

Swiss Conflict Materials and Child Labor Due Diligence and Transparency Ordinance (“DDTrO”) /

Verordnung über Sorgfaltspflichten und Transparenz in den Bereichen Mineralien und Metalle aus Konfliktgebieten sowie Kinderarbeit („VSoTr“)

Report as of 01. April 2025 -

INTRODUCTION

The DDTrO/VSoTr aims to enhance transparency and corporate responsibility in supply chains, in particular in the areas of child labor and conflict materials. This Report outlines the compliance of Agilent Technologies’ Swiss entities with the DDTrO/VSoTr.

ORGANISATION STRUCTURE

The Agilent Group has two Swiss legal entities:

Agilent Technologies (Schweiz) AG with a registered address of Lautengartenstr. 6, CH- 4052 Basel, Commercial Register Basel, UID: CHE-106.843.368 (“ATS”), and

Agilent Technologies International Sàrl with registered address of EPFL Innovation Park, Bâtiment F, 1015 Lausanne (Ecublens, VD), Commercial Register Canton Vaud, CHE-110.260.253 (“ATIS”),

The ultimate parent company of ATS and ATIS is Agilent Technologies, Inc. (“Agilent”), which has its head office in Santa Clara, California, USA. Agilent employs >17,000 people worldwide and has customers in approx. 110 countries. Agilent’s stock is traded on the New York Stock Exchange under the ticker symbol “A.” Agilent generated revenues of \$6.51 billion in FY24 (1. November 2023 – 31. October 2024). Agilent’s efforts to ESG and supply chain compliance including control of conflict material and child labor pre-date the introduction of the DDTrO/VSoTr.

OUR BUSINESS

Agilent is a leader in life sciences, diagnostics and applied chemical markets. The company provides laboratories worldwide with instruments, services, consumables, applications and expertise, enabling customers to gain the insights they seek. Agilent’s expertise and trusted collaboration give them the highest confidence in our solutions.

Agilent’s business is organized into the following business units:

- Life Sciences and Diagnostics Group (LDG): Our LDG business provides application-focused solutions that include instruments and software that enable customers to identify, quantify and analyze the physical and biological properties of substances and products, as well as enable customers in the clinical and life sciences research areas to interrogate samples at the molecular and cellular level. This includes our Liquid Phase, Genomics, Pathology, Companion Diagnostic, AMPD, Biomolecular and Cell Analysis divisions.
- Applied Markets Group (AMG): Our AMG business is comprised of our Gas Phase, Spectroscopy, Vacuum and Certified Preowned divisions.

- Agilent Crosslab Group (ACG): Our ACG business spans the entire laboratory with its extensive consumables and services portfolio, which is designed to improve customer outcomes. The majority of the portfolio is vendor neutral, meaning Agilent can serve and supply customers regardless of their instrument purchase choices. Solutions range from chemistries and supplies to services and software helping to connect the entire laboratory.

ATS main operations is the sale of Agilent products and services to Customers in the private and public sector in Switzerland.

ATIS main operation is the sale of Agilent products to Distributors in those countries of the EMEA region in which the Agilent Group does not sell through a local Agilent affiliated entity.

OUR SUPPLY CHAINS

ATIS does not import any goods into Switzerland.

ATS' supply chain for the core products that it sells in Switzerland is primarily via Agilent's manufacturing facilities and intercompany arrangements with other parts of the Agilent Group. Agilent has manufacturing facilities in Australia, China, Denmark, Germany, Italy, Malaysia, the Netherlands, Singapore, the United Kingdom, and the United States. These facilities manufacture analytical and diagnostic products for life sciences, diagnostics, and applied chemical markets.

ATS and ATIS have direct suppliers in Switzerland to support their businesses in Switzerland, including suppliers of professional services (e.g. solicitors, accountants), facilities management, logistics and travel.

CONFLICT MATERIALS

Both ATIS and ATS are exempt from the Due Diligence obligations according to Article 964 and Section 2, Art. 2 of the DDTrO/VSoTr. Neither of the companies import or process tin, tantalum, tungsten or gold.

ATIS does not import or process any goods at all.

ATS lists certain tariff numbers that contain conflict materials. Nevertheless, none of them have been imported into Switzerland during Agilent Fiscal year 2024 (1st November 2023 – 31st October 2024). ATS import of conflict materials is therefore below minimal thresholds as per Annex of the DDTrO/VSoTr, part A and B.

