



Agilent Technologies

Corporate Social Responsibility Policy for Agilent in India

March 2023

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1. Preamble

Agilent Technologies Inc. (NYSE: A) is a global leader in life sciences, diagnostics, and applied chemical markets, with more than 50 years of insight and history of innovations. The company employs 15,550 people worldwide. Agilent strives to honor our obligations to society by being an economic, intellectual, social, and sustainability leader in each nation and community in which we operate.

With Agilent's corporate mission to 'improve the human condition', sustainability is an important part of meeting its mission. All our actions are based on our long-standing values and achieved with uncompromising integrity. Each year Agilent, through its businesses, employee programs and the Agilent Foundation, dedicates thousands of hours and donates millions of dollars to organizations that enrich our communities.

"Corporate Social Responsibility" means the responsibility of the company to undertake projects and programs relating to the activities covered under the **Schedule V11 of the Companies Act, 2013 and the rules made thereunder (hereinafter referred to as the Act)** and approved by the Board of Directors of the Company in pursuance of the recommendations of the CSR committee.

Agilent is a Premier Laboratory Partner for a Better World

Analytical scientists and clinical researchers worldwide rely on Agilent to help fulfill their most complex laboratory demands. Our instruments, software, services, and consumables address the full range of scientific and laboratory management needs—so our customers can do what they do best: improve the world around us. We work closely with customers to help address global trends that impact human health and the environment, and to anticipate future scientific needs.

2. Purpose

The key purpose of this policy is to:

- Define what CSR means to us
- Identify broad areas in which the company will undertake projects. The objective is to promote a unified approach to Agilent's CSR by focusing efforts on three strategic pillars – Education, Improving Health and Living conditions, Environment. In addition, the company can undertake projects in any other areas, as approved by the Board of Directors in pursuance of the recommendations of the CSR committee.
- A focused approach will strengthen the commitment at all levels in the organization. Employees will be encouraged to participate in the company CSR activities through volunteer programs
- Serve as a guiding document to help execute and monitor CSR projects
- Identify criteria for partner implementation agencies
- Explain how any surpluses from CSR projects will be treated



3. Scope & Applicability

The CSR policy shall be applicable to all employees of Agilent in India.

As a practice, we classify only those projects that are over and above our normal course of business as CSR. This policy applies to all our CSR projects, and it will be further reviewed and updated.

4. CSR vision

Agilent is a scientific instruments company, and across the globe, we are champions of science education. The Agilent India CSR Policy also focuses primarily on science education in its various aspects in India generating curiosity and interest in science at an early age in primary school students, supporting middle school science students with learning material and infrastructure in their labs, and partnering with universities across the country to support their senior education and R&D efforts. Agilent's sustainability initiatives are aimed at achieving greater impact through its CSR projects and programs by judicious investment and use of financial and human resources, and working with like-minded industry bodies and partners to the sustainable development of the society

In India, providing basic education support, improving health, and living conditions and environment are the focus areas of our CSR program. Agilent is currently working in three areas of intervention around these focus areas, namely:

Vidya Se Vikas (enriching lives through education)

Vidya Se Vikas is a flagship education initiative by Agilent in India aimed at promoting holistic and conducive learning environment that enables students access to quality education with special emphasis on education and equal opportunity for students from marginalized communities. Through this initiative, Agilent wants to support an educational ecosystem that enhances and engages students to strengthen their learning outcomes, bring science into their daily life, promote digital learning, and ensure a safe, comfortable and accessible school infrastructure.

Prakriti Se Pyar (enabling a sustainable future)

Prakriti Se Pyar is an environmental sustainability development initiative by Agilent in India aimed at reducing the damaging effects of environment along with restoring and developing self-sustainable flora and fauna. Through this initiative, Agilent wants to support the developmental work towards a greener planet, with reduced carbon footprint and emission, natural habitat restoration and conservation.

