforcing our existing ESG strategy and reporting priorities. The findings are informing our evaluation of sustainability-related risks and opportunities, data and control requirements, and future reporting priorities. We will continue to refine our materiality approach as our business, regulatory requirements, and stakeholder expectations evolve.



Sustainability Governance

Our sustainability governance structure is designed to integrate oversight, strategic direction, program management, and execution across the business. The Board of Directors and its committees oversee relevant priorities, risks, opportunities, and performance, while executive and functional leaders are responsible for implementation within their respective functions.

The Nominating and Corporate Governance Committee oversees our sustainability program, impacts, and alignment with corporate strategy, while the Audit and Finance Committee oversees enterprise risk management, including relevant sustainability-related risks.

The Chief Operations and Quality Officer is accountable for our sustainability strategy and direction. An executive-level Sustainability Steering Committee reviews priorities, emerging issues, implementation plans, and reports to the Board annually. A cross-functional Sustainability Council supports alignment across operations, finance, legal, procurement, communications, human resources (HR), research and development (R&D), and other key functions.

The sustainability function directs the companywide strategy and execution, including ESG reporting, stakeholder engagement, and performance management. Dedicated environmental, social, and governance pillar leaders, supported by operational teams across the business, are responsible for implementing initiatives, monitoring progress, and advancing Agilent's commitments and business objectives.

Environmental priorities are further integrated through Workplace Services, Global Operations, and the New Product Introduction/R&D team, which collectively improve environmental performance, drive implementation across operations and the supply chain, and incorporate sustainability considerations throughout the product life cycle.

To reinforce governance and accountability, cross-functional stakeholders meet regularly to review progress against goals, address emerging risks and regulatory developments, and align on reporting priorities. These meetings strengthen collaboration, enhance transparency, and support effective execution of Agilent's sustainability strategy and commitments.



Functional Oversight and Accountability

Environmental

Sustainable Operations

VP, Workplace Services

Supply Chain, Scope 3

Chief Procurement Officer

Social

Human Capital Management & Workforce Human Rights

Chief Human Resources Officer

Labor

Employment Law Counsel

Occupational Health and Safety

Director, Global EHS

Product Quality and Safety

VP, Global Quality and VP, Global Regulatory Affairs

Supply Chain Social Responsibility and Human Rights

Chief Procurement Officer

Governance

Business Ethics

Chief Legal Officer

Data Privacy and Security

Data Privacy Officer

United Nations Sustainable Development Goals Alignment

We are dedicated to advancing the quality of life through scientific innovation. We recognize the connection between our business activities and broader efforts to address social, environmental, and economic challenges. Through our products and solutions, responsible operations and supply chain practices, and investment in our people and communities, we have identified alignment with nine of the 17 SDGs.



“

The opportunities ahead require us to keep evolving, innovating, and raising our ambition. By bringing together the expertise and commitment of teams across Agilent and throughout our value chain, we can accelerate meaningful progress and create lasting value for our customers, our business, and the communities we serve.”



Mignon Senuta

Global Head of Sustainability



Innovating for Customer Value

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Agilent's impact is rooted in the science our customers make possible. Across life sciences, diagnostics, applied markets, and advanced research, our instruments, software, services, and expertise enable customers to generate trusted insights, accelerate discovery, and address complex challenges in human health, environmental protection, food and water safety, and emerging technologies.

That impact extends beyond the capabilities of our products to how laboratories operate. By improving efficiency, reducing resource use, and extending equipment life, Agilent helps customers advance science with greater productivity and lower environmental footprint, without compromising scientific performance, quality, or safety.

“

The best innovation begins with listening closely to our customers and understanding where science is headed. By turning those insights into solutions that make laboratories more productive, efficient, and capable, we help customers accelerate scientific discovery, achieve better outcomes, and unlock new possibilities for tomorrow.”



Jonah Kirkwood

Senior Vice President,
Agilent Chief Commercial Officer,
Commercial Organization

Helping Customers Address Global Challenges

Reliable scientific tools and expertise are critical to progress in cancer treatment, vaccine development, genetic disease identification, food and water safety, environmental testing, and energy technologies. Agilent supports these fields by helping scientists generate the insights needed to advance research, improve quality and safety, and address complex global challenges.

Advancing Cancer Research and Care

Agilent's cell analysis, genomics, and mass spectrometry platforms enable researchers to study cancer at the molecular, cellular, and metabolic levels, supporting the development of targeted therapies, personalized medicine, and more precise diagnostics. In 2025, we received U.S. Food and Drug Administration (FDA) approval and additional European indications for our companion diagnostics, expanding their approved applications and supporting more personalized treatment decisions. We also partnered with Ubix Therapeutics to support research into next-generation cancer therapies.

Supporting Therapeutics for Chronic Diseases

Agilent supports the development and manufacture of therapeutic oligonucleotides used to address a broad range of chronic diseases. We provide instruments, software, and laboratory consumables used to analyze and manufacture these therapies, including

small interfering RNA, antisense RNA, and CRISPR guide RNA. Our latest acquisition of BIOVECTRA expanded our development and manufacturing capabilities, strengthening our ability to support customers across the development and production of complex therapeutics.

Detecting Environmental Contaminants

Agilent's analytical solutions enable scientists and regulatory agencies to detect and quantify trace levels of per- and polyfluoroalkyl substances (PFAS), microplastics, and other contaminants in water, food, and soil. The resulting data support environmental monitoring, regulatory assessment, and a better understanding of potential risks to public health and the environment.

Enabling the Energy Transition

Lithium-ion batteries support energy storage and electrification, while hydrogen has potential applications in lower-carbon transportation and energy systems. Agilent's instruments help advance these technologies across their value chains. For batteries, they support material characterization, impurity detection, quality control, and recycling. For hydrogen fuel, they detect trace impurities that can affect safety and performance. These capabilities help developers and manufacturers improve the efficiency, quality, and safety of technologies needed for the energy transition.

Strengthening Water Research Capabilities in Singapore

In 2025, Agilent expanded its collaboration with Nanyang Technological University Singapore's Nanyang Environment & Water Research Institute (NEWRI) through a new three-year agreement focused on environmental and water research. The collaboration combines NEWRI's research expertise with Agilent's analytical and bioanalytical technologies to strengthen capabilities for detecting emerging contaminants, including microplastics, and developing new chemical and bioassay screening methods. The partnership supports Singapore's national priorities around water needs and wastewater treatment and marks the third collaboration between Agilent and NEWRI focused on environmental contaminant research.

Expanding Customer Innovation in India

In 2025, Agilent opened its first India Solution Center at its LEED Platinum-certified facility in Manesar, a key biopharma and research hub. The 12,500-square-foot center brings together Agilent technologies and expertise across chromatography, mass spectrometry, spectroscopy, genomics, cell analysis, and lab informatics to provide customers with integrated, end-to-end workflows, from sample preparation through results reporting. Through collaborative R&D, application development, proof-of-concept demonstrations, and training, the center supports customers across areas including biopharmaceutical development, GLP-1 analysis, food and environmental safety, PFAS detection, cell biology, and cancer research. The center strengthens Agilent's ability to deliver localized solutions that help laboratories advance innovation, improve efficiency, and address environmental and public health challenges.

Innovation That Advances Science and Sustainability

Agilent drives innovation through internal R&D, academic collaboration, strategic partnerships, and targeted acquisitions. Together, these channels expand our scientific capabilities, strengthen our technology portfolio, and support the development of new and improved solutions across our markets.

Academic Collaboration Spotlight⁷

In 2025, Agilent’s University Relations programs invested approximately \$2.87 million in 24 research projects focused on areas including cell therapy, battery technologies, and environmental health. Our flagship academic programs include the University Research Program, Agilent Research Catalyst Program, and Solutions Innovation Research Award, which provide funding, access to Agilent technologies, and technical expertise to support university research.

Agilent invested approximately 7% of annual revenue in R&D to develop new products and enhance existing technologies.

2025 Awards by Region

2025 Cash Awards (\$)

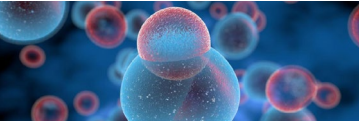
Total University Relations Awards 1,313,700

1,030,500	195,700	87,500
Americas	Asia Pacific	Europe

2025 Collaboration Highlights

Improving cell therapy manufacturing

Through its Agilent Research Catalyst Award program, Agilent provided Columbia University with funding, instruments, and software to support the development of standardized methods for manufacturing and testing specialized T cell therapies for certain blood cancers and other tumor types. Because these therapies can be personalized and labor-intensive to produce, the research aims to improve manufacturing efficiency and establish the quality-control methods needed to support their use in clinical trials.



Advancing battery research

Through its Solutions Innovation Research Award program, Agilent provided researchers at Aarhus University, the University of Graz, and Imperial College London with one-year loans of analytical instruments to study battery performance, degradation, and recycling, with potential applications in safer, longer-lasting batteries, and more efficient recovery of critical materials.



Expanding environmental research capabilities

Agilent established a Center of Excellence for Environmental Health and Engineering with Georgia Tech to support research addressing water and environmental challenges. The center will use Agilent’s cell analysis and mass spectrometry technologies in research with potential applications in municipal and industrial water recycling, waste upcycling and resource recovery, and faster evaluation of complex environmental mixtures. It is Agilent’s third U.S. Center of Excellence.



2025 Product Awards (\$)

Total University Relations Awards 1,554,600

1,525,900	14,800	13,900
Americas	Asia Pacific	Europe

⁷ Academic institutions that receive Agilent University Relations support retain independent control over their research, and awards are not contingent on contractual obligations to Agilent.

Improving Laboratory Performance and Sustainability

Agilent helps laboratories improve productivity, reduce resource use, and extend equipment life through efficient product design, data-driven services, and circular solutions. Across the product life cycle, we seek to reduce energy, water, material use, waste, and operating costs without compromising the performance, quality, or reliability required for scientific work.

ACT-Ecolabeled Instruments

Since 2019, Agilent has participated in My Green Lab's Accountability, Consistency, and Transparency (ACT) Ecolabel program across several instrument families. The ACT Ecolabel provides third-party-verified information on environmental impacts associated with product manufacturing, use, packaging, and end-of-life management, helping customers make informed purchasing decisions aligned with their environmental objectives.

Agilent remains a Transformative Sponsor of My Green Lab and continues to expand its ACT-ecolabeled product portfolio.



ACT-ecolabeled products represented **40%** of Agilent's total instrument revenue in 2025.



Helping Shape ACT 2.0

Agilent contributed its product and sustainability expertise to the evolution of the ACT Ecolabel through participation on My Green Lab's technical advisory board for ACT 2.0. Dr. Andreas Otto worked alongside industry peers to help shape a framework that reflects both rigorous sustainability criteria and the realities of complex laboratory products.

In 2025, Agilent's Infinity III LC Series became the first Agilent portfolio to receive the ACT Ecolabel 2.0, giving customers more credible, comparable information on product

environmental impacts to support more sustainable purchasing decisions. The Infinity III LC Series will also be the first LC systems to provide customers with product-level carbon footprint information, marking another industry first.



2025 ACT Sustainable Innovation Award

Agilent's 1290 Infinity III LC System received My Green Lab's 2025 ACT Sustainable Innovations Award, recognizing product features designed to improve energy efficiency, including automated purging, solvent blending, advanced thermal management, and modular design. The system also underwent an independently reviewed, ISO-based cradle-to-grave carbon footprint assessment.



ACT Ecolabel

Agilent

1290 Infinity III LC System

HPLC; UHPLC
SKU: 1290 Infinity III LC Family
Waldbronn, Germany



Environmental Performance Factor

72

Certified May 2026

Environmental Performance

Product

Recycled/Renewable Content	0%	■
Chemicals of Concern	No	■
Electricity Consumed/Day	5.0 kWh	✓
Water Consumed/Day	N/A	✓
Refrigerant GWP	1	■
Supported Lifetime	10 years	■
Recyclable Materials*	40%	■
Circularity Support	Refurbishing Program	■

Packaging

Recycled/Renewable Content	30%	■
Shipping Method	Ambient	■
Recyclable Materials*	50%	■

Product Carbon Reporting

Reporting Framework	ISO 14067	✓
Review	Third-party	■
Product CO ₂ e*	1073.0 kg	✓

Manufacturing Facility

Best Practices	8.0/10	■
Renewable Electricity	89%	■
Renewable Energy	89%	■

Company GHG Reductions

Scope 1/2/3 Tracking	Yes/Yes/Yes	■
Near-Term Target	Yes	■
Net-Zero Target	Yes	■

Improvements

Near-Term Target Commitment	
Net-Zero Target Commitment	
Available Product CO ₂ e	

ACT VERSION 2.0
actdatabase.mygreenlab.org/Agilent

Audit Details



Third Party
Reviewer: Verico
*See Definitions



act.mygreenlab.org

Creating More Productive and Efficient Laboratories

Agilent CrossLab Connect gives customers greater visibility into laboratory operations and asset performance, helping improve instrument utilization, resource efficiency, cost management, and asset planning. Digital analytics are supported by dedicated Agilent customer success managers who help interpret the data and identify opportunities to improve performance and maximize value. CrossLab capabilities include:

Baseline Measurement: Establishes benchmarks for energy and resource use, instrument utilization, downtime, and costs to track performance and identify improvement opportunities.

Consumption Tracking: Provides visibility into power, solvent, gas, and consumable use to identify high-consumption instruments or processes, reduce overuse, and set reduction targets.

Fleet Performance: Monitors instrument health, utilization, uptime, and service history in real time, with Smart Alerts helping flag maintenance needs and performance issues before they lead to rework or downtime.