Additionally, the 'Agilent Conflict Minerals Policy' applies on a worldwide basis within Agilent:
[Agilent_Conflict_Minerals_Policy_Statement.pdf](#)

CHILD LABOR

Both ATS and ATIS are in scope for the due diligence requirements according to Code of Obligation Art. 964 and Section 3, Art. 4 of the VSoTr. Both companies are above the criteria of

- Total assets of SFr 20 million (approximately \$21.7 million) and
- Sales of SFr 40 million (approximately \$43.5 million).

Both ATS and ATIS supply a significant percentage of products and services from countries which are assessed as enhanced risk due to the UNICEF *Children's Rights in the Workplace Index* [Children's rights and business | unicef.ch](#) (Section 3 Art. 5 of the VSoTr) including Singapore and the United States. Nevertheless, at the date approval of this Report, there has been no suspicion or report of the use of child labor in Agilent's supply chain.

OUR POLICIES

Agilent supports the fundamental principles contained in the Universal Declaration of Human Rights. Agilent's core values and culture reflect a commitment to uncompromising integrity, ethical business practices, and good corporate citizenship. Agilent's policies and practices reflect its support, respect, and activities to promote human rights within the company's sphere of influence. As outlined in the Human Rights and Labor Policy of Agilent Technologies ([agilentrightsandpolicy.pdf](#)), Agilent condemns all forms of exploitation of children. Agilent will not recruit child labor and honors all local minimum age requirements for work.

To address the risks of child labor in ATS and ATIS' operations and supply chain, the following related policies apply on a worldwide basis within Agilent:

- Agilent's Standards of Business Conduct: [Agilent_Standard_of_Business_Conduct.pdf](#)
- Agilent's Supplier Code of Conduct: [Agilent_Supplier_Code_of_Conduct.pdf](#)

Every Agilent employee undergoes annual training on the Standards of Business Conduct. Agilent's Policy requires employees to report to Agilent any actual or suspected violations of Agilent's Standards of Business Conduct or applicable laws, rules, and regulations within Agilent's operations or supply chains. Agilent has a Global Compliance Helpline and an Open Door Policy that allows employees to report their concerns to any level of management for confidential, secure reporting and anonymous reporting where permitted by law and is available to both internal as well as external reporters in 14 languages.

Agilent conducts reasonable due diligence regarding the source and chain of custody of the conflict minerals in our products. Our Due Diligence measures have been designed to conform in all material respects, with the 5-step framework described in the *Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Third Edition, 2016* ("OECD Guidance") and the related supplements for 3TG.

SUPPLIER ADHERENCE TO OUR VALUES / DUE DILIGENCE PROCESSES FOR CHILD LABOR

The Agilent Group requires all suppliers to adhere to Agilent's Supplier Code of Conduct.

The Supplier Code of Conduct requires supplier compliance with human rights and employment practices throughout their operations (including, but not limited to, the operations of their own suppliers and any permitted sub-contractors). Explicit reference is made, that Suppliers shall not employ under-age labor as described in Minimum Age Convention 138 and Worst Forms of Child Labour Convention 182 of the International Labour Organization. The Agilent Group has implemented a system for distributing the Supplier Code of Conduct to all suppliers at onboarding and thereafter on an annual basis according to risk or strategic importance. Our supplier terms and conditions and other agreements expressly require adherence to the Supplier Code of Conduct.

To help ensure supplier compliance with our values, and as part of our initiative to identify and mitigate risk within our supply chain, we undertake supplier due diligence on our globally managed suppliers (representing over 85% of spend on direct materials suppliers) and strategic indirect suppliers.

Our due diligence process is designed to identify, assess, and mitigate potential risk areas in our supply chain, including risks of child labor. In the event of potential risk being identified, a detailed analysis will be conducted to assess its impact which may include deployment of an on-site audit conducted by a third-party service provider. Agilent will work with the supplier to develop remediation action to address the risk and any non-conformances identified through the audit process. Agilent's supplier questionnaire includes the following statement:

Expectation: Suppliers shall comply with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery, child labor or human trafficking. Suppliers are expected to have a human rights policy, procedures or practices that align or exceed the United Nations Universal Declaration of Human Rights, International Labour Organization Convention, the UK and Australia Modern Slavery Acts and California Supply Chain Transparency Act.