Agilent
Trusted Answers

Advancing Quality of Life
Through People, Products, Planet and Prosperity

Agilent's Fiscal Year 2021 ESG Report

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Letter from the CEO

From Our CEO

Since Agilent's formation as an independent company in 1999, we have had a consistent, firmly held commitment to protecting the environment, treating people with respect, and operating with the highest levels of integrity.

We're also committed to transparency and ensuring our record in these areas is visible to all. That's why Agilent has regularly produced a corporate social responsibility (CSR)

report to highlight the societal challenges we face and the ways we are addressing them. We've done this every year of our existence as a company. This year, that reporting has evolved significantly as we have extended and expanded our work in this area to produce Agilent's first-ever report focused on the key guidelines and metrics addressing environmental, social and governance (ESG) issues.

At Agilent, ESG is woven into the fabric of our business and is part of what we strive to do all day, every day. The fact is, it's our corporate mission to advance the quality of life, so while creating an inaugural ESG-focused report meant incorporating new data and information, it was also a very natural move for us to make.

We believe we can make a difference in helping to protect the planet, enhance human health, be a leader in the marketplace, and in promoting diversity, fairness, and equality to achieve a more prosperous world for all. That's why the cornerstones of our approach to ESG are centered around what we call the "Four Ps" - people, products, planet, and prosperity.

In this ESG report, you will learn how the Four Ps guided our commitment to a goal of producing net-zero carbon emissions. The Four Ps also played a role in our decision to report on our environmental progress using the Task Force

on Climate-Related Financial Disclosures (TCFD) framework. TCFD reporting will now be an annual part of our ESG report to go along with earlier decisions to provide information based on the Sustainable Accounting Standards Board (SASB), United Nations Sustainable Development Goals (UNSDG), and Global Reporting Initiative (GRI) guidelines.

In this report, we also share how we are addressing the area of product design and lifecycle management with our involvement in My Green Lab and their Accountability, Consistency, and Transparency (ACT) labeling program. This important effort is centered around manufacturing, energy and water use, packaging, and product end-of-life – all geared toward providing customers more information on Agilent's environmental footprint.

During the last year, Agilent also advanced the work of its R&D/product introduction sustainability team to help make sustainability an intentional element of the product design and lifecycle process. At the same time, we have reduced carbon emissions per square foot by 34% in the last seven years and municipal water use by 22% per square foot over the same period, while diverting 94% of our solid waste from landfills.

In our work to expand diversity and inclusion, we increased the number of women in executive leadership roles, established new employee networking groups, set goals to further increase the diversity of our team, and accelerated our recruitment of diverse candidates. Agilent's focus on people, planet, products, and prosperity helps make the world a better place by allowing us to address important environmental, social and governance issues that are critical today and will continue to be long into the future.

Agilent is committed to improvement every day in the work we do to advance the quality of life. It's who we are. And we believe this 2021 ESG report reflects that.

Thank you for your support of our ESG work. We look forward to continuing, expanding, and delivering strong results in this space well into the future.

Mike McMullen
President & CEO

About Agilent

About Agilent

Agilent Technologies Inc. (NYSE: A) is a global leader in the life sciences, diagnostics, and applied chemical markets, delivering insight and innovation that advance the quality of life. Our full range of solutions includes instruments, software, services, and expertise that provide trusted answers to our customers' most challenging questions. We employ 17,000 people and serve customers in 110 countries.

265,000	**17,000**	**$6.32**B
Labs use Agilent solutions	**Employees worldwide**	**Revenues in fiscal 2021**

Agilent serves customers in growing markets that are solving society's biggest challenges—from disease detection and therapeutics to environmental health and food safety.

Agilent serves large, attractive markets representing a **$65B opportunity**

Pharma & Biopharma
$19B TAM

Market Position: #2

Chemical & Energy
$5B TAM

Market Position: #1

Clinical & Diagnostics
$17B TAM

Market Position: #2-3

Academic & Government
$13B TAM

Market Position: #2

Food
$5B TAM

Market Position: #2

Environmental & Forensics
$6B TAM

Market Position: #1

Our three business units drive growth and innovation in these markets:

Life Sciences and Applied Markets (LSAG)

Our Life Sciences and Applied Markets business provides application-focused solutions that include instruments, software, and consumables 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.

Agilent CrossLab Group (ACG)

The Agilent CrossLab business spans the entire customer experience with sales, services and marketing designed to improve customer outcomes. Most of the portfolio is vendor neutral, meaning Agilent can serve and supply customers regardless of their instrument-purchase choices. Solutions include services and software helping to connect the entire lab. Services include startup, operational, training and compliance support, software as a service, as well as asset management and consultative services that help increase customer productivity.