Instrument Right-Sizing: Identifies under- and overutilized assets to help optimize fleet composition, avoid unnecessary purchases, redistribute workloads, and reduce energy use and overall footprint.

Learn more about how Agilent supports more [sustainable laboratory operations](#).

Extending Product Life and Advancing Circularity

Agilent applies circular economy principles across the instrument life cycle to extend product life, keep equipment and materials in use, and reduce waste. Our programs help customers maintain, upgrade, trade-in, and replace laboratory equipment while enabling Agilent to recover instruments and components for refurbishment, reuse, or recycling.

2025 Circularity Highlights

2,197

Certified Pre-Owned
instruments sold

7,252

Instruments returned to Agilent

2,166

Instruments recycled
or repurposed

5,396

Instruments refurbished
worldwide



Agilent's Instrument Life Cycle Model

Agilent's Instrument Life Cycle Model shows how we seek to reduce environmental impacts and extend instrument life across the product life cycle. We apply a range of programs and services, including resource-efficient design, product-impact transparency, maintenance, trade-in, refurbishment, parts recovery, and recycling, across our instrument portfolio.



Design

Develop products for efficiency, durability, and at least 10 years of use under the [Agilent Value Promise](#).

Manufacture

Use the ACT Ecolabel to provide transparency into product impacts, including manufacturing practices, and support continuous improvement.

Parts Harvest and Recycle

Recover serviceable components for use in maintaining existing instruments and recycle remaining materials as secondary raw materials.

First Lab

Apply CrossLab Connect insights to optimize instrument utilization, inform maintenance, and identify opportunities for more efficient equipment upgrades.

Refurbish and Second Lab

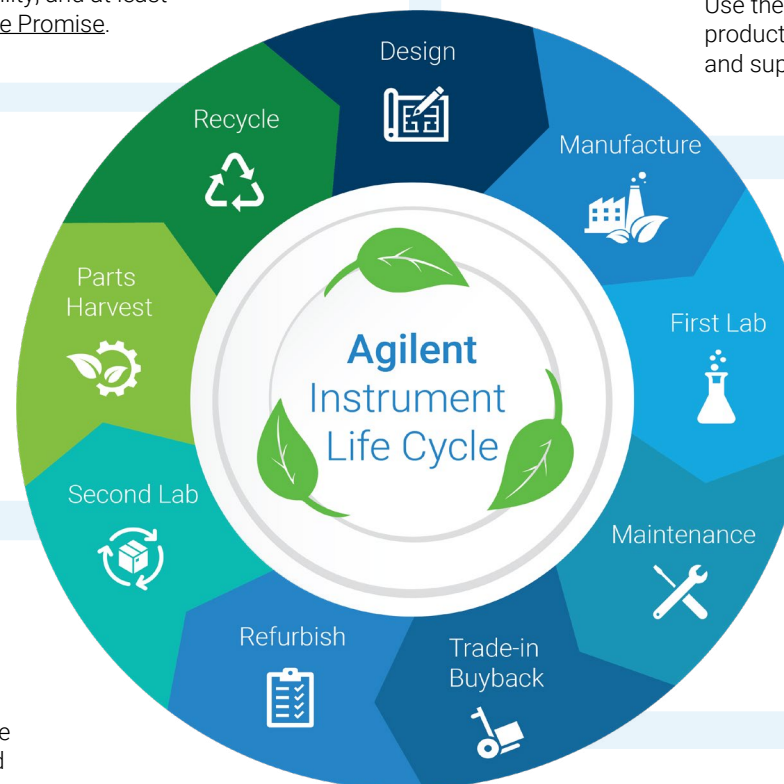
Restore eligible instruments for resale through Agilent's Certified Pre-Owned Instrument Program.

Maintenance

Provide preventive maintenance, diagnostics, repairs, training, and support to extend instrument life.

Trade-In and Buyback

Take back eligible instruments through Agilent's Trade-In and Buyback Program.



Trade-In and Buyback

Agilent's Trade-In and Buyback Program enables customers to return eligible instruments when upgrading technology or managing unused equipment. Available in more than 20 countries, the program has served more than 3,200 customers since its launch in 2018.

Boehringer Ingelheim Leads 2025 Trade-In Impact

In 2025, Boehringer Ingelheim diverted approximately 6,600 kilograms of instrument waste from landfill through Agilent's Trade-In and Buyback Program, representing the highest recovery value of any participating partner for the year. That performance was subsequently recognized with Agilent's inaugural Instrument Trade-In Impact Award in February 2026.



Certified Pre-Owned Instruments

Agilent restores eligible instruments for resale through its Certified Pre-Owned Instrument program. Instruments are refurbished to meet the same performance specifications as new Agilent instruments and include updated software and firmware, training, service support, and a 12-month manufacturer's warranty.

By extending the useful life of laboratory instruments, the program keeps equipment in productive use longer, reduces demand for new materials, and gives customers cost-effective access to high-quality equipment. Eligible instruments are sourced through the Trade-In and Buyback Program and from equipment previously used for R&D, engineering training, and customer demonstrations.



Top-Level My Green Lab Certification

In 2025, Agilent's refurbishment centers in Delaware and Singapore achieved Green-level My Green Lab Certification, the program's highest level, providing third-party recognition of sustainable practices at the facilities supporting Agilent's Certified Pre-Owned and circularity programs. Approximately 50% of team members across both centers also became My Green Lab Ambassadors, further embedding sustainability into refurbishment operations.



Certified Pre-Owned at a Glance

25,000+

Lab instruments refurbished since 2021

250+

Products across 14 product lines

~50%

Average extension of instrument life

Parts Harvesting and Recycling

When an instrument can no longer be refurbished or remanufactured, Agilent recovers eligible components for reuse in instruments already in operation, extending the life of existing equipment and reducing the need for new replacement parts. Agilent treats recycling as a last resort, prioritizing reuse, refurbishment, and parts recovery to keep instruments and materials in productive use for as long as possible.

Reducing Packaging Impacts

Agilent is working to reduce the environmental impact of its packaging while maintaining product protection and performance. These efforts also support preparation for evolving requirements under the European Union's Packaging and Packaging Waste Regulation (PPWR).

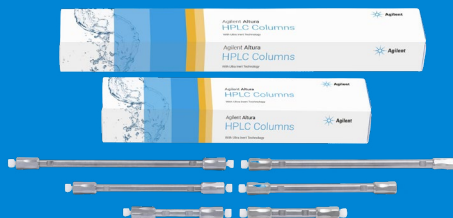
Our approach focuses on three priorities:

Reduce material use: Minimize packaging volume, weight, and unnecessary components.

Use more sustainable materials: Increase recycled and responsibly sourced renewable content, eliminate priority chemicals and restricted substances, and reduce reliance on single-use plastics.

Improve recoverability: Design packaging that is easy to recycle and use How2Recycle labels to provide customers with clear end-of-life guidance.

In 2025, Agilent received a PAC Global Award of Distinction for Package Circularity of its LC and HPLC columns.



2025 Sustainable Packaging Highlights

In 2025, Agilent redesigned packaging for several products to reduce plastic, foam, and paper use:



High TDS V-groove Inert Nebulizer: Introduced curbside-recyclable cardboard packaging and eliminated plastic bags.



ReadyCal Kits: Replaced plastic and foam packaging with curbside-recyclable corrugated cardboard, avoiding approximately 100 kilograms of plastic and 11 kilograms of foam annually. Product documentation was also digitized using QR codes.



ICP-OES Spray Chambers: Replaced foam inserts with cardboard and digitized the user guide, reducing annual material use by an estimated 95 kilograms of foam and 65 kilograms of paper based on forecast product volumes.

Delivering on Our Commitments

- LETTER FROM OUR CEO
- ABOUT AGILENT
- SUSTAINABILITY
- CUSTOMER VALUE
- **COMMITMENTS AND PROGRESS**
- OPERATIONS
- SUPPLY CHAIN
- PEOPLE
- GOVERNANCE
- SASB & GRI INDICES



Sustainable value creation means managing the environmental impacts of our operations and value chain while considering how climate change could affect our business. Our approach combines measurable environmental commitments with initiatives across our facilities and supply chain to reduce our footprint and improve resource efficiency.

“

Environmental progress comes from the everyday decisions and actions of teams across our sites. By expanding renewable energy, using resources more efficiently, and continually investing in and improving how our facilities operate, we are reducing our impact and creating workplaces that are safer, more efficient, and more resilient.”



Mike Viskovich
Vice President, Workplace Services

2030 Goals and 2025 Progress

Agilent has committed to achieving net-zero GHG emissions by 2050. In 2023, the Science Based Targets initiative (SBTi) validated our near-term 2030 emissions-reduction targets and long-term net-zero target. We have also established a 2030 goal for water withdrawal intensity⁸ and an annual non-hazardous waste diversion target through 2030.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

⁸ Agilent has updated the terminology for this metric from water consumption to water withdrawal to better reflect the underlying data. This change does not affect the source data, historical figures, or progress toward the 2030 goal.
⁹ Scope 1 and Scope 2 target covers emissions from Agilent-owned or controlled sources and purchased energy, including on-site fuel use, fleet vehicles, refrigerants, electricity, and heat.
¹⁰ Scope 3 target covers purchased goods and services, capital goods, upstream transportation and distribution, business travel, and employee commuting. The 2025 reported total and progress calculation include only upstream transportation and distribution, business travel, and employee commuting.

2030 Target	2025 Progress
Climate: Reduce combined Scope 1 and Scope 2 emissions by 50% by 2030 from the 2019 baseline. ⁹	Combined Scope 1 and location-based Scope 2 emissions were 14.5% below the 2019 baseline and decreased 9.3% year over year.
Climate: Reduce Scope 3 emissions by 30% by 2030 from the 2019 baseline ¹⁰	Reported Scope 3 emissions from upstream transportation and distribution, business travel, and employee commuting were 43.4% below the 2019 baseline. This reduction does not reflect progress against the full Scope 3 target, which also includes purchased goods and services and capital goods. We also expanded supplier engagement, reaching more than 100 suppliers to date and conducting climate assessments for approximately 200 suppliers.
Water: Reduce water withdrawal intensity by 20% by 2030 from the 2019 baseline	Water withdrawal intensity declined by 21.8% from the 2019 baseline , surpassing the 2030 goal.
Waste: Achieve at least 90% non-hazardous waste diversion from landfill annually through 2030	Non-hazardous waste diversion from landfill was 84% in 2025 , versus the 90% annual target.

To support progress against these commitments, we are focused on reducing operational emissions, improving energy efficiency, engaging suppliers on Scope 3 emissions, and advancing water and waste initiatives across our operations. We are also working with external partners to help execute against our 2030 emissions-reduction targets and long-term net-zero commitment.

Reducing Operational Emissions and Energy Use

Our approach to reducing Scope 1 and Scope 2 emissions focuses on improving energy efficiency, expanding on-site renewable energy generation, and transitioning our vehicle fleet from gas-powered to electric vehicles.

In 2025, combined Scope 1 and location-based Scope 2 emissions were 14.5% below the 2019 baseline and 9.3% lower than 2024. Scope 1 emissions were approximately 7% above the 2019 baseline, primarily reflecting the expansion of our reporting boundary to include fleet emissions from the EU, in addition to the U.S. fleet included in the original baseline. Scope 2 emissions were 21.5% below the 2019 baseline, driven by energy efficiency upgrades and increased on-site solar generation.

Workplace Services and Global EHS collaborate with facility management vendors to identify and implement energy projects that support progress toward our 2030 Scope 1 and Scope 2 target.



Improving Energy Efficiency and Expanding Renewable Energy

In 2025, we completed 17 energy projects across sites in seven countries to reduce energy use, expand on-site renewable generation, and support progress toward our Scope 1 and Scope 2 targets:

Waldbronn solar expansion:

Installed an additional 92-kilowatt photovoltaic system expected to generate approximately 82 MWh of renewable electricity and reduce Scope 2 emissions by 33 metric tons annually.

Santa Clara lighting modernization:

Upgraded lighting and controls expected to save approximately 532 MWh of energy and reduce Scope 2 emissions by 129 metric tons annually.

Yishun smart lighting: Implemented occupancy sensors, daylight-harvesting technology, and networked controls expected to reduce annual energy use by approximately 88 MWh and Scope 2 emissions by 36 metric tons.

Agilent's First LEED Platinum Office

In 2025, Agilent's Manesar office became the first in its global portfolio to achieve LEED Platinum certification, the highest level awarded by the U.S. Green Building Council. The facility was designed to deliver approximately 50% energy savings compared with conventional buildings, reduce water use by approximately 40%, and support zero water discharge through treated gray water reuse for sanitary and landscaping purposes.



Addressing Scope 3 Emissions

Scope 3 emissions represent approximately 90% of our total GHG footprint, making supplier engagement central to our climate strategy. In 2025, reported Scope 3 emissions across upstream transportation and distribution, business travel, and employee commuting were 43.4% below the 2019 baseline. By category, emissions declined 37.7%, 32.3%, and 69.4%, respectively.

Purchased goods and services and capital goods remain significant areas of focus of our supplier engagement strategy and are included within the boundary of our Scope 3 reduction target. We engage suppliers on emissions reduction by sharing best practices and collaborating on decarbonization efforts, with a focus on suppliers with the greatest potential to reduce our value chain footprint.