Vigyan Ka Prachaar (enabling scientific and technological research and advancement)

Vigyan ka prachaar is an initiative by Agilent in India to support the need for scientific research and technological advancement and innovation that helps improve the quality of life. Through this initiative, Agilent wants to enable institutions and knowledge workers to actively engage, produce disseminate and implement science knowledge, skills, and

research outcomes for policy development for the welfare of society.

Through this policy, we align our India CSR strategy with Agilent's Corporate Citizenship Statement <https://www.agilent.com/about/companyinfo/index.html>, which includes sustainability. We integrate how we address these problems into the strategies of the company to benefit the communities at large and create positive social and environmental impact.

5. Financial commitment

The total budget for the CSR projects will be recommended by the CSR Committee. For achieving its CS objectives through implementation of meaningful and sustainable CSR programs, Agilent shall endeavor to allocate the following as its Annual CSR Corpus:

- I. 2% of average net profits made during the three immediately preceding financial years, as prescribed under Companies Act 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014 and unspent amount, if any, for any financial carried forward to the next financial year
- II. Any income arising therefrom
- III. Surplus arising out of CSR activities.

6. Monitoring Process of CSR activities

6.1 Governance Structure

Agilent CSR will have a multi-tiered governance mechanism:

The CSR Committee of the Board will govern and review the CSR of the company from time to time. The CSR will recommend the Annual Business Plan for CSR to the Board for its approval. The plan will include resource requirements and allocation across interventions and locations. The composition of the CSR Committee of the Board will be decided by the Board from time to time.

An apex **CSR Governance Body** chaired by the Country General Manager and comprising the senior management team of company will assist the CSR Committee in picking up new projects, implementation of the new and existing projects and report back to the CSR committee in their meetings. The Body will also do an ongoing review of the activities and monitor achievements against targets set at the beginning of the year.

6.2 Other Responsibilities of the CSR Committee

- Formulate and update India CSR Policy, which will be approved by the Board of Agilent India

- Recommend the CSR expenditure to the Board of Agilent India for their approval
- Suggest areas of intervention to the Board of Agilent in line with the CSR policy
- Put monitoring mechanisms in place to track the progress of each project
- Meet as per the requirements of the Companies Act 2013 and rules made thereof to review the progress made

7. Project Execution including Strategic Partnerships

Agilent India CSR projects will be implemented either directly by the company or by partnering with Implementing Agencies (as defined under the Act). Agilent will only engage with **Implementing Agencies** that have a proven track record in the field of education, improving health and living conditions and environment. Agilent will select the **Implementing Agency** in a fair and transparent **manner with approval of the Board of Directors**.

In case of any doubt with regard to any provision of the CSR policy and in respect of any matters not covered herein, a reference should be made to the CSR Committee.

The Company reserves the right to modify, cancel, add, or amend its CSR policy subject to the provisions of the Companies Act, 2013 and Rules framed thereunder.

Agilent Technologies India Pvt. Ltd.

Recommended by the CSR Committee on
March 28, 2023

&

Approved by the Board of Directors of the Company
March 31, 2023

Samir Prabhudas Vyas (DIN 09342614)
Director & CSR Committee Member

Sanjeev Kumar Jain (DIN 06932747)
Director & CSR Committee Member

Date : March 31, 2023
Place : Gurugram

Agilent Technologies (International) Pvt. Ltd.

Recommended by the CSR Committee on
March 30, 2023

&

Approved by the Board of Directors of the Company
March 31, 2023

Samir Prabhudas Vyas (DIN 09342614)
Director & CSR Committee Member

Anand Parkash Verma (DIN 09705869)
Director & CSR Committee Member





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Trusted Answers

Agilent Technologies India Private Limited

CSR Committee Composition

Simmi Dudeja

CSR Committee Member

Sanjeev Kumar Jain

CSR Committee Member

Nandakumar Kalathil

CSR Committee Member



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Agilent Technologies (International) Private Limited

CSR Committee Composition

Simmi Dudeja

CSR Committee Member

Anand Verma

CSR Committee Member

Nandakumar Kalathil

CSR Committee Member