Diagnostics and Genomics (DGG)

Our Diagnostics and Genomics business includes the genomics, nucleic acid contract manufacturing and research and development, pathology, companion diagnostics, reagent partnership and biomolecular analysis businesses. These businesses provide solutions for diagnostics, clinical & research applications in cancer, inherited and infectious disease.
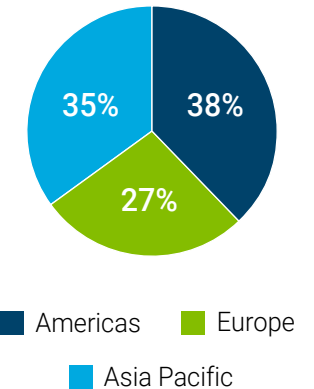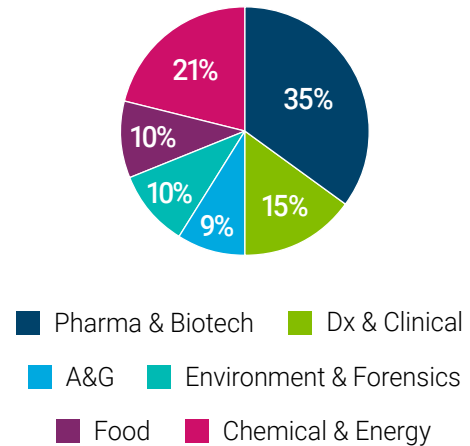
2021 Business Highlights

Agilent reported a record $6.32 billion in revenues, nearly a billion dollars higher than the previous year. Each business group grew by double digits. Agilent saw growth throughout all markets and regions—with our pharma market exceptionally strong at 24 percent growth.

Agilent's revenue mix by market and region:

Revenue mix by market:
- Pharma & Biotech — 35%
- Dx & Clinical — 15%
- A&G — 9%
- Environment & Forensics — 10%
- Food — 10%
- Chemical & Energy — 21%

Revenue mix by region:
- Americas — 38%
- Europe — 27%
- Asia Pacific — 35%

ESG is woven into the fabric of our business.

> It is part of what we strive to do all day, every day. The fact is, it's our corporate mission to advance the quality of life.

And, as a mission-driven company, we don't take our role lightly. We advance quality of life by addressing the interconnections between our business, the needs of society, and the risks to our planet. This includes improving our own operations, harnessing the best team in the industry to evolve new products and services, and helping our customers to achieve their environmental goals.

Whether it's diagnosing cancer, measuring the safety of the world's air, water, and food, or helping to develop alternative proteins, we're delivering the scientific solutions that address the challenges and concerns of people and communities around the world.

In doing these things we create prosperity in the broadest sense of the word.

We believe we can make a difference in helping to protect the planet, enhance human health, being a leader in the marketplace, and in promoting diversity, fairness, and equality to achieve a more prosperous world for all. **That's why the cornerstones of our approach to ESG are centered around what we call the Four P's - people, products, planet, and prosperity.**

People

Agilent's ESG programs start with the impact we have on people. This includes everyone we touch: employees, our customers, our shareholders, people in the local communities where we operate and those who benefit from our technologies. In our workplace and beyond, Agilent is committed to helping build a better society for all.

We know that with the most talented and enthusiastic employees in the industry we can do great things as a company. As an employer, we treat people with respect and value innovation. We strive to develop and retain a workforce that mirrors the vibrant diversity of the customers and communities we serve. Our collective backgrounds, cultures and differences create an inclusive environment where a variety of perspectives are embraced and promoted.

As good corporate citizens, we strive to run our business in a way that encourages dialogue, transparency, and responsiveness. We have implemented sound and effective governance practices that promote long-term value and accountability to our stakeholders. In addition, we regularly assess the appropriate level of monitoring and disclosure to achieve these goals.

Products

Innovation is central to the products Agilent creates, the impact they have, and to the company's ultimate success. Agilent is proud to have over 50 technology platforms that improve health, provide safety, and deliver trusted answers to our customers.

The innovation that goes into these platforms helps us ensure the highest quality products and services that meet all regulatory requirements and is key to helping us achieve our mission of advancing the quality of life. We sell our products into six end markets geared toward meeting the goals of this important mission:

By designing our products to reduce their environmental footprint, together with digitalization and other services, we help our customers achieve their own decarbonization and environmental goals.

Agilent also delivers next-generation laboratory services that improve lab efficiency and sustainability. Our continuous focus on innovation supports our business' strategic and financial goals, while advancing the quality of life across our six end markets.

Agilent's Six End Markets

Pharma and Biopharma

Enabling customers to develop lifesaving medicines and bring high quality biologics to market.

Food

Testing and surveillance of the supply chain to ensure the world's food supply is safe and wholesome, along with developing innovative technologies for alternative proteins.

Chemical and Energy

to reduce environmental impact and develop new technologies such as biofuels and new materials.

Environmental and Forensics

Helping to address the safety of water, soil, and air to protect human health, while also enabling customers to produce reliable results to help keep society safe, protect first responders, and detect the presence of dangerous drugs.

Diagnostics and Clinical

Bringing state-of-the-art diagnostics to patients worldwide to fight cancer, improve the quality of patient's lives through genetics and enable new discoveries that advance human health.

Academia and Government

Supplying academic and government labs with transformative technology for advanced research.

Planet

Agilent sees climate change as one of the most critical challenges of our time. In November 2021, we announced we will achieve net-zero greenhouse gas emissions by 2050. Our commitment is based on a comprehensive approach that adopts Paris Agreement climate targets, clearly defined interim goals, regular disclosures on our progress and signing-on to the Science Based Targets initiative.