In 2025, we engaged all strategic suppliers and selected preferred suppliers, reaching more than 100 suppliers to date. Through this engagement, we communicated our climate expectations and assessed suppliers' current sustainability capabilities. Additional actions included:

Updated our Supplier Code of Conduct to set expectations for suppliers to align with net-zero goals, disclose emissions data, demonstrate progress, and establish decarbonization targets.

Continued annual third-party assessments of approximately 200 strategic and preferred suppliers to evaluate ESG maturity.

Developed Agilent's Supplier Guide to Decarbonization to help small- and medium-sized suppliers improve emissions data quality, transparency, and sustainability reporting.

Launched an internal Scope 3 training for procurement professionals to deepen understanding of procurement-related emissions and support more effective supplier engagement.

Beyond supplier engagement, we are working to reduce emissions from product delivery by shifting selected shipments from air to sea and consolidating ground transportation where practical. These measures can reduce transportation emissions while maintaining reliable product delivery.



CDP Recognition for Supplier Engagement

Agilent received an A- in CDP's 2025 Supplier Engagement Assessment, reflecting our efforts to engage suppliers on climate action and support decarbonization across our value chain. The assessment evaluates companies in areas including governance, targets, Scope 3 emissions, risk management, and engagement strategy.



2025 Energy and Emissions Performance¹¹

Energy (MWh)	2019 Baseline	2023	2024	2025
Direct Energy Use	57,920	74,953	66,530	67,932
Natural gas	55,429	67,859	58,381	58,408
Diesel fuel	287	123	60	50
Propane	545	571	224	192
Solar PV	1,659	6,400	7,865	9,282
Indirect Energy Use	136,803	111,163	139,345	140,425
Electricity	131,333	105,339	133,609	135,103
Heating	5,470	5,824	5,736	5,322
Total Direct and Indirect Energy Use (MWh)	194,723	186,116	205,875	208,357
Total Direct and Indirect Energy Use Intensity (MWh/sq ft)	0.0358	0.025	0.0360	0.0382

Emissions (MT CO ₂ e)	2019 Baseline ¹²	2023	2024	2025
Scope 1	20,937	20,460	29,698	22,346
CO ₂	20,936	20,459	29,697	22,345
CH ₄	0.46	0.49	0.46	0.55
N ₂ O	0.02	0.02	0.02	0.03
Scope 2 (location-based)	63,588	48,159	49,998	49,945
CO ₂	63,584	48,156	49,995	49,942
CH ₄	2.58	2.2	2.1	2.5
N ₂ O	1.11	1.04	0.53	0.55
Total Scope 1 and 2	84,525	68,619	79,696	72,291
Total Scope 1 and 2 Intensity (MT CO₂e/sq ft)	0.01195	0.01059	0.01395	0.01324
Scope 3¹³	199,704	88,599	82,301	113,024
Upstream transportation and distribution	139,715	78,239	69,960	87,094
Business travel	20,437	10,360	12,341	13,832
Employee commuting	39,552	N/A	N/A	12,098

¹¹ In 2023, Agilent adopted 2019 as its baseline year. Energy and emissions reporting since 2023 covers approximately 95% of Agilent's operational footprint.

¹² The 2019 Scope 1 and Scope 2 baseline was restated to correct historical discrepancies and align with the baseline underlying Agilent's SBTi-validated targets. Scope 1 increased from 19,226 MT CO₂e to 20,937 MT CO₂e, and location-based Scope 2 increased from 54,665 MT CO₂e to 63,588 MT CO₂e. Separately, the 2019 baseline for the Scope 3 categories presented was restated from 160,152 MT CO₂e to 199,704 MT CO₂e to include employee commuting.

¹³ The Scope 3 total includes upstream transportation and distribution, business travel, and employee commuting. Employee commuting data were not available for 2023 or 2024, so those totals are not directly comparable with the 2019 baseline or 2025 total. Purchased goods and services and capital goods are included in Agilent's Scope 3 reduction target but are not included in the totals presented.

Reducing Waste and Improving Resource Efficiency

We work to reduce hazardous and non-hazardous waste across our operations through responsible waste management, more efficient material use, and improved diversion practices. We manage waste in accordance with applicable environmental requirements and promote consistent execution through employee training, communication, and ongoing performance monitoring.

To support our annual target of diverting 90% of non-hazardous waste from landfill, we implement measures such as:

- Switching from paper-based to digital documentation
- Minimizing single-use plastics where feasible
- Eliminating redundant process steps
- Improving waste segregation through employee awareness and competitions

In 2025, we achieved an 84% non-hazardous waste diversion rate from landfill, compared with our annual 90% target. The year-over-year decline primarily reflects the addition of eight sites in 2024, where waste management and diversion programs are still developing relative to more established sites in the reporting boundary. We are focused on improving waste segregation, sharing best practices, and implementing targeted actions to strengthen performance over time.

2025 Waste Performance

Waste	2023	2024	2025
Non-Hazardous Waste (MT)	3,547	4,070	4,004
Reused/Offsets ¹⁴	250	373	404
Composted	496	255	202
Recycled	2,030	2,282	2,262
Incinerated	549	646	490
Landfilled	223	514	646
Non-Hazardous Waste Landfill Diversion Rate	94%	88%	84%
Hazardous Waste (MT)	9,030	7,367	7,654
Recycled	2,231	1,576	1,964
Incinerated	4,871	4,137	4,146
Treated	1,833	1,652	1,544
Landfilled	95	2	0.25

Closed-Loop Recycling with Polycarbin

Agilent participates in Polycarbin's closed-loop recycling program for laboratory plastics, personal protective equipment, and nitrile gloves. In 2025, participating Agilent locations globally recycled 709 pounds of nitrile gloves and 8 pounds of single-use laboratory consumables through the program.

Based on Polycarbin's ISO 14040- and ISO 14044-compliant life-cycle assessment methodology, Polycarbin estimates that this activity avoided approximately 2,151 pounds of CO₂e emissions, conserved 12 gallons of fresh water, and displaced 680 pounds of crude oil equivalents.



¹⁴"Reused/Offsets" refers to materials that would otherwise have been disposed of as waste but were diverted through reuse. Agilent's data includes: (1) the weight of empty chemical totes returned to manufacturers or suppliers for refill and subsequent reuse by Agilent, and (2) the estimated weight of disposable frocks and lab coats avoided through the use of reusable alternatives by laboratory and manufacturing personnel.

Managing Water Responsibly

Our goal is to reduce water withdrawal intensity by 20% by 2030 from the 2019 baseline. We focus on improving water efficiency across our operations, particularly at manufacturing sites where production and cooling needs are greatest.

Our efforts include investing in water reuse systems, optimizing manufacturing processes and cooling systems, and monitoring municipal water withdrawals quarterly, where feasible, to track site-level performance. We manage discharges in accordance with applicable permits. Most facilities rely on municipal water supplies, while our sites in Turin, Italy, and Manesar, India, withdraw groundwater from local aquifers.

In 2025, total water withdrawal declined to 389,000 cubic meters, a 19.5% absolute reduction from the 2019 baseline. Water withdrawal intensity declined by 21.8%, surpassing our 2030 goal. Although we do not measure total water discharge volumes, some water withdrawn is lost through evaporation, primarily at sites with evaporative cooling systems.

2025 Water Performance

Water	2019 Baseline	2023	2024	2025
Water Withdrawal (1,000 m3) ¹⁵	483	456	412	389
Groundwater	136	117	103	87 ¹⁶
Municipal water supplies or other water utilities	347	339	309	302
Water withdrawal intensity (1,000 m3/sq ft) ¹⁷	0.133	0.116	0.105	0.104

Managing Climate-Related Risks and Opportunities

Climate change could affect our operations and value chain through physical and transition risks. Severe weather events, including flooding and wildfires, could disrupt our facilities, manufacturing operations, and supply chain, affecting our ability to deliver products to customers. Evolving climate-related regulations and reporting requirements may affect our compliance obligations, while changing customer expectations and requirements related to environmental performance may influence customer purchasing and supplier-selection criteria.

We consider climate-related risks alongside other strategic, operational, compliance, and financial risks through our enterprise risk management (ERM) program. Our environmental, health, and safety management system (EHSMS), aligned with ISO 14001:2015 and ISO 45001:2018, supports periodic risk assessment across covered sites, while business continuity planning helps prepare for potential disruptions to our facilities, suppliers, warehouses, and distribution networks.

Climate-related developments may also create opportunities to improve operational efficiency and respond to growing customer interest in more resource-efficient laboratory operations and greater transparency into product environmental impacts. Our investments in energy and resource efficiency and renewable energy support our environmental commitments. Certain products, services, and digital capabilities can also help customers improve laboratory efficiency, optimize instrument utilization, extend equipment life, and reduce energy, materials, solvents, gases, and other resource use.

¹⁵Historically, Agilent referred to this metric as water consumption. Based on a review of the underlying data, Agilent now reports the metric as water withdrawal because it represents water drawn into Agilent facilities. The terminology change itself did not affect the underlying source data or historical figures. Separate corrections to the 2019 and 2024 water withdrawal intensity figures are described in footnote 17.

¹⁶External assurance covered 302,140 cubic meters of 2025 water withdrawal from municipal water supplies and other water utilities. Groundwater withdrawal was not included in the scope of external assurance and, therefore, neither was the portion of total water withdrawal attributable to groundwater. Agilent intends to include groundwater withdrawal in its 2026 assurance process.

¹⁷The 2019 water withdrawal intensity baseline was revised from 0.137 to 0.133 based on corrected underlying data. The 2024 water withdrawal intensity was revised from 0.079 to 0.105 to correct a prior calculation.

Driving Operational Excellence and Resilience

- LETTER FROM OUR CEO
- ABOUT AGILENT
- SUSTAINABILITY
- CUSTOMER VALUE
- COMMITMENTS AND PROGRESS
- OPERATIONS
- SUPPLY CHAIN
- PEOPLE
- GOVERNANCE
- SASB & GRI INDICES



Agilent's ability to serve customers, manage risk, and deliver consistent performance depends on strong management systems and disciplined execution across its global footprint. Through environmental, health, and safety management, continuous improvement, advanced manufacturing, and quality oversight, we improve efficiency, strengthen operational resilience, and maintain customer trust.

“

At the heart of our manufacturing network, we believe that operational excellence and sustainability are not a trade-off but a shared imperative. Innovation that drives efficient, effective processes doesn't just improve unit economics — it strengthens the quality and reliability our customers depend on, while ensuring we build for the long term. This is how we manufacture with purpose.”

**Woai-Sheng Chow**

Vice President, Global Manufacturing, Global Operations

Environmental, Health, and Safety Management

Environmental, health, and safety (EHS) performance is managed collaboratively across functions, businesses, and geographies. Workplace Services and Global Operations have primary responsibility for managing operational impacts and supporting Agilent's environmental, safety, and customer commitments.

Agilent operates an EHSMS aligned with ISO 14001 and ISO 45001. The EHSMS covers design, development, manufacturing, and sourcing activities at sites selected through a systematic assessment of the nature and scale of their operations. In 2025, the EHSMS covered 23 sites, including the companywide program.

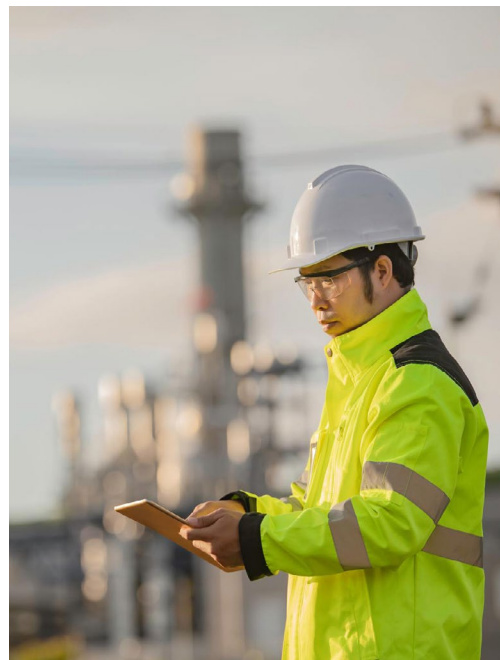
Global EHS maintains the EHSMS and related external certifications and oversees EHS programs, hazard inspections, periodic risk assessments, and audits. It also monitors performance against Agilent's sustainability and safety strategy, goals, and key performance indicators and identifies facility projects through its role in corporate real estate oversight. Global Operations supports manufacturing, engineering, and strategic sourcing and collaborates with Global EHS to identify operational risks, implement mitigation measures, and advance corporate and customer sustainability goals.

Employees also support site-level execution of environmental priorities. Agilent's Eco Champions are a global network of employees who serve as local sustainability ambassadors, driving site-level initiatives across our global operations. They engage employees, lead

improvement projects, share best practices, and collaborate with Continuous Improvement teams to identify opportunities that support Agilent's environmental goals.

Advancing Operational Excellence

Agilent's Continuous Improvement program identifies opportunities to improve productivity, resource efficiency, and manufacturing and logistics performance. Digital technologies, advanced analytics, automation, and artificial intelligence (AI) are increasingly used to strengthen efficiency, quality, resilience, and customer delivery.

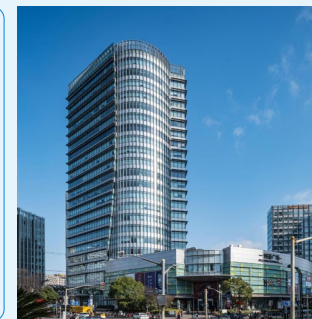


Recognition for Advanced Manufacturing

In 2025, Agilent's manufacturing sites in Shanghai, China, and Penang, Malaysia, joined its Singapore and Waldbronn, Germany, sites in the World Economic Forum's Global Lighthouse Network. The network recognizes factories that successfully scale Fourth Industrial Revolution (4IR) technologies including AI, advanced analytics, robotics, industrial IoT, and smart manufacturing to deliver measurable business impact.