In addition to our net-zero commitment, since Agilent's beginning, we have been dedicated to being good environmental stewards of the resources required to run our business. Agilent strives to consistently improve sustainability within our operations, and through our innovative products and technologies that address complex issues in a sustainable way.

We take this responsibility seriously and invest over $5 million annually in sustainability-focused initiatives. Our long-standing approach to sustainability has achieved significant results and added value to improving the environment.

Prosperity

We believe that this focus on people, planet and products is central to achieving our most fundamental obligation as a company, which is generating broad prosperity, an equitable society, and quality of life. A strong internal governance structure is essential to this effort and is core to our approach. We're able to do this at the same time we work to promote a healthy planet—all of which are essential to prosperity and supporting a flourishing world for our generation, and generations to come.

By the nature of our business and how we focus on its success, we maximize our contribution to people, planet, and products. This is how we create shared prosperity at Agilent.

Summary

Agilent's focus on people, planet, products, and prosperity helps make the world a better place by allowing us to address important environmental, social and governance issues that are critical today and will continue to be long into the future.

Are we satisfied with our progress? We're proud of what we've achieved, but we're not satisfied. There will always be more to do in terms of monitoring, reporting, and creating processes and programs that advance the goals of our ESG initiatives.

Agilent is committed to improvement every day in the work we do to advance the quality of life.

It's who we are.

OUR MISSION

Advancing the **Quality of Life**

Successfully addressing **environmental, social, and governance (ESG)** issues is woven into the fabric of our company – it's part of what we strive to do **all day, every day.**

People

A vibrant, diverse and inclusive team that treats others with respect.

————

Our technologies touch all people and the quality of their lives.

Products

Improving sustainability of our products and services while enabling customers to achieve their goals

————

A strategic focus to advance health and science.

Planet

Reducing the impact of our operations. Net-zero commitment.

————

Technologies deployed by our customers to solve societies biggest challenges

Prosperity | Enabling better health and advancing science to create shared prosperity for all.

Our Reporting Framework

We have used the Global Reporting Initiative (GRI) standards to guide our reporting over many years, and this year we are reporting in accordance with the new standard released in 2021. And for the second consecutive year, we're reporting Sustainability Accounting Standards Board data (SASB). The UN Sustainable Development Goals are an important guide for our reporting, and this report notes our initiatives that support these UN goals.

Additionally, this marks our first report that includes recommendations from the Task Force on Climate-related Financial Disclosures (TCFD). And to further advance our environmental sustainability goals, we've signed on to the Science Based Targets initiative (SBTi).

See indexes and reports for these initiatives below:

TCFD — TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES	SASB SUSTAINABILITY ACCOUNTING STANDARDS BOARD	GRI
View in Appendix	**View in Appendix**	**View in Appendix**

UN Sustainable Development Goals

When developing new ESG programs or advance existing ones, we consider the following nine UN Sustainable Development Goals due to their relevance to Agilent's mission and operations.

3 GOOD HEALTH AND WELL-BEING

- Advancing the quality of life through our products and services
- Supporting the health, safety and wellness of our employee

5 GENDER EQUALITY

- Supporting pay equity and diversity in leadership and management

6 CLEAN WATER AND SANITATION

- Reducing our water use and intensity
- Making the instruments used to test for impurities or contamination in water and food supplies

8 DECENT WORK AND ECONOMIC GROWTH
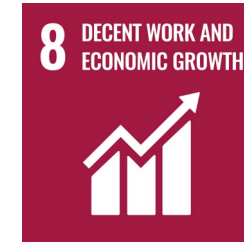
- Creating jobs through expansion and growth
- Cultivating a workplace culture where employees thrive

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

- Investing in R&D, manufacturing technologies and infrastructure
- Advancing scientific innovation through university & research initiatives

UN Sustainable Development Goals

10 REDUCED INEQUALITIES

- Promoting diversity and inclusion in our workforce
- Funding education programs that promote STEM learning in underrepresented communities

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

- Extending the life of our products through refurbishment and reuse while maintaining our high standard of quality
- Sourcing materials from suppliers with high social and environmental standards

13 CLIMATE ACTION

- Committing to net-zero greenhouse gas emissions by 2050
- Reducing Scope 3 emissions by at least 30% by 2030

17 PARTNERSHIPS FOR THE GOALS

- Working with universities, private sector partners, and early-stage companies to advance breakthroughs in life science and to promote quality of life

2021 ESG Highlights

Committed to net-zero emissions by

2050

And reducing Scope 1 and 2 emissions by 50% and Scope 3 emissions by 30%

Since 2014, reduced carbon emissions intensity per square foot by

34%

Reduced municipal water intensity by
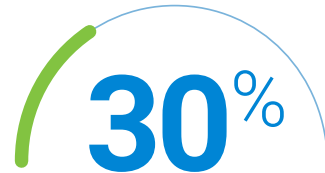
22%

Per square foot since 2014

Diverted

94%

Of our solid waste from landfills

Expanded green labeling of our products

my green lab.

(My Green Lab ACT label)

Increased share of women leaders at the highest levels from 10% to

30%

And increased board diversity

2 Years

into the pandemic we achieved industry leading employee engagement levels

Released our first TCFD report

TCFD TASK FORCE ON CLIMATE–RELATED FINANCIAL DISCLOSURES

Innovation, Research & Development

Building a better world is central to our business. Our products and services are used by scientists, researchers, and clinicians to improve quality of life—from providing better cancer treatments to developing alternative protein sources. We're also active in advancing the state of knowledge and innovation in our sector through investments in R&D, academic research, and innovative early-stage companies.

R&D investments

We have 17 major centers for technology expertise across the US, Europe and Asia Pacific. Our labs collaborate with global leaders in academic, government and industrial research. Agilent's central labs organization works closely with our businesses in technology commercialization. The innovation of our labs enables products with long-term growth and leverage expertise across the company develop next-generation technology and solutions.

Last year, we invested $441 million in R&D in several technologies central to advancing quality of life:

- Mass spectrometry
- Pathology
- Liquid chromatography
- Genomics
- Informatics
- Cell analysis

Academic research

We fund and collaborate with leading university faculty to explore new technologies and methodologies, including through our Thought Leader award program.

Awardees from 2021 include:

Drs. Carl June and Michael Milone of the University of Pennsylvania to support research on defining standards for the design, validation, and manufacturing of cell-based cancer therapeutics.
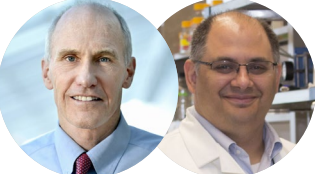
Dr. David Liu of the Broad Institute of MIT to support research to expand CRISPR-based methods including prime and base editing.

Dr. Chris Elliott of Queen's University Belfast in Northern Ireland to develop analytical approaches to solve complex food authenticity challenges, focusing on making complex test methods more routine and easier to use.

Investing in Early-Stage Company Partnerships

To further drive innovation, we make strategic investments in early-stage companies developing solutions based on emerging science with broad market appeal.

Following are some of the early stage companies we invested in during FY21:

Akadeum Life Sciences, the developer of a novel flotation-based target isolation platform technology to solve sample preparation problems

DNA Script, a pioneer in Enzymatic DNA Synthesis (EDS) and DNA printing on demand

Molecular Assemblies, a company developing an enzymatic DNA synthesis technology designed to power the next generation of DNA-based products

Miroculus, a leader in enabling personalized medicine that develops revolutionary tools for personal lab automation

The Societal Impact of Agilent Instruments and Diagnostics

At Agilent, we take pride not only in how our offerings impact our customers, but how they impact their work and the world. From energy storage to lithium-ion batteries used in electric cars, to water and air analysis and beyond, Agilent's instruments and diagnostics tools and services are used in many ways that help advance quality of life.

Chemicals and Energy

Agilent provides technology to monitor and measure sustainable energy sources, while improving laboratory productivity, efficiency, and safety.

Applications include:

- Hydrogen fuel
- Biofuels
- Wind energy
- Energy storage devices
- Organic and inorganic impurity analysis

Agilent solutions also support development of eco-friendly, next-generation advanced materials and ensure safety of consumer products.

Applications include:

- Materials testing and research of eco-friendly products, such as Li-ion batteries for electric cars
- Testing and analysis of advanced polymer and electronic materials
- Detecting harmful contaminants in consumer products and packaging

Food

For over 40 years, Agilent products have been used to ensure food safety, quality, and authenticity. Today, our technology also supports food sustainability and security.

Applications include:

- Analyzing contaminants such as pesticides, toxins, and veterinary drug residues
- Authenticity analysis to mitigate food fraud
- Alternative proteins and sustainably sourced ingredients
- Food packaging and processing
- Nutrition, health, and verifying label claims

Environmental

Agilent provides solutions for analyzing organic and inorganic chemicals in water, soil, air, or food supplies.

Applications include:

- Air analysis and monitoring
- Detecting environmental contaminants like PFAS, microplastics, and toxic algae
- Water analysis
- Analyzing soils, sludges, and sediments
- Measuring contaminant exposure from the environment on humans and biota

Pharma and Biopharma

Agilent provides tools for small molecule pharmaceutical development and manufacturing to drive industry productivity, helping companies to meet their sustainability goals.

Applications include:

- Pharmaceutical impurities analysis
- Mutagenic impurities analysis
- Residual solvent analysis
- Extractables and leachables (E&Ls) analysis
- Elemental impurities analysis
- Content uniformity and polymorph analysis
- Dissolution testing
- Drug toxicity

Agilent provides solutions for biotherapeutic development and manufacturing that drive productivity. Agilent also provides oligo therapeutic APIs and CRISPR guides at commercial scale.

Applications include:

- Protein therapeutics: mAb, fusion, and recombinant proteins
- Synthetic oligonucleotide therapeutics
- CRISPR and gene editing
- Novel mRNA vaccines and AAP/LNP delivery
- Cell therapeutics
- Bulk synthetic oligo therapeutics API
- Bulk CRISPR guides

Clinical Diagnostics

New technologies and a greater understanding of the causes and pathways of diseases moving through the research-clinical continuum is driving a revolution in precision medicine. Agilent enables physicians to identify and treat maladies earlier, more effectively, and at a lower cost.