Shanghai: Improved productivity by 56%, reduced lead times by 31%, and achieved more than 96% on-time delivery through AI-assisted design and smart manufacturing technologies.



Penang: Used AI-enabled additive manufacturing and advanced analytics to improve productivity by 40%, reduce manufacturing costs by 32%, and shorten delivery lead times by 48%.



Strengthening Manufacturing and Supply Chain Resilience

In 2025, Agilent advanced its Country of Origin (COO) Platform initiative to strengthen and future-proof instrument manufacturing by adding secondary production capacity in support of principal manufacturing sites. The dual-site approach is designed to increase flexibility in managing demand shifts, expand geographic market reach, and improve supply chain resilience. Singapore added production capacity for select instruments, while Shanghai also established a COO Platform, broadening Agilent's regional manufacturing capabilities.



2025 Operational Improvements

Targeted process and technology improvements across Agilent sites delivered measurable efficiency and environmental benefits, including:

Hangzhou digital manufacturing: Deployed a manufacturing execution system that improved efficiency, eliminated approximately 10,000 printed pages, and reduced manufacturing effort by approximately 450 labor hours annually. Local regulators recognized the site's success and invited Agilent Hangzhou to share its digital manufacturing practices with medical device inspectors, supporting broader industry digitalization.

Shanghai equipment optimization: Implemented automated production guidance that improved overall equipment effectiveness by approximately 30% and reduced tester energy use by 34%.

Digital Certificates of Analysis: Replaced printed certificates with digital copies accessible through QR codes, reducing paper use across more than 300,000 liquid chromatography columns sold annually and generating estimated savings equivalent to approximately 35 trees each year.

Occupational Health and Safety

Protecting the health and safety of our employees, contractors, customers, and communities is a core operational responsibility. Agilent's EHS Policy establishes expectations for safe working environments, injury and illness prevention, employee training, and accountability.

Global EHS oversees our ISO 14001- and ISO 45001-aligned EHSMS across covered operations. At the site level, formal joint management-worker health and safety committees support local safety performance and continuous improvement. Approximately 75% of Agilent's workforce is represented through these committees.

Risk Assessment and Corrective Action

All sites are required to comply with Agilent's EHS Policy, standards, and applicable local, state, and federal regulations. Compliance is verified through regular internal and external assessments and audits.

Agilent's EHS professionals conduct risk assessments of existing, new, and modified operations to identify hazards, evaluate risks, and implement appropriate controls in accordance with regulatory requirements and industry best practices. These assessments also extend to customer sites where employees install, calibrate, or service Agilent laboratory equipment.

Employees receive recurring training on hazard identification and reporting protocols, including

their right and responsibility to refuse unsafe work and escalate concerns to management. Hazards identified through employee reports, inspections, assessments, program reviews, or incidents are addressed through structured corrective and preventive actions (CAPAs).

Work-related incidents are investigated by management and EHS personnel to determine root causes and identify appropriate corrective measures in accordance with the hierarchy of controls. Corrective and preventive actions are tracked through Agilent's incident management system until completion.

Our continuous improvement process is reinforced through internal and external EHS audits and regular management reviews involving key business stakeholders. Audit CAPA and occupational health and safety rates are reviewed annually with executive leadership.



Safety Culture, Training, and Support

Agilent's safety performance is supported by a culture that prioritizes employee safety and well-being. Built over many years, this culture reflects systematic safety processes, consistent communication, and continuous improvement. Safety is integrated across our operations, from the design of facilities and equipment to day-to-day work practices. Employees contribute by identifying risks and recommending improvements.

Our commitment to safety begins with onboarding, when all new employees and supervised non-Agilent workers receive safety orientation. Managers and EHS staff then conduct Training Needs Assessments to tailor ongoing training to team responsibilities and workplace exposures.

EHS training is delivered through classroom instruction, online learning, written procedures, and on-the-job training. Our Learning Management System includes courses on hazard communication, chemical safety, safe lifting, personal protective equipment, management responsibilities, and other safety topics. Employees also receive periodic communications, role-specific training, and refresher courses. We regularly discuss health and safety matters with worker councils and trade unions in accordance with local requirements.

Agilent's EHS team also provides specialized workplace safety expertise through ergonomic professionals, occupational health nurses, industrial hygienists, and other EHS consultants. For remote and field-based workers, additional resources

include ergonomic assessments for home workstations, vaccination clinics, and international business travel insurance.

Our Human Resources teams complement these efforts with health and wellness programs and benefits for employees and their families, including healthcare plans, counseling services, personalized health coaching, and wellness initiatives.

Chemical Management

Agilent uses hazardous substances in R&D, manufacturing, and distribution activities, subject to international, federal, state, and local health, safety, and environmental requirements. We apply consistent global standards, including where local requirements are limited, to support environmental protection and occupational safety.

New chemical applications undergo formal EHS review and exposure assessment. Engineering controls, administrative controls, and employee training are used to manage chemical risks, while operations teams identify opportunities to reduce chemical use where practical.

Chemical management is also incorporated into Agilent's ISO 14001-aligned environmental management practices and continuous improvement efforts.

Ergonomics

Agilent's ergonomics program addresses office work and manual material handling. Employees with relevant exposure receive training and assessments, including those who use computers for more than two hours each day and those who perform manual handling tasks.

A Certified Professional Ergonomist oversees program development, while sites tailor implementation to their specific risks and operating conditions.

2025 Occupational Health and Safety Performance

Agilent's Total Recordable Incident Rate (TRIR) was 0.33 in 2025, compared with 0.23 in 2024, and remained below the applicable industry benchmark of 0.9. The increase was not attributed to a single significant event or identified systemic change.

Agilent investigates all recordable incidents to determine root causes and identify corrective actions. In 2025, we continued to strengthen incident reporting, employee training, ergonomic assessments, and site-level risk reduction, with lessons learned incorporated into local and global EHS programs to support continuous improvement and injury prevention.



Injuries and Fatalities ¹⁸	2023	2024	2025
Number of recordable work-related injuries	74	54	80
Total Recordable Incident Rate (TRIR)	0.30	0.23	0.33
Number of lost workday cases	28	26	30
Lost Time Incident Rate (LTIR)	0.11	0.11	0.12
Number of fatalities	0	1*	0

*In 2024, one Agilent field-service engineer died in a motor-vehicle accident while returning from a customer site in India. See Agilent's 2024 ESG Report for additional information.

¹⁸ Safety data include all Agilent sites, employees, and external temporary workers. TRIR and LTIR are calculated by multiplying the number of applicable cases by 200,000 and dividing the result by total hours worked.

Product Quality and Safety

Product quality and safety are essential to customer trust, regulatory compliance, and the reliability of Agilent's products and services. Agilent manages these priorities through a companywide quality management system (QMS), a robust [Quality Policy](#), executive oversight, external certifications, employee training, and post-market monitoring.

Quality Management and Oversight

The One Agilent QMS covers product design and development, manufacturing, distribution, marketing, service, and support. It standardizes quality processes across the organization to improve operational efficiency, support compliance and audit readiness, and streamline the integration of acquisitions.

The Vice President of Global Quality leads the Global Quality organization and, together with executive leadership, oversees the Quality Policy, Quality Manual, and QMS. Management reviews are conducted at relevant levels of the organization to assess performance against quality requirements and objectives, address identified issues, and maintain the effectiveness and integrity of the QMS.

All Agilent employees and contractors worldwide are required to complete annual quality management training.

Quality Standards and Certifications

Agilent maintains certifications based on applicable product, regulatory, and jurisdictional requirements. Our enterprise-level ISO 9001 certification covers products and services across our global sites, while two locations also maintain site- and product-level ISO 9001 certification. Locations that manufacture and sell medical devices maintain ISO 13485 certification. Other certifications include:

- **ISO/IEC 17025-1** for testing and calibration laboratories
- **ISO 17034** for reference material production
- **ISO 14001** for environmental management systems
- **ISO 45001** for occupational health and safety management systems
- **ISO 50001** for energy management systems
- **ISO 27001** for information security management systems
- Cyber Essentials certification for protection against cyber threats

Relevant certifications are publicly available on Agilent's [website](#).

Product Safety and Oversight

Agilent's Quality Policy and QMS incorporate product safety requirements and are designed to support compliance with the U.S. FDA Quality System Regulation and similar requirements governing medical device safety and effectiveness in other jurisdictions.

The Vigilance, or Product Safety, group reports to the Associate Vice President of Customer Quality and Compliance, who sets strategy and leads the Complaint Management Center and Vigilance teams. This structure provides coordinated oversight of customer complaints, vigilance activities, and product safety matters across the business.

The Vigilance group collaborates with clinical, medical, quality, regulatory, and other business functions to assess and manage safety issues. Its responsibilities include:

- Developing programs and processes aligned with applicable regulatory requirements
- Aggregating and interpreting safety data and signals
- Supporting case processing in accordance with quality performance requirements
- Participating in audits conducted by health authorities and notified bodies



“

Customer trust begins with product quality. By embedding quality throughout the product lifecycle, we ensure our instruments, software, and services deliver the trusted answers our customers need to make critical decisions every day.”



Brenda Tregellas

Vice President, Global Quality

Safety Standards and Regulatory Compliance

Agilent's vigilance program is designed to comply with applicable regulations, including:

- **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

The European Union In Vitro Diagnostic Medical Devices Regulation (IVDR) introduced more stringent requirements for clinical evidence, post-market surveillance, and device risk classification. Agilent maintains a multi-disciplinary team experienced in EU IVD regulatory requirements to support compliance and help customers transition within applicable timelines.

Agilent reached its first IVDR milestone in June 2022 with the release of compliant Class A instruments, kits, and reagents, helping EU laboratories maintain access to Agilent products without disrupting diagnostic workflows. In December 2023, Agilent received certification of its IVDR Quality Management System for all applicable sites and IVDR conformity certification for representative

devices, marking an important step toward achieving IVDR compliance across its full in vitro diagnostic portfolio. We continue to work toward compliance for the remaining Class B and Class C products within established transition periods. Agilent's IVDR certificates are available on our website.

Monitoring Product Safety

Agilent maintains post-market surveillance and vigilance processes to monitor adverse events, product malfunctions, known risks, and customer feedback. These processes support early issue detection, timely investigation, regulatory reporting, trend analysis, and actions to reduce potential risks to patients and users.

Agilent's Field Service and Sales teams provide additional channels for identifying product and service concerns. All service personnel are required to complete training on identifying product complaints and potential safety issues and following the related procedures.

The Complaint Management and Vigilance teams work with field service engineers, product support, R&D, and manufacturing to investigate complaints and potential adverse incidents in accordance with applicable regulations and company policies.

Cases with potential safety implications undergo root-cause analysis. Serious adverse events, and malfunctions that could result in serious adverse events, are reported to health authorities as required. Relevant reports are available through the U.S. FDA MAUDE database and the European EUDAMED database.



Building a Responsible and Sustainable Supply Chain

- LETTER FROM OUR CEO
- ABOUT AGILENT
- SUSTAINABILITY
- CUSTOMER VALUE
- COMMITMENTS AND PROGRESS
- OPERATIONS
- **SUPPLY CHAIN**
- PEOPLE
- GOVERNANCE
- SASB & GRI INDICES



Agilent relies on thousands of suppliers worldwide to support its operations and deliver products and services to customers. Managing these relationships responsibly helps protect product quality, maintain regulatory compliance, address environmental and human rights risks, and strengthen supply chain reliability.

We expect suppliers to act with integrity, comply with Agilent policies and applicable laws and regulations, and uphold responsible and transparent business practices. Our approach combines clear standards, risk-based assessments, ongoing performance management, and procurement training. We support long-term supplier relationships through defined expectations, regular feedback, and improvement plans where needed.

“

A more sustainable supply chain begins with looking across the full value chain, from how materials and packaging are sourced and used to how products are manufactured and transported. These decisions can improve efficiency, strengthen resilience, and reduce environmental impact while supporting the needs of our customers.”

**Juliana Tackel**

Vice President,
Global Supply Chain

Setting Expectations for Suppliers

Agilent's Supplier Code of Conduct outlines the requirements suppliers are expected to implement in their operations and promote throughout their own supply chains. The Code addresses:



Suppliers are expected to maintain appropriate governance and management systems and provide documentation demonstrating conformance. Agilent will not establish or maintain a business relationship with a supplier if we believe its practices violate applicable laws or fundamental principles related to labor standards, environmental protection, or ethical conduct.

Agilent Procurement works with relevant functions to review and update the Supplier Code of Conduct annually. This process considers emerging ESG issues, evolving supply chain risks, and new or changing laws and regulations, helping keep supplier requirements, risk management processes, and employee training current. More information about our supplier requirements is available on our [website](#).



Assessing and Managing Supplier Risk

New suppliers are evaluated based on their ability to meet Agilent's requirements and deliver overall value. Suppliers meeting certain annual spend or industry criteria are invited to complete an assessment questionnaire covering financial performance, legal and regulatory compliance, and sustainability practices.

Agilent also conducts an annual Supplier Compliance Assessment to evaluate whether selected suppliers continue to meet our requirements. Suppliers are selected based on factors such as strategic importance, spend, industry sector, geography, and other relevant risks. In 2025, we assessed more than 540 suppliers, representing a large majority of our spend. Assessment results are used to assign a risk level and determine whether further action is required.