Applications include:

- **Tissue-based cancer diagnostics:** With a range of complementary pathology staining solutions, we help pathologists increase quality, productivity, and efficiency, while minimizing errors to provide accurate diagnosis for patients.
- **Molecular cancer diagnostics:** The Agilent Resolution ctDx platform noninvasive liquid-biopsy technology enables the development of tests to help oncologists speed the diagnosis and identification of specific cancer treatments.
- **Companion diagnostics:** We partner and collaborate with pharma to deliver world-class companion diagnostics to accelerate precision medicine and improve patient care.
- **Postnatal:** We help detect genetic anomalies to enable postnatal patients and their families to avoid diagnostic odysseys.

Stakeholder Engagement

Agilent engages with a wide range of stakeholders on issues that affect the company's operations. These engagements inform our materiality assessment, our priorities and our goals on a range of ESG issues. **Our core stakeholders include customers, employees, investors and suppliers, with whom we conduct ongoing and concentrated engagement activities:**

- A global **customer experience survey** is implemented in 19 languages across 50 countries worldwide to consistently improve customer experience. The Product Design and Lifecycle Management section of this ESG report details how lab customer survey responses help us better understand their sustainability challenges and how we can help address them.

- An **annual employee survey** is conducted to assess our leadership and employee engagement performance along with many other initiatives. We take great pride in these efforts and the results of our most recent employee survey are included in the Human Capital Management section of this report.

- Regular meetings with investors, presentations at investor conferences, quarterly financial results conference calls, and the annual shareholder meeting, are all aspects of our investor relations efforts. More details are available on the **Agilent Investor Relations website.**

- Setting high standards for integrity and quality among our **suppliers** and actively engaging with them to ensure performance standards and measures are met is a priority. See more in the Supply Chain Management section.

We also engage with stakeholders beyond this core to include government agencies, community organizations, members of the media, industry standard-setting organizations, and non-governmental organizations. Much of this engagement is through participation in industry and trade groups at local, regional, state, national and international levels to address emerging issues; develop industrywide approaches to environmental and social challenges; and to identify areas to cooperate with other groups on common concerns.
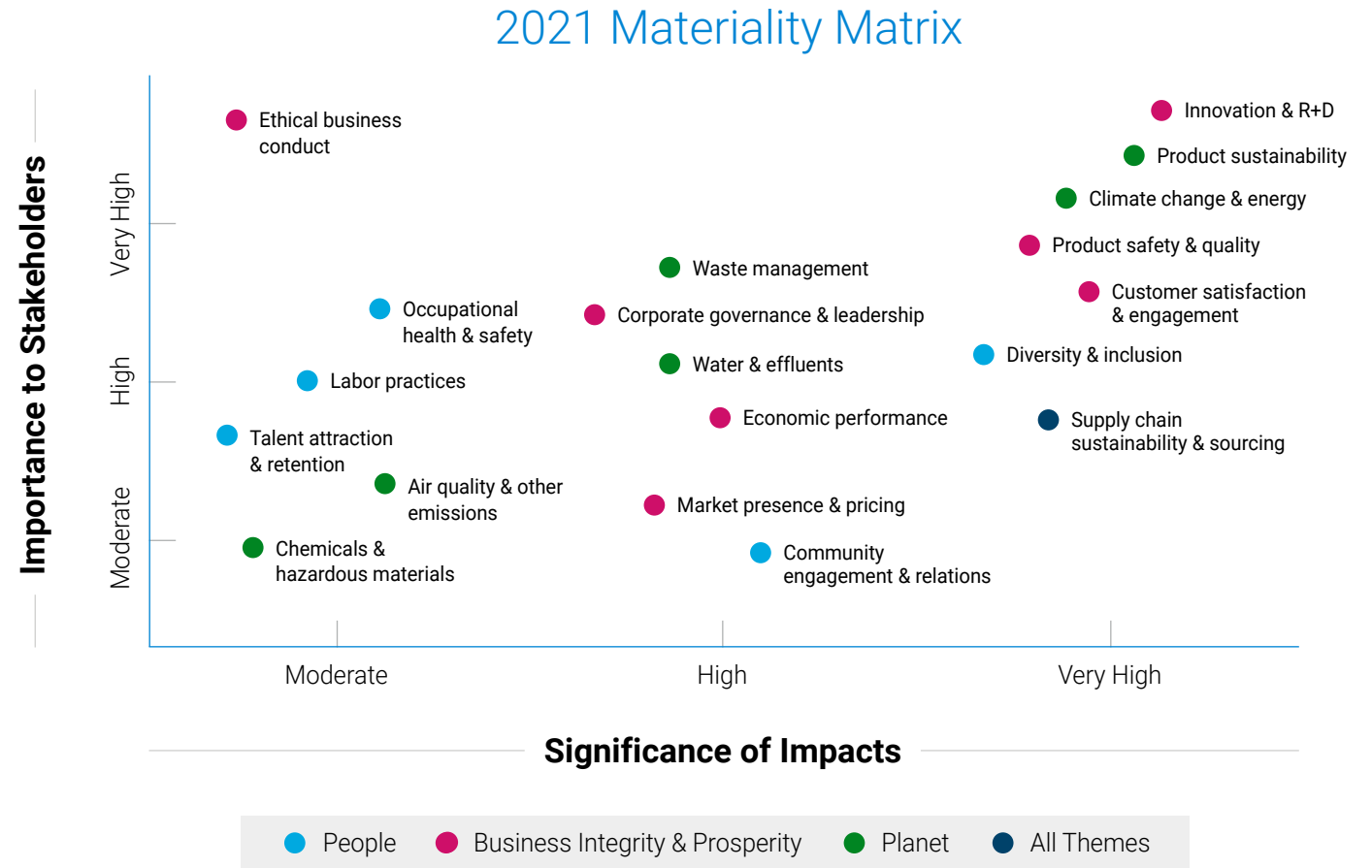
Materiality Assessment

Our materiality assessment is a fundamental element of our stakeholder engagement process. Through periodic surveys of our stakeholders, we identify environmental, social and governance topics of greatest relevance and use the results to inform our business planning, strategies, goals, and reporting.

Our materiality matrix highlights the issues that are most important to our business and to our stakeholders.

We conducted our first materiality assessment in 2019. We updated that assessment in early 2021, and we expect to issue another update in next year's ESG report.

2021 Materiality Matrix

Importance to Stakeholders (Moderate → High → Very High)

- Ethical business conduct
- Innovation & R+D
- Product sustainability
- Climate change & energy
- Product safety & quality
- Waste management
- Occupational health & safety
- Corporate governance & leadership
- Customer satisfaction & engagement
- Water & effluents
- Diversity & inclusion
- Labor practices
- Economic performance
- Supply chain sustainability & sourcing
- Talent attraction & retention
- Air quality & other emissions
- Market presence & pricing
- Chemicals & hazardous materials
- Community engagement & relations

Significance of Impacts (Moderate → High → Very High)

Legend:
- People
- Business Integrity & Prosperity
- Planet
- All Themes

Environment

Last year we took several important steps in our response to the climate crisis—from committing to net zero to further institutionalizing sustainability into our product development and lifecycle process, helping our customers reach their sustainability goals.

We also made progress on key environmental goals we set for ourselves to reduce energy, water use, solid waste, and emissions. And we updated our emissions goal to reflect a more aggressive reduction to meet our net-zero commitment.

In this environmental report, we recount our progress toward those goals, report environmental metrics, and then discuss new initiatives and how our actions are becoming further integrated into all aspects of our value chain.

Agilent has been listed on Corporate Knights's Global 100 ranking of the most sustainable corporations in the world for:

7 **Consecutive Years**

Agilent has also ranked in the top three on Barron's 100 Most Sustainable Companies for:

3 **Consecutive Years**

Our progress last year toward our existing goals:

Goal	Progress
By 2024, reduce our energy intensity by 10% (2014 baseline)	**Ahead of goal:** 12%
By 2024, reduce water intensity by 20% (2014 baseline)	**Ahead of goal:** 22%
By 2021, divert solid waste from landfills by 95%	**Just below goal:** 94%
By 2025, reduce Scope 1 and 2 emissions intensity by 25% (2014 baseline)[1]	**Ahead of goal:** 34%

Below is our updated goal to meet *net-zero greenhouse gas emissions by 2050*.

Goal (2019 baseline)	Target Date
Reduce Scope 1 and 2 emissions by 50%	**2030**
Reduce Scope 3 emissions by 30%	**2030**
Achieve net-zero emissions	**2050**

In the following pages, we explain how we're achieving those goals and provide metrics reflecting our progress.

1. Scope 1 and 2 emissions intensity goals were effective as of FY21. It was updated in 2021 from previous goal: "By 2024, reduce Scope 1 and 2 emissions intensity by 10 percent (2014 baseline)",

Managing Environmental Sustainability

Environmental management of our internal operations is led by our Global EHS Director, who reports to the Vice President of Workplace Services and Head of ESG Programs. The EHS Management team plays a central role in managing energy, waste, water and emissions of all our sites worldwide.

Agilent's **EHS management system (EHSMS)** has been implemented at our major manufacturing sites, with five sites certified to ISO 14001 under a multi-site certification and Beijing certified to both ISO 14001 and ISO 45001.[2] These sites are internally audited against the same criteria as relevant to site operations, regardless of certification status. Updated annually, we also maintain a global EHSMS risk and opportunity register that identifies risks by risk levels, mitigation measures, opportunities, recommended actions and related objectives and targets. Priority issues include energy/emissions, waste, water use, and chemical management. In addition to our EHS management team, we task leaders and experts across disciplines and groups to work together to solve complex sustainability problems and implement innovative solutions.

2. Sites that meet one of our minimum threshold criteria are brought into our global EHSMS:
i) at least 20 production employees, ii) presence of high-risk activities, iii) more than 50,000 sq. ft facility.