Medium- and high-risk suppliers may be subject to third-party on-site audits. Identified nonconformances require remediation plans, and suppliers are re-audited after corrective actions are completed. Suppliers are then re-evaluated based on their risk classification and applicable requirements.

Agilent uses a digital platform to manage supplier assessments and related mitigation measures across its supplier base. The platform supports more consistent evaluation and oversight as supplier requirements and regulations evolve.

We also conduct Supplier Relationship Management reviews with strategic suppliers.

These reviews evaluate key performance indicators, support innovation and collaboration, and identify opportunities to improve supplier performance and strengthen long-term relationships.

Protecting Human Rights

Agilent is committed to respecting the principles of the Universal Declaration of Human Rights and identifying, preventing, and mitigating human rights risks across its supply chain.

Our Supplier Code of Conduct requires suppliers to comply with applicable labor laws and internationally recognized human rights standards. These requirements prohibit child labor, forced labor, slavery, discrimination, unsafe working conditions, wage withholding, and environmental harm that affects basic human needs. Suppliers are also expected to respect freedom of association and avoid unlawful evictions and the misuse of security forces.

We expect suppliers to maintain policies and processes for assessing and addressing human rights risks. Human rights and labor protections are incorporated into our broader supplier compliance assessment and audit process, with identified issues subject to follow-up, escalation, and corrective action where needed.

Agilent also supports efforts to address violence, human rights abuses, and environmental harm associated with mineral sourcing in the Democratic Republic of the Congo and adjoining countries. We comply with applicable requirements under the U.S. Dodd-Frank Act Conflict Minerals Rule and expect

suppliers to maintain appropriate policies and management systems that support responsible mineral sourcing. More information about our supplier human rights requirements and Conflict Minerals Policy is available on our [website](#).

Managing Product Environmental Compliance

In addition to complying with the Supplier Code of Conduct, suppliers must follow Agilent's [General Specification for the Environment](#) (GSE). The GSE establishes environmental requirements for all purchased parts, components, materials, and products incorporated into Agilent offerings.

These requirements help reduce product compliance risk, support customer expectations, and promote more consistent environmental standards across the supply chain.

Building Procurement Capabilities

All Agilent employees are required to complete annual [Standards of Business Conduct](#) training, which includes expectations for interactions with customers and suppliers. Procurement professionals also complete annual Supplier Code of Conduct training and receive additional training as needed on topics including:

“

Responsible Procurement is dependent on professionals who can weigh cost, quality, service, continuity, ethics, and sustainability in every purchasing decision. By continuing to build this expertise across our organization, we are strengthening procurement's contribution to Agilent's business.”



Matthew Rootberg

Chief Procurement Officer

Trade secret protection



Financial fraud prevention



Responsible use of social media



Sustainability



Forced labor, slavery, and human trafficking



The Foreign Corrupt Practices Act



Global corruption and bribery



Procurement professionals also participate in industry webinars, roundtables, and panel discussions to strengthen their understanding of evolving requirements and practices.

Empowering Our People

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Our people are central to our ability to innovate, support customers, and execute our strategy. We seek to attract, develop, and retain skilled employees by fostering an inclusive environment where they can contribute meaningfully, grow their careers, and reach their potential. Investments in learning, leadership development, well-being, and employee engagement strengthen the capabilities needed for Agilent's long-term success.

Our approximately 18,100 employees are guided by eight Agilent Values: Uncompromising Integrity, Trust, Respect, Teamwork, Focus, Accountability, Speaking Up, and Innovation. These values shape how we work together, make decisions, and serve customers around the world.

“

Our people bring Agilent's values to life every day through their ideas, expertise, teamwork, and commitment to our customers. Our responsibility is to create an environment where they feel supported, valued, and empowered to grow. When our people can reach their potential, they help Agilent reach ours.”

**Meghan Henson**

Senior Vice President, Agilent
Chief Human Resources Officer

Attracting and Growing Talent

Agilent aligns talent acquisition and workforce planning with current business priorities and emerging capability needs. As science, AI, digital technologies, and laboratory analytics continue to evolve, our Talent Acquisition team works closely with business and HR leaders to identify future skill needs and attract the right talent.

Internal mobility supports career growth and talent retention by giving employees access to opportunities across Agilent to develop new skills, broaden their experience, and advance their careers. In 2025, **approximately 29%** of positions were filled through internal movement, reflecting Agilent's focus on career development and internal mobility.

Developing Employees and Leaders

Development at Agilent begins on Day 1. Our New Employee Orientation program introduces employees to Agilent's culture, values, strategy, and ways of working, helping new hires build connections and become productive more quickly.

Agilent provides continued learning opportunities throughout employees' careers through instructor-led workshops, virtual classrooms, self-paced learning, mentoring, coaching, experiential development, and on-the-job training. These opportunities help employees

strengthen their expertise, keep pace with evolving technologies and customer needs, and prepare for future roles.

Employees also participate in required learning, technical training, compliance education, quality and operational excellence programs, and emerging capability areas such as AI and digital. Popular programs during 2025 included AI for Productivity, Agilent Leadership Expectations, and Foundations of Leadership.

Leadership development is a key component of our talent strategy, with programs focused on communication, decision-making, strategic thinking, and people leadership. Employees can also access mentoring, coaching, and self-directed resources that support career growth and business performance. Together, these resources reinforce Agilent's belief that “Growth Is Everyone's Job,” a shared responsibility among employees, leaders, and the company.

Through Agilent's learning platforms and programs, we embed learning into everyday work, helping employees build new capabilities, pursue career opportunities, and contribute to the company's long-term performance.

2025 Learning and Development

33 Average hours

of learning and development per employee



Enabling Career Growth

Performance enablement at Agilent is a shared responsibility between employees and managers. Employees are expected to take ownership of their goals and development, while managers provide coaching, feedback, and support.

Goal setting connects individual priorities with Agilent's business objectives. Employees work with their managers to clarify expectations, establish meaningful goals, monitor progress, and understand how their contributions support company performance. This shared approach strengthens accountability, engagement, and ownership of results.

Ongoing conversations provide employees with timely feedback, help identify opportunities for growth, and support progress toward their goals. They also give managers a clearer understanding of employee interests, strengths, and development needs.

Development planning further supports career growth by helping employees identify their aspirations, areas for development, and future opportunities. Together, employees and managers create plans that build capabilities for current and future roles while supporting Agilent's evolving business needs.

People Spotlight: Many Careers. One Company.

Across more than 25 years at Agilent, Angelica Riemann has built a career by taking on new challenges and broadening her experience across the organization.

She began as a technical specialist, working in the lab on application and workflow development. From there, she moved into sales, global strategy, mass spectrometry division, and general management. Today, she leads a significant agenda as the President of the Agilent CrossLab Group.

"I've always been curious and wanted to learn new things and stretch myself outside of my comfort zone," Angelica says.

Rather than following a single vertical, she pursued roles that allowed her to bring her experience to new areas while learning new businesses, technologies, and markets. Agilent's breadth of opportunity, combined with Angelica's own curiosity, has enabled her to continue growing throughout her career.

Managers and mentors also played an important role. One mentor encouraged Angelica to pursue a role she believed was beyond her reach, leaving her with advice she still carries today: "There is no growth without risk." Earlier in her career, during a meeting with more experienced colleagues, her manager turned to her and asked, "What do you think?" For Angelica, the moment reinforced the importance of leaders

giving people a voice and encouraging their development. Those experiences have shaped both how Angelica has navigated her own career and how she leads others today.

"I found my people," she says, pointing to the camaraderie, collaboration, teamwork, trust, and culture of speaking up she has experienced across Agilent.

For Angelica, building a long career at Agilent has come down to opportunity and the willingness to pursue it.

"It's the combination of the surface area that's available for opportunity and the intention to actually take advantage of it as much as possible."



Rewarding Performance and Supporting Well-Being

Agilent's compensation approach is designed to provide fair, competitive pay and give employees opportunities to participate in the company's financial success. The approach applies across operational, professional, and management roles globally, with pay programs benchmarked annually using local and global compensation surveys.

Agilent's compensation approach includes competitive base salaries and a range of incentives designed to reward performance. Central to our compensation philosophy is the link between pay and performance. The One Agilent Bonus links variable pay to the achievement of corporate performance goals, while individual bonuses recognize outstanding contributions. Eligible employees may also participate in the Employee Stock Purchase Plan (ESPP), which allows them to purchase Agilent shares at a discount and share in the company's long-term value creation.

Our Total Rewards package includes:

Health and financial security: Healthcare benefits, retirement programs, employee assistance services, employee discounts, and length-of-service awards

Physical and mental well-being: Fitness centers, outdoor athletic facilities, nutritional guidance, and mental-health resources

Work-life balance: Flexible time off, adjustable schedules, and remote work options that help employees manage personal needs

Engaging and Aligning Employees

Creating a positive employee experience is a strategic priority that supports both employee and business performance. Our approach focuses on fostering community, connection, and belonging while enabling employees to do meaningful work, grow their careers, and contribute to innovation and business success. Employee Experience is embedded across the organization through leadership practices, employee listening, career development, recognition, and culture initiatives.

Building Connection Across Agilent

Agilent’s Employee Network Groups (ENGs) give employees opportunities to build relationships, learn from one another, and connect across functions, geographies, and shared interests. These voluntary, employee-led groups complement our broader Employee Experience efforts by supporting collaboration, professional growth, and a stronger sense of community. Participation in ENG activities is voluntary and open to all employees.

In 2025, Agilent’s nine ENGs led global and locally organized programs. Highlights included:

- **Women@Agilent** brought together 16 chapters, including 13 site-based chapters across 11 countries and three virtual chapters with global reach. The chapters delivered more than 90 programs focused on leadership and professional development, mentoring, networking, financial wellness, STEM outreach, health and well-being,

and volunteerism. They also coordinated programming across the Americas, Europe, China, and Asia-Pacific for International Women’s Day and Women’s History Month.

- **Rainbow Spark** launched its Community Connection Series, supported by a new Site Ambassador Network. The initiative expanded the group’s virtual programming through locally led opportunities for employees to connect, learn, and build relationships at Agilent sites.

“Being able to speak with others outside of my immediate team and role has been great - hearing their perspective which differs from many people I worked with day-to-day is refreshing and enlightening.”

“As a remote worker, it has given me an opportunity to see and learn from others and has helped me feel better connected to the wider Agilent community.”

Listening to employees is a foundational element of our Employee Experience strategy. Through engagement and pulse surveys, focus groups, and employee lifecycle feedback, we gather insights that help leaders understand employee needs, identify opportunities for improvement, and make informed decisions that strengthen the employee experience. Results are shared across the organization and used to establish priorities, develop action plans, and monitor progress at both the enterprise and team levels.

Leadership Engagement

Leaders help foster connection, alignment, and trust by communicating regularly about Agilent’s strategy, priorities, and performance while creating opportunities for questions, feedback, and dialogue.

Our CEO hosts quarterly global town halls covering business performance, key initiatives, and company priorities. Leaders across the organization also hold regular interactive forums and team discussions that promote transparency, reinforce Agilent’s values, and help employees remain informed and connected to the company’s direction.

Strengthening Workforce Stability

Agilent has a long history of attracting and retaining talented employees. The experience, knowledge, and expertise across our workforce strengthen our culture, customer relationships, innovation capabilities, and long-term business success.

To support workforce stability, we monitor turnover, employee sentiment, internal mobility, and other workforce indicators. Exit feedback and employee listening mechanisms help us understand employee experiences, identify emerging trends, and inform improvements across the employee lifecycle.

In 2025, total turnover declined to 8.5% from 9.8% in 2024, while voluntary turnover declined to 4.5% from 4.7%. During the year, Agilent continued to reshape its organization as part of its enterprise transformation, with changes intended to align organizational capabilities, structures, and talent investments with evolving business priorities and support future growth.

During periods of transformation, Agilent emphasizes transparent communication, leadership accessibility, employee listening, and career support. These efforts help employees understand organizational changes, build relevant skills, identify opportunities for continued growth, and support engagement and critical capabilities.

Workforce Turnover	2023	2024	2025
Voluntary Turnover	5.2%	4.7%	4.5%
Total Turnover	6.8%	9.8%	8.5%



Creating Community Impact

Agilent contributes to stronger communities through employee giving and volunteerism, as well as Agilent Foundation grants to local organizations sponsored by employees. Together, these programs enable employees to support causes that matter to them while directing additional resources toward priorities aligned with Agilent's mission.

Employee Giving and Volunteerism

Agilent's giving and volunteer programs foster connection, purpose, and community engagement by enabling employees to support local and global nonprofit organizations focused on health and human services, arts and culture, education and literacy, environmental conservation, and civic well-being.

The Agilent Foundation provides up to \$25,000 per employee each year in matching gifts and volunteer rewards. In 2025, the Foundation contributed \$2.8 million through these programs, enabling 2,287 employees to support 3,009 nonprofit organizations.

Employees are also eligible for up to six days of paid volunteer time each year. In 2025, employees contributed 61,000 volunteer hours through paid volunteer time and service outside working hours.

Up to \$25,000

in matching gifts and volunteer rewards
per employee each year

Up to six days

of paid volunteer time per employee each year



Environmental Stewardship in Action at Little Falls

At Agilent's Little Falls site in Delaware, the employee-led Environmental Conservation Committee of Agilent (ECCoA) works with Newlin Grist Mill, Delaware Nature Society, and other local environmental organizations on conservation and environmental education initiatives.