Much of our environmental work happens through the following teams:

The Research and Development/New Product Introduction (R&D/NPI) Sustainability Group

Led by our Chief Technology Officer, the team drives our product development culture to ensure sustainability is embedded at each phase of the product development and lifecycle process. They look for ways to leverage sustainability to further innovate new products that advance scientific breakthroughs while advancing environmental progress. This group also seeks ways to help our lab customers achieve their own environmental goals through our sustainable products and services, including instruments and digital lab technology that reduce energy use.

The Order Fulfillment and Supply Chain (OFS) Team

The OFS team works across the organization with R&D, Workplace Services/EHS, Global Sourcing, and business units to support, develop and operationalize initiatives that contribute to our environmental goals and objectives. The current objective is to provide tools and resources to accelerate Agilent's progress on achieving net-zero emissions and other sustainability goals. The team plays an important role in applying the latest manufacturing technologies and strategies to manage our supply chain in a sustainable way. They take a holistic view to implementation, ensuring systems are in place support sustainability efforts over the long term.

The Sustainability Forum

The Sustainability Forum brings together a multidisciplinary group of employees to enable cross-pollination of ideas, identify new opportunities, and reinforce sustainability as a core area of focus. Each month, members of the forum present their environmental and social sustainability innovations, programs, achievements and plans. Topics from 2021 include sustainable packaging, supply chain sustainability, and advances in integrating sustainability into new product development.

Agilent Procurement ESG Team

This team assembled last year to begin working on plans to engage suppliers regarding their carbon emissions. The team has begun to 1) understand the total picture of Agilent's ESG Program and the impact to suppliers; 2) identify what is needed from our suppliers over the life of the commitment; and 3) define the overall strategy and plans to achieve the desired results. The team will officially kick-off programs in 2022 to work with suppliers on reducing Scope 3 emissions to acheive our short-term reduction goals and net-zero emissions by 2050.

Climate Change

For the first time, we're reporting our progress on emissions and climate risk according to the **Task Force on Climate-related Financial Disclosures (TCFD)** recommendations. This supplements our GRI and SASB reporting, which we also included in this year's report.

TCFD | TASK FORCE ON CLIMATE–RELATED FINANCIAL DISCLOSURES

View our TCFD report.

Greenhouse Gas Emissions Management

Last year Agilent made an important commitment to **achieve net-zero greenhouse gas emissions (GHG) by 2050.** Our net-zero commitment includes how we work with customers and suppliers, how we manage our internal operations and how we design our products. In short, it includes everything we do.
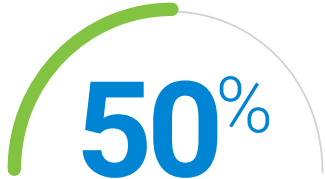
We have committed to interim GHG emissions reduction targets.
From a baseline of 2019, we plan to reduce by 2030:
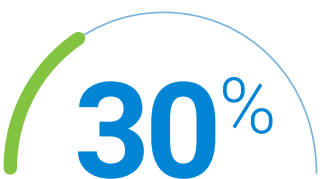
Scope 1 emissions by:

50%
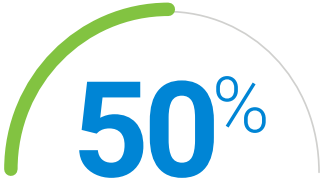
This includes direct emissions from owned or controlled sources.

Scope 2 emissions by:

50%

This covers indirect emissions from the generation of electricity, steam, heating and cooling that Agilent purchases.

Scope 3 emissions by:

30%

This encompasses emissions throughout our value chain not controlled by Agilent, including those from purchased goods and services to use of sold products to end-of-life disposal.

Agilent Head of ESG Programs Neil Rees explains Agilent's commitment to net-zero emissions by 2050

Neil Rees
Vice President, Head of ESG Programs
Agilent Technologies

As part of our net-zero goal, we committed to setting science-based emissions reduction targets (near-term targets), in line with the Science Based Targets initiative (SBTi) Criteria and Recommendations. This will ensure our actions are externally validated and aligned with the scientific consensus to limit global warming to 1.5°C above pre-industrial levels, which is required by the Paris Agreement.

Scope 3 makes up the majority of our GHG emissions. Meeting our reduction goals will require close collaboration across our supply chain. In FY21 we began developing plans to engage and evaluate suppliers on their GHG emissions and will report on our progress in subsequent ESG reports.

We manage our energy and emissions performance through our EHSMS. On a quarterly basis, we review our energy use and emissions and adjust if negative trends emerge, keeping us on track to meet our annual targets and multi-year emissions and energy reduction goals.

In 2021, we exceeded our 2025 short-term emissions intensity target to reduce emissions per square foot by 25% and have already achieved a reduction in our emissions per square foot by 34%. We will now focus on achieving our interim net-zero target of a 50% reduction in emissions by 2030. Solar installations along with energy efficiency projects from 2021 are expected to lead to an annual reduction of 970 MT of CO_2e emissions.