Through its nearly decade-long partnership with Delaware Nature Society, ECCoA has supported enhancements at the 130-acre Ashland Nature Center, including the addition of more than 500 native plants and trees, new trail maps, and improvements to children's outdoor learning areas. In 2025, Agilent volunteers worked alongside Delaware Nature Society staff to remove invasive species, restore native vegetation, and support continued conservation efforts at the site.



Foundation Grants

The Agilent Foundation advances Agilent's mission to improve quality of life through two areas of focus:

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

In 2025, the Agilent Foundation contributed \$2.2 million in direct grants to nonprofit organizations aligned with these priorities, including:

Delaware State University (DSU): \$1.8 million to support STEM education and career development through Agilent's broader philanthropic partnership with DSU, established in 2022.

TechnoServe: \$150,000 to advance the Sustainable Guar Initiative, focused on empowering guar farmers in Rajasthan, India, and strengthening community climate resilience.

SOS Sahel: \$100,000 to support the sustainable cultivation of fonio, a highly nutritious, gluten-free, and drought-resistant grain, with the aim of improving farmer livelihoods and food security for vulnerable populations in the Sahel region of Africa.

Nanyang Technological University's Nanyang Environment and Water Research Institute: \$30,000 to support a community-led potable water solution in rural Thailand.

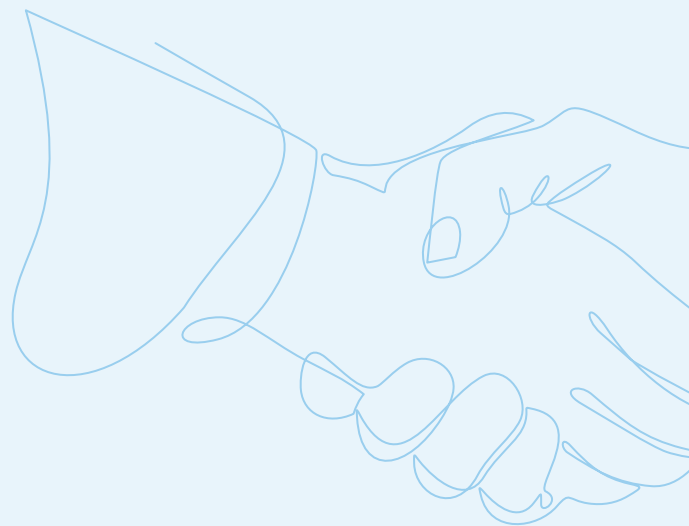
Expanding Access to Science and Agricultural Innovation

In 2025, Delaware State University opened the \$20 million Agilent Hub for Agriculture Innovation and Extension, funded largely through the USDA's 1890 Facilities Grant Program and building on Agilent's multi-year partnership with DSU. Agilent has committed nearly \$9 million in scholarships, instruments, and mentoring programs, and more than 100 employees have mentored DSU students since 2022. The hub expands access to advanced scientific technologies for research, workforce development, and agricultural innovation, while its Food Innovation Lab gives small producers affordable access to testing and product-development capabilities to help meet regulatory standards and bring new products to market.



Ensuring Governance and Accountability

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Corporate Governance

The Board is committed to sound and effective governance practices that promote long-term stockholder value and strengthen accountability to stockholders, customers, and other stakeholders.

The Board regularly reviews and evolves the company's governance framework to support effective oversight, reflect stockholders' long-term interests, and reinforce Board and management accountability.



Corporate Governance Highlights¹⁹

Board Independence and Refreshment

10 of 11 directors are independent

Independent Chair

Four independent directors added over the past five years

Average Board tenure of **eight** years

Independent standing Board committees

Independent directors meet without management present

Shareholder Rights and Engagement

Proxy access

Majority voting and director resignation policy in uncontested elections

Outreach following the 2025 Annual Meeting to holders representing approximately 65% of the stockholder base

Director and Executive Alignment with Shareholders

Pay-for-performance philosophy

Stock ownership guidelines for executive officers and directors

Policies prohibiting hedging, short selling, and pledging of Agilent common stock



¹⁹This information reflects the composition and governance practices of Agilent's Board of Directors as reported in the 2026 Proxy Statement (February 6, 2026).

Board Committees

Agilent's Board has four standing committees, each with distinct oversight responsibilities:

Audit and Finance Committee: Oversees financial reporting, internal controls, legal and regulatory compliance, adherence to the Standards of Business Conduct, and external auditor independence. It also oversees enterprise risk management, including financial, compliance, cybersecurity, business continuity, health and safety, and other key risks.



Compensation Committee: Oversees executive compensation, equity and incentive plans, employee benefit offerings, and compensation-related risks, supporting alignment with stockholder interests and Agilent's business objectives.



Nominating and Corporate Governance Committee: Oversees Board composition, committee assignments, director evaluation, and Board and committee effectiveness. It also reviews corporate responsibility and sustainability matters, including alignment of ESG initiatives with corporate strategy. Additional information on Agilent's sustainability governance structure and management-level accountability is provided in the [Sustainability Governance](#) section.



Executive Committee: May act on behalf of the Board between meetings on urgent matters, subject to legal and bylaw limitations and matters reserved for the full Board.

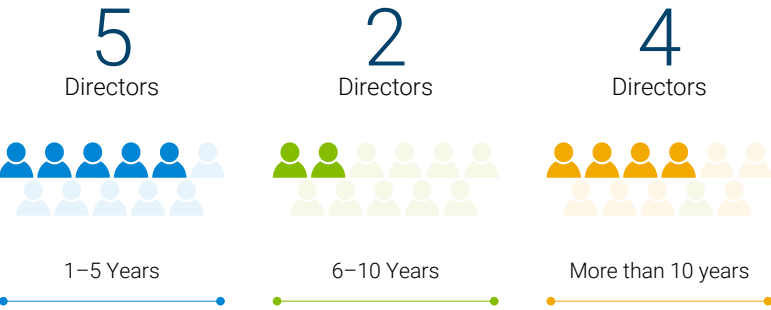


Board Composition

Our Board brings together directors with leadership experience, industry knowledge, functional expertise, and perspectives that support oversight of the Company’s strategy, performance, risk management, and long-term value creation.

The Nominating and Corporate Governance Committee evaluates director candidates based on integrity, judgment, independence, relevant experience, and their ability to devote sufficient time to Board responsibilities. The Committee also considers how each candidate’s background complements the Board’s existing capabilities.

Board refreshment remains an important governance practice. During 2025, Agilent’s longest-serving director, Heidi Kunz, retired, and two new directors, Judy Gawlik Brown and Pascal Soriot, joined the Board. As of the 2026 Proxy Statement, five directors had served on the Board for one to five years, two for six to 10 years, and four for more than 10 years.



The Board and its committees conduct annual self-assessments to evaluate their structure, responsibilities, composition, and effectiveness. These evaluations include peer assessments and are periodically facilitated by an independent third party to provide additional perspective and refresh the process.

The following matrix highlights the knowledge, skills, and experience of the directors serving on Agilent’s Board, as reflected in the 2026 Proxy Statement.

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

Enterprise Risk Management

Agilent's ERM program provides a structured framework for identifying, assessing, and managing material risks across the company. The program supports clear risk ownership, mitigation oversight, and the development, testing, and maintenance of business continuity plans for key operations. Related documentation is maintained in a centralized repository to support consistency and accountability.

Through annual ERM assessments, Agilent evaluates the principal risks facing the Company and the effectiveness of corresponding mitigation strategies. When a business continuity plan is activated, Agilent conducts a post-incident review to evaluate its effectiveness, identify lessons learned, and determine corrective actions.

“

For more than 25 years, Agilent has earned the trust of customers by delivering reliable scientific solutions that help advance the quality of life. Our commitment to integrity, accountability, and speaking up guides responsible decision making and helps us create lasting value.”



Michael Buckner

Senior Vice President, Agilent
Chief Legal Officer

In 2025, the ERM program was managed by the Vice President and Chief Compliance Officer and overseen by the Audit and Finance Committee. The Committee regularly reviews individual and aggregate risk areas, including financial risk assessments, risk management policies, major financial exposures, and management's actions to monitor and control those exposures. It also oversees Agilent's annual ERM assessment, including current, new, and emerging risks that may have become more prominent during the prior year.

Through defined oversight, regular risk review, and a forward-looking view of emerging risks, the ERM program strengthens Agilent's ability to anticipate change, maintain business continuity, and protect long-term value.

Ethics and Compliance

Agilent's ethics and compliance program supports accountable decision-making and responsible conduct across its global operations. Grounded in the Agilent Value of Uncompromising Integrity, the program is anchored by the Standards of Business Conduct (SBC), which establish expectations for employees, executives, directors, and third parties acting on Agilent's behalf.

The Chief Compliance Officer oversees the program with input from executive management and reports regularly to the Audit and Finance Committee. The Committee oversees compliance with applicable legal and regulatory requirements, including adherence to our SBC. Directors are also subject to a dedicated Director Code of Ethics.

Standards of Business Conduct

The SBC provides practical guidance for applying Agilent's core values and compliance expectations in day-to-day decisions and business activities. Key topics include:

Ethical leadership and responsible conduct

Risk awareness and reporting of concerns

Integrity in research, innovation, and operations

Information protection and cybersecurity

Conflicts of interest, anti-corruption, and trade compliance

Discrimination and harassment

Supplier integrity and environmental responsibility

Fair and transparent business practices

Inclusive and safe workplaces

Speaking up, non-retaliation, and accountability

Responsible use of emerging technologies, including AI

Employees are responsible for understanding and upholding the Standards, applicable company policies, and relevant legal requirements. Managers are expected to lead by example, integrate compliance expectations into daily operations, and foster an environment in which employees feel comfortable seeking guidance and raising concerns.

Standards of Business Conduct Enhancements

In 2025, Agilent updated the SBC to strengthen accessibility and reflect evolving compliance expectations. Enhancements included:

- A more intuitive, story-based format designed to improve accessibility and employee engagement
- A new SBC Hub providing centralized access to policies, guidance, and compliance resources
- An updated training program available in 13 languages

These enhancements reinforce accountability, support Agilent's speak-up culture, and help embed integrity across global operations.



Reporting and Investigations

Agilent provides multiple channels through which employees and third parties can report concerns or seek guidance on ethical and compliance matters. Employees are trained and expected to raise questions or concerns about conduct that may be inconsistent with the law, the SBC, or other company policies through their supervisor, Human Resources, the Legal Compliance team, or Agilent's independently operated Compliance Helpline.

The helpline is available to employees and members of the public 24 hours a day, seven days a week, accepts reports in more than 100 languages, and supports anonymous reporting where permitted by law. Concerns related to accounting, internal controls, or auditing matters may be raised directly with the Audit and Finance Committee, providing an escalation channel independent of management.

Agilent maintains a non-retaliation policy protecting employees who make good-faith reports or assist in related investigations. Qualified personnel investigate credible reports under established procedures and applicable local laws. Serious violations are reviewed by senior management, and relevant government authorities are informed when required or otherwise appropriate.

Education and Awareness

Agilent integrates ethics and compliance education into onboarding for employees, suppliers, and other business partners. The SBC, compliance policies, and supporting resources are available through the company website and internal portals for employees and suppliers.

Training is provided through online and in-person formats, with specialized training assigned based on role, level, and geography. Employees, agents, and representatives across Agilent's operations are required to complete assigned training and periodically certify compliance with the SBC and related policies. Managers receive additional training on their responsibilities to mentor, coach, and guide employees on ethical business conduct.

Employees are required to complete recurring Anti-Bribery and Anti-Corruption training and acknowledge that they have reviewed the SBC. Additional training is also provided on data protection, cybersecurity, and AI compliance. We regularly review and update our education program to address emerging risks, regulatory developments, and changes in the business environment.

Monitoring, Detection, and Response

Agilent's compliance framework includes oversight by the Board, the Audit and Finance Committee, senior management, and the Chief Compliance Officer. This oversight is supported by internal controls, legal and compliance expertise, Internal Audit, external auditors, and regulatory oversight.

Internal accounting controls are designed to help detect and prevent unethical conduct. Agilent also conducts routine internal audits, risk assessments, and targeted monitoring activities to identify potential issues, control gaps, and opportunities to improve policies, procedures, and processes.

Internal Audit evaluates the effectiveness of the compliance program through routine and

targeted reviews of business functions and sales affiliates using a risk-based audit plan. Issues identified through monitoring and audit activities are addressed in accordance with established policies and procedures.

Agilent reviews and updates its compliance program, including policies, procedures, and training materials, on an ongoing basis to address emerging risks, regulatory changes, and business developments. Violations of company policies, procedures, or ethical standards may result in disciplinary action, up to and including termination of employment or contract.

Data Privacy and Security

Agilent's data privacy and cybersecurity programs are designed to protect personal data, company systems, and information entrusted to us by customers, employees, and business partners. Defined governance structures, recognized frameworks, risk assessment processes, independent reviews, and employee training support regulatory compliance and responsible data stewardship across global operations.

Data Protection and Privacy

Agilent's Data Protection and Privacy Program is overseen by a Data Privacy Board comprising senior leaders from across the business. The Board is supported by Privacy Champions embedded within individual functions, who help integrate privacy considerations into business activities, and by Data Protection Officers appointed where required.

Grounded in Agilent's values of Uncompromising Integrity and Accountability, the program

addresses evolving privacy, security, and AI requirements. Agilent maintains ISO 27701 certification and applies privacy-by-design principles across its products and business operations.

We provide appropriate privacy notices and manage personal data in accordance with those notices. The program also addresses privacy considerations associated with remote work, online collaboration, and increased digital engagement with customers. Ongoing training and communications reinforce employee awareness globally.

Agilent operates a global Data Subject Access Request (DSAR) process to support timely responses to individual privacy rights requests. We also maintain a Data Protection Impact Assessment (DPIA) process to systematically assess risk associated with new or changed uses of personal data.

Regulatory Compliance

With a global presence, workforce, and product portfolio, Agilent applies an integrated approach to privacy, security, and AI governance. This approach is designed to address applicable legal and regulatory requirements, 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
- EU Artificial Intelligence Act

Cybersecurity

Cybersecurity is a companywide priority at Agilent. We continuously invest in our people, processes, and tools to strengthen our security posture to protect Agilent and customer data. Our strategy combines a security-minded culture with a layered approach to preventing, detecting, and responding to cybersecurity threats.

The Chief Information Officer (CIO) oversees the IT cybersecurity program, which is led by the Head of Information Security and Risk Management (ISRM). Agilent's ISRM organization is responsible for policies, standards, and operating procedures; IT compliance and risk management; threat and vulnerability management; security awareness; and security operations, including incident management, reporting, and response protocols.

The Head of ISRM and CIO provide updates to the Audit and Finance Committee at least annually on cybersecurity governance, risks, program priorities, and initiatives to strengthen Agilent's security posture.

Security Framework and Controls

Agilent's cybersecurity program is informed by recognized standards and frameworks, including ISO 27002, the National Institute of Standards and Technology (NIST) framework, and COBIT 5. Agilent also maintains ISO 27001 certification for Data Center Activities and Systems Infrastructure Operations. Our ISO 27001, ISO 27701, and Cyber Essentials assurance certificates are available on our [website](#).

Policies, standards, and operating procedures are designed to protect the confidentiality, integrity, and availability of Agilent's data and systems. These requirements apply to employees, non-employees, information-processing facilities, and information accessed, processed, communicated, or managed by external parties.

Our security approach focuses on five key areas:

Identify: Assess systems, data, data flows, regulatory requirements, and related risks



Protect: Implement safeguards for systems, information, and infrastructure



Detect: Monitor the environment and identify potential security events



Respond: Maintain processes and resources to address incidents



Recover: Restore systems and operations following an event



Agilent conducts regular exercises and assessments to evaluate and improve its cybersecurity processes. These activities are performed by third-party organizations, in addition to Agilent's Internal Audit team and the Corporate Cybersecurity team. External consultants also perform independent program and capability assessments, including vulnerability scanning of Agilent's systems.

The Corporate IT Security Incident Response Team maintains publicly available contact information for reporting security concerns related to Agilent's services, products, or websites. The team follows established procedures to assess, investigate, and respond to reported issues.

Privacy and Security Training

Employees and non-employees with access to Agilent systems must complete security awareness and privacy training during onboarding. Annual refresher training is required to maintain system access, with additional role-specific training provided as needed.

Training is reinforced throughout the year through phishing simulations and targeted communications. Privacy Champions also share updates on data protection and privacy developments and support broader awareness activities, including Data Protection Week. An internal hub provides employees with current guidance, resources, and program information.



SASB & GRI Indices

- LETTER FROM OUR CEO
- ABOUT AGILENT
- SUSTAINABILITY
- CUSTOMER VALUE
- COMMITMENTS AND PROGRESS
- OPERATIONS
- SUPPLY CHAIN
- PEOPLE
- GOVERNANCE
- SASB & GRI INDICES



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 <u>Standards of Business Conduct</u> 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. Number of recalls issued: 2 2. Total units recalled: 4,313 In 2025, Agilent issued two voluntary recalls listed in the FDA's Medical Device Recall database. - GenetiSure Dx Labeling Kit, ref. K1201-64105: A human reference DNA female aliquot contained an aberration that could lead to incorrect results and potentially delay diagnosis or treatment. Total worldwide quantity affected: 138 units. - FLEX Monoclonal Mouse Anti-Human CD20cy, Clone L26, Ready-to-Use (Dako Omnis): Multiple versions/lots had the potential for weak staining, which may result in false-negative CD20 identification. Total worldwide quantity affected: 4,175 units.	HC-MS-250a.1
Products listed in any public medical product safety or adverse event alert database	- Artisan Link Pro Special Stains System - Dako CoverStainer - Dako Omnis - Autostainer Link 48 Instrument System - GenetiSure Dx Labeling Kit - GenetiSure Dx Postnatal Array Kit - FLEX RTU, Monoclonal Mouse Anti-Human, CD20cy, Clone L26, Dako Omnis - FLEX RTU, Monoclonal Mouse Anti-Human, Progesterone Receptor, Clone PgR 636, Dako Link	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 2025 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 Standard of Business Conduct outlines expectations related to ethical business practices and provides 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 & 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	Agilent's Environmental Policy guides the company's approach to managing environmental considerations across its operations, products, and services. Employees and managers are expected to support implementation of the policy in accordance with their roles and responsibilities. Relevant product-related actions include: • Ensuring products and operations comply with applicable environmental legislation and regulations. • Responsibly managing hazardous materials used in operations, products, and services. • Promoting recycling, reuse, and responsible end-of-life management of products. Agilent complies with applicable RoHS (Restriction of Hazardous Substances) and REACH requirements for its commercial products, as well as WEEE requirements related to the end-of-life management of electrical and electronic equipment. For reagent based NPIs, we are using the ARCADIS form to document the environmental and health considerations. Read more about how Agilent manages environmental and product compliance and incorporates sustainability considerations across the product life cycle in Managing Product Environmental Compliance and Innovating for Customer Value sections of our 2025 ESG Report.	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 Agilent's Certified Pre-Owned Instruments Program can be found in the Extending Product Life and Advancing Circularity section of our 2025 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	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. 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.	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	Agilent monitors risk through a number of different processes. This includes but is not limited to: • Dangerous Goods are stored, transported, and disposed of based upon the applicable Transportation and EHS regulations. • Agilent has a Conflict Minerals Position Statement and abides by all requirements of the Dodd-Frank Act, including filing a required SEC report. • 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. • For critical parts, Agilent follows additional risk processes and tracks and monitors suppliers.	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 2025 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 <u>Standards of Business Conduct</u> . 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	2025 Agilent Form 10-K : page 3
2-2	Entities included in the organization’s sustainability reporting	2025 Agilent Form 10-K : page 70, exhibit 21.1. All legal entities included in line with Agilent’s financial reporting are included in the organization’s sustainability reporting. Exhibit 21.1 shows select subsidiaries of Agilent as required to be reported under SEC regulations.
2-3	Reporting period, frequency and contact point	This annual ESG report covers the fiscal year starting November 1, 2024, and ending October 31, 2025.
2-4	Restatements of information	Yes. Certain previously reported environmental data were restated or revised, including Agilent’s 2019 GHG emissions baselines and 2019 and 2024 water withdrawal intensity figures. The changes reflect alignment with the baseline underlying Agilent’s SBTi-validated targets, the addition of employee commuting to the reported Scope 3 baseline, and revisions to prior water data and calculations. See pages 27 and 29 for additional detail.
2-5	External assurance	Disclosures on Agilent’s progress are verified annually by an independent third party. In 2025 that verification was conducted by Apex Companies. Agilent’s Environmental Data and Assurance statement is available on the Environment Health and Safety website.
2-6	Activities, value chain and other business relationships	2025 Agilent Form 10-K : pages 3-18

2-7

Employees

2025 Employees*

Employee Status by Region	Female	Male	Other**	Not Disclosed	Total
Global					
Total	6,995	11,045	5	8	18,053
Full-time	6,735	10,955	5	8	17,703
Part-time	260	90	0	0	350
Permanent	6,995	11,045	5	8	18,053
Americas					
Total	2,809	4,244	5	3	7,061
Full-time	2,789	4,236	5	3	7,033
Part-time	20	8	0	0	28
Permanent	2,809	4,244	5	3	7,061
Asia Pacific					
Total	2,540	4,037	0	0	6,577
Full-time	2,531	4,033	0	0	6,564
Part-time	9	4	0	0	13
Permanent	2,540	4,037	0	0	6,577
Europe					
Total	1,646	2,764	0	5	4,415
Full-time	1,415	2,686	0	5	4,106
Part-time	231	78	0	0	309
Permanent	1,646	2,764	0	5	4,415

*Figures represent headcount, not FTE. Part-time employees are counted as one employee.

**As specified by employee.

Note: Agilent has no non-guaranteed hours employees.

2-8	Workers who are not employees	5,997 contingent workers as of Oct 31, 2025
2-9	Governance structure and composition	<u>2026 Proxy Statement</u> : pages 3-4, 7, and 16-22 <u>2025 ESG Report</u> : Sustainability Governance, Corporate Governance
2-10	Nomination and selection of the highest governance body	<u>2026 Proxy Statement</u> : pages 17-19
2-11	Chair of the highest governance body	<u>2026 Proxy Statement</u> : page 16
2-12	Role of the highest governance body in overseeing the management of impacts	<u>2025 ESG Report</u> : Sustainability Governance, Enterprise Risk Management, Ethics and Compliance <u>2026 Proxy Statement</u> : pages 3-4, 17, 20-21
2-13	Delegation of responsibility for managing impacts	<u>2025 ESG Report</u> : Sustainability Governance, Enterprise Risk Management, Ethics and Compliance <u>2026 Proxy Statement</u> : pages 4, 17, 20-21
2-14	Role of the highest governance body in sustainability reporting	<u>2025 ESG Report</u> : Sustainability Governance, Enterprise Risk Management, Ethics and Compliance <u>2026 Proxy Statement</u> : pages 4, 17, 20-21
2-15	Conflicts of interest	<u>2026 Proxy Statement</u> : pages 21, 28
2-16	Communication of critical concerns	<u>2025 ESG Report</u> : Ethics & Compliance No critical concerns arose during the reporting period.
2-17	Collective knowledge of the highest governance body	<u>2025 ESG Report</u> : Sustainability Governance 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. <u>2026 Proxy Statement</u> : page 6-7
2-18	Evaluation of the performance of the highest governance body	<u>2026 Proxy Statement</u> : page 16 <u>Corporate Governance Standards</u> : page 4
2-19	Remuneration policies	<u>2026 Proxy Statement</u> : pages 24-54
2-20	Process to determine remuneration	<u>2026 Proxy Statement</u> : page 27-30 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 ~91% support for our 2025 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: 155:1 Change in the annual total compensation ratio: +29%		
2-22	Statement on sustainable development strategy	2025 ESG Report: Letter from Our CEO, Our Sustainability Approach		
2-23	Policy commitments	Standards of Business Conduct Director Code of Ethics Supplier Code of Conduct	Human Rights and Labor Policy CTISCA Statement Conflict Minerals Policy	
2-24	Embedding policy commitments	2025 ESG Report: Sustainability Governance, Managing Product Environmental Compliance, Enterprise Risk Management, Ethics and Compliance		
2-25	Processes to remediate negative impacts	2025 ESG Report: Enterprise Risk Management, Ethics and Compliance Standards of Business Conduct		
2-26	Mechanisms for seeking advice and raising concerns	2025 ESG Report: Ethics and Compliance, Stakeholder Engagement and Materiality, Enterprise Risk Management Standards of Business Conduct , 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	2025 ESG Report: Stakeholder Engagement and Materiality		
2-30	Collective bargaining agreements	Agilent operates under collective bargaining agreements (CBAs) in multiple countries, including Australia, Japan, Austria, Spain, Italy, France, Belgium, Denmark, Finland, and Brazil. Approximately 13% of Agilent’s global workforce is covered by collective bargaining agreements. For employees not covered by collective bargaining agreements, terms and conditions of employment are established through individual employment agreements, Works Council agreements, country-specific programs, internal policies and procedures, employee handbooks and rules of employment, and applicable local labor laws and regulations. In certain countries, working conditions for employees not covered by a collective bargaining agreement may also be informed by terms negotiated for other employee groups.		

Material Topics

Disclosure #	Disclosure Topic	Location
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2025 ESG Report: Stakeholder Engagement and Materiality
3-2	List of material topics	2025 ESG Report: Our Sustainability Approach
3-3	Management of material topics	Management of each material topic is addressed within relevant sections of the 2025 ESG Report, including Sustainability Governance .
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	2025 Form 10-K ; pages 45-59
201-2	Financial implications and other risks and opportunities due to climate change	See Agilent's 2023 ESG Report for its most recent discussion of the financial implications and other risks and opportunities associated with climate change.
201-3	Defined benefit plan obligations and other retirement plans	2025 Form 10-K ; pages 38-39, 76, 99-108 Percentages of salary contributed by employee and employer vary by country. Separate funds exist in some countries to pay the plan's pension liabilities. Agilent does not track participation in either mandatory or voluntary retirement/pension programs in each country in which we do business.
201-4	Financial assistance received from government	2025 Form 10-K ; page 46
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	The significant location of operations used for the ratio of employee entry level wage to local minimum wages is the United States. Local minimum wage is variable. Federal minimum wage of \$7.25 was used to calculate Agilent's ratio of entry-level wage to minimum wage, which was 2.62:1 in 2025.
202-2	Proportion of senior management hired from the local community	In 2025, the percentage of senior management at significant locations of operation hired from the local community as a share of: • All senior management hired: 58% • Total population (existing and new hires) of senior management: 1.2% Definitions: • Senior management: Associate VP and above • Local: Within 50 miles of office location • Significant locations of operation: More than 100 employees based at the site

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 Santa Clara, Newport, and Little Falls, USA; Torino, Italy; Waldbronn, Germany; Glostrup, Denmark; 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	2025 ESG Report: Innovating for Customer Value

GRI 204: Procurement Practices 2016

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

205-1	Operations assessed for risks related to corruption	We have assessed 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: • Standards of Business Conduct • Supplier Code of Conduct • Global Anti-Corruption Policy These policies and procedures are communicated to employees, contractors, third-party partners, and suppliers, where applicable. Channel partners must comply with Agilent's Supplier Code of Conduct. Additionally, Agilent's Global Policy on Channel Partners requires channel partners and third-party intermediaries to comply with specific anti-corruption obligations. Agilent provides anti-corruption training in online and instructor-led formats to employees and temporary workers. Mandatory SBC training covers topics such as harassment, corruption, whistleblower procedures, fraud, bribery, and other ethics compliance requirements. Employees are required to review and understand the obligations under the SBC and Anti-Corruption Policy. Additional specialized training may be provided based on role, geography, and responsibilities. <table><tr><th></th><th>Governance Body Members</th><th>Employees (including contingent workers)</th><th>Business Partners</th></tr><tr><td>Communication on anti-corruption policies and procedures</td><td>11 (100%)</td><td>24,050 (100%)</td><td>948 (100%)</td></tr></table>				Governance Body Members	Employees (including contingent workers)	Business Partners	Communication on anti-corruption policies and procedures	11 (100%)	24,050 (100%)	948 (100%)
	Governance Body Members	Employees (including contingent workers)	Business Partners									
Communication on anti-corruption policies and procedures	11 (100%)	24,050 (100%)	948 (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. Agilent has a formal process for investigating and addressing allegations of corruption should they occur. • Total number of confirmed incidents of corruption: 0 • Number in which employees were dismissed or disciplined for corruption: 0 • Number when contracts with business partners were not renewed due to violations related to corruption: 0 • Public legal cases regarding corruption brought against the organization or its employees: 0										

GRI 206: Anti-competitive Behavior 2016

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Agilent policies forbid anti-competitive behavior, antitrust, and monopolistic practices. In the reporting period, there were no legal actions for antitrust or anti-competitive behavior.
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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 2025 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	2025 ESG Report: 2025 Energy and Emissions Performance
302-2	Energy consumption outside of the organization	Not currently disclosed.
302-3	Energy intensity	2025 ESG Report: 2025 Energy and Emissions Performance
302-4	Reduction of energy consumption	2025 ESG Report: 2030 Goals and 2025 Progress
302-5	Reductions in energy requirements of products and services	2025 ESG Report: Improving Laboratory Performance and Sustainability

GRI 303: Water and Effluents 2018

303-1	Interactions with water as a shared resource	2025 ESG Report: Managing Water Responsibly
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303-2	Management of water	2025 ESG Report: Managing Water Responsibly
303-3	Water withdrawal	2025 ESG Report: Managing Water Responsibly
303-4	Water discharge	2025 ESG Report: Managing Water Responsibly
303-5	Water consumption	2025 ESG Report: Managing Water Responsibly
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	2025 ESG Report: 2025 Energy and Emissions Performance
305-2	Energy indirect (Scope 2) GHG emissions	2025 ESG Report: 2025 Energy and Emissions Performance
305-3	Other indirect (Scope 3) GHG emissions	2025 ESG Report: 2025 Energy and Emissions Performance
305-4	GHG emissions intensity	2025 ESG Report: 2025 Energy and Emissions Performance
305-5	Reduction of GHG emissions	2025 ESG Report: 2030 Goals and 2025 Progress

305-6	Emissions of ozone	Agilent does not use, produce, import, or export Ozone Depleting Substances (ODS) prohibited under the Montreal Protocol on Substances that Deplete the Ozone Layer. Agilent uses very small amounts in the formulation of analytical standards which are largely used as references by analytical labs in the pursuit of their detection in the environment. Agilent eliminated chlorofluorocarbons (CFCs), carbon tetrachloride and 1,1,1-trichloroethane use in worldwide manufacturing processes 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. Under Agilent’s product supplier agreements, suppliers warrant that goods and their packaging shall comply with applicable environmental, health and safety laws, rules, and regulations, including Agilent’s General Specification for the Environment. The small quantities of ODSs contained in some of Agilent’s analytical standards comply with international legislation for their manufacture, use and product labeling. Agilent modifies its program as needed to address amendments to the Montreal Protocol and U.S., European, and other international requirements. Guidance for eliminating and managing the use of ODSs at Agilent sites is contained in the Agilent ODS Elimination Guideline. Procurement practices are in place to prevent the inadvertent reintroduction of ODSs into processes where they have been eliminated.
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305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions data covers 95% of operations.			
		2019	2023	2024	2025
		NOx kg	1030	1060	570

GRI 306: Waste 2020

306-1	Waste generation and significant waste	2025 ESG Report: Reducing Waste and Improving Resource Efficiency
306-2	Management of significant waste	2025 ESG Report: Reducing Waste and Improving Resource Efficiency
306-3	Waste generated	2025 ESG Report: Reducing Waste and Improving Resource Efficiency
306-4	Waste diverted from disposal	2025 ESG Report: Reducing Waste and Improving Resource Efficiency
306-5	Waste directed to disposal	2025 ESG Report: Reducing Waste and Improving Resource Efficiency

GRI 308: Supplier Environmental Assessment 2016

308-1	New suppliers that were screened using environmental criteria	2025 ESG Report: Assessing and Managing Supplier Risk At the time of supplier onboarding, new suppliers exceeding estimated annual spend thresholds and/or belonging to certain industry sectors are asked to complete a business assessment questionnaire which includes questions regarding the supplier’s sustainability practices. Additionally, Agilent utilizes the Supplier Compliance Assessment process with selected new suppliers. Responses are evaluated against a set of environmental, health and safety, social criteria, among others. In 2025, approximately 17% of new suppliers were screened for environmental, health and safety, social criteria, among others.
308-2	Negative environmental impacts in the supply chain and actions taken	2025 ESG Report: Assessing and Managing Supplier Risk Agilent prioritizes the integrity and sustainability of our supply chain. We maintain a list of 540 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 2025. 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 #	568	71	306	191
Female Rate	8.1%	9.8%	6.5%	12.2%
Male #	829	83	404	342
Male Rate	7.5%	8.9%	5.6%	11.7%
Other/Undisclosed #	1	0	1	0
Other/Undisclosed Rate	7.7%	0.0%	14.3%	0.0%
Total Terminations #	1,398	154	711	533
Total Termination Rate	7.7%	9.2%	6.0%	11.9%
Hires				
Female #	923	348	500	75
Female Rate	13.2%	47.9%	10.6%	4.8%
Male #	1,295	455	710	130
Male Rate	11.7%	48.6%	9.9%	4.5%
Other/Undisclosed #	4	2	2	0
Other/Undisclosed Rate	30.8%	40.0%	28.6%	0.0%
Total Hires #	2,222	805	1,212	205
Total Hire Rate	12.3%	48.3%	10.2%	4.6%
Total Employees				
Female #	6,995	726	4,697	1,572
Male #	11,045	936	7,192	2,917
Other/Undisclosed #	13	5	7	1
Total Employees #	18,053	1,667	11,896	4,490

*Rate is based on related total global regular active headcount on Oct 31, 2025.

**Agilent reports headcount, not FTE, so a part-time employee is counted as one.

401-2	Benefits provided to full-time employees	<u>2025 ESG Report: Rewarding Performance and Supporting Well-Being</u> Agilent aims to deliver a rewards portfolio that is competitive with life sciences, diagnostics and applied markets companies, representative of the diverse industries and markets within which Agilent operates. 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. 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. 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. Equity programs align employee and shareholder interests. Programs include an Employee Stock Purchase Plan and long-term incentives such as restricted stock units. Agilent provides a range of global employee benefits designed to support employee well-being, engagement, and inclusion. These benefits include flexible hybrid working arrangements, service awards recognizing long-term contributions, life event support during significant personal milestones, and opportunities for community involvement through six (6) days of fully paid Volunteer Time Off (VTO), donation matching, and volunteer rewards programs. Part-time employees are also eligible for the same donation matching and volunteer rewards programs as full-time employees.
401-3	Parental leave	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.
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Notice periods vary by country in accordance with local employment regulations.
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	<u>2025 ESG Report: Occupational Health and Safety</u>
403-2	Hazard identification, risk assessment, and incident investigation	<u>2025 ESG Report: Occupational Health and Safety</u>
403-3	Occupational health services	<u>2025 ESG Report: Occupational Health and Safety</u> 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).
403-4	Worker participation, consultation, and communication on occupational health and safety	<u>2025 ESG Report: Occupational Health and Safety</u>
403-5	Worker training on occupational health and safety	<u>2025 ESG Report: Occupational Health and Safety</u>

403-6	Promotion of worker health	2025 ESG Report: Occupational Health and Safety, Rewarding Performance and Supporting Well-Being			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	EHS Policy Supplier Code of Conduct Contractor EHS Requirements			
403-8	Workers covered by an occupational health and safety management system	Employees Covered by OHS Management System			
		2023	2024	2025	
		OHSMS			
		Employees Covered #	24,686	22,836	24,635
		Employees Covered %	100%	100%	100%
		Internally Audited OHSMS			
		Employees Covered #	12,551	9,772	11,876
		Employees Covered %	51%	43%	48%
		Externally Audited OHSMS			
		Employees Covered #	5,755	4,348	5,476
		Employees Covered %	23%	19%	22%
Note: Number and percentage of employees covered includes contingent workers.					
403-9	Work-related injuries	2025 ESG Report: Occupational Health and Safety			
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 2025, Agilent employees completed an average of 33 hours of training.			
404-2	Programs for upgrading employee skills and transition assistance programs	2025 ESG Report: Empowering Our People			
404-3	Percentage of employees receiving regular performance and career development reviews	Agilent targets 100% completion of employee performance reviews across the organization, each year and achieved 100% completion in 2025.			

GRI 406: Non-discrimination 2016

406-1	Incidents of discrimination and corrective actions taken	Standards of Business Conduct, pages 7-8 Agilent had 0 reportable incidents of discrimination. Agilent provides training on discrimination and harassment prevention, encourages employees to report concerns, and investigates allegations appropriately, taking corrective action when misconduct is substantiated.
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GRI 407: Freedom of Association and Collective Bargaining 2016

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights and Labor Policy Supplier Code of Conduct (Human Rights and Employment Practices, page 5) CTISCA Statement Agilent respects the rights of employees to organize in labor unions in accordance with local laws and established practice, if desired. There are no Agilent operations or geographic locations where workers' rights are at risk. Agilent prioritizes the integrity and sustainability of our supply chain. We maintain a targeted list of 540 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 (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.
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GRI 408: Child Labor 2016

408-1	Operations and suppliers at significant risk for incidents of child labor	2025 ESG Report: Building a Responsible and Sustainable Supply Chain Human Rights and Labor Policy Supplier Code of Conduct CTISCA Statement Agilent prioritizes the integrity and sustainability of our supply chain. We maintain a list of 540 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 (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.
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GRI 409: Forced or Compulsory Labor 2016

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2025 ESG Report: Building a Responsible and Sustainable Supply Chain Human Rights and Labor Policy Supplier Code of Conduct CTISCA Statement Agilent prioritizes the integrity and sustainability of our supply chain. We maintain a targeted list of 540 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 (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.
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GRI 410: Security Practices 2016

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

413-1	Operations with local community engagement, impact assessments, and development programs	2025 ESG Report: Creating Community Impact
413-2	Operations with significant actual and potential negative impacts on local communities	Agilent has not identified any negative impact on local communities caused by Agilent operations.

GRI 414: Supplier Social Assessment 2016

414-1	New suppliers that were screened using social criteria	At the time of supplier onboarding, new suppliers exceeding estimated annual spend thresholds and/or belonging to certain industry sectors are asked to complete a business assessment questionnaire which includes questions regarding the supplier's sustainability practices. Additionally, Agilent utilizes the Supplier Compliance Assessment process with selected new suppliers. Responses are evaluated against a set of environmental, health and safety, social criteria, among others. In 2025, approximately 17% of new suppliers were screened for environmental, health and safety, social criteria, among others.
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	Political Contributions Policy 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.
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GRI 416: Customer Health and Safety 2016

416-1	Assessment of the health and safety impacts of product and service categories	2025 ESG Report: Product Quality and Safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Agilent did not receive any regulatory non-compliance notices for the reporting period.

GRI 417: Marketing and Labeling 2016

417-1	Requirements for product and service information and labeling	Agilent's labeling requirements/procedures are guided by the regulatory requirements within the jurisdictions of operation. Our Regulatory Affairs and Quality Assurance professionals worldwide are committed to the highest compliance standards and are well versed in applicable laws and regulations for Agilent products. Agilent maintains robust internal policies and procedures supporting its product labeling, which are continuously reviewed and updated to meet new and emerging regulations.
417-2	Incidents of non-compliance concerning product and service information and labeling	Agilent had no incidents of non-compliance regarding products or non-compliance issues regarding labeling resulting in a fine, penalty, or warning. In addition, Agilent did not have any non-compliance incidents for product-related claims during the reporting period.
417-3	Incidents of non-compliance concerning marketing communications	Agilent had no incidents of marketing non-compliance during the reporting period.

GRI 418: Customer Privacy 2016

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Agilent is unaware of any complaints regarding breaches of customer privacy or loss of data in the period. Agilent's Global Data Protection & Privacy program includes data breach management policies and procedures to address the handling of breaches that involve unauthorized or unintended loss, change or transmission of personal data. These policies and procedures are scalable to respond to the rapidly changing regulatory environment across the globe.
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