Steps we have taken in FY2021 toward these goals include:

Supplier Engagement on Scope 3 Emissions Reduction

We began developing a plan for engaging suppliers to reduce our Scope 3 emissions

Renewable Energy Investments

We completed two new solar projects at manufacturing sites in China and Australia

Energy Efficiency Projects

We continued facility and process upgrades in manufacturing facilities related to lighting, cold water pumps, cooling towers, heating, and ventilation

Sustainability Audits

We commissioned third-party sustainability audits at multiple sites to determine additional energy efficiency and renewable energy opportunities

Renewable Energy

Since our first large onsite project in 2008, we now have over 6.4 MW of installed capacity as of the end of FY21. Two new projects were completed at the end of FY21 and first quarter of FY22.
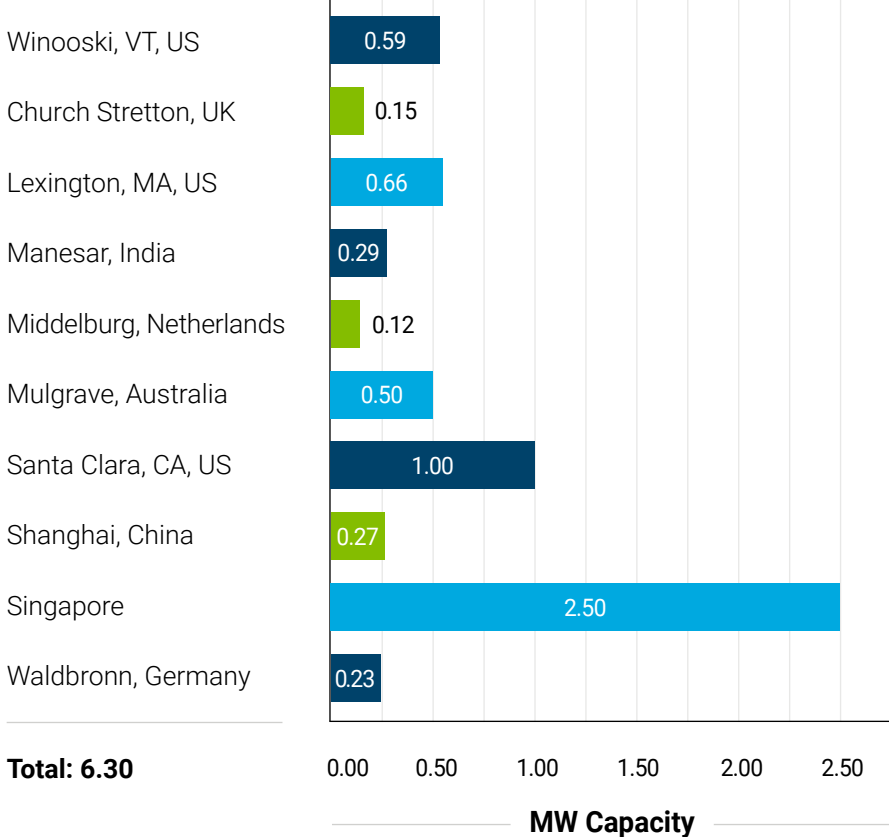
In Shanghai, China, we installed a photovoltaic system on the roof of our manufacturing site to power the facility's lighting and operations, which we expect to save 245 MT of CO_2e per year.

In Singapore, we installed a photovoltaic system to provide clean, renewable energy for plant operations and lighting, which we expect to save over 1900 MT of CO_2e per year.

Onsite Renewable Energy Projects

Location	MW Capacity
Winooski, VT, US	0.59
Church Stretton, UK	0.15
Lexington, MA, US	0.66
Manesar, India	0.29
Middelburg, Netherlands	0.12
Mulgrave, Australia	0.50
Santa Clara, CA, US	1.00
Shanghai, China	0.27
Singapore	2.50
Waldbronn, Germany	0.23

Total: 6.30

MW Capacity

Scope 1 and Scope 2 GHG Emissions (MT CO2e)

	2019	2020	2021
Scope 1	**9,192**	**10,961**	**11,447**
CO2	**7,693**	**9,380**	**9,561**
CH4	**239**	**252**	**301**
N2O	**1,260**	**1,329**	**1,585**
Scope 2 location-based	**39,735**	**41,705**	**36,577**
Total Scope 1 + Scope 2	**48,927**	**52,666**	**48,024**

Note: The 2021 increase in Scope 1 emissions is due to the addition of the Frederick, Colorado and Lexington, Massachusetts sites.

Scope 3 Emissions (MT CO2e)

	2019	2020	2021
Agilent Fleet (US)	**8,849**	**6,911**	**6,976**
Transportation and Distribution*	**139,715**	**101,453**	**68,753**
Business Travel**	**20,437**	**6,906**	**3,640**
Total Scope 3 Emissions	**169,001**	**115,270**	**79,369**

* Kintetsu World Express, one of our third-party logistics vendors, reported a significant reduction of estimated CO2e emissions in 2021 based on a change in the emissions calculations methodology for long- and short- haul flight factors

** Business Travel: Air & Rail, Rental Cars

GHG Emissions Intensity

	2019	2020	2021
Scope 1 + 2 Intensity (MT CO2e/ft2)	**0.01283**	**0.01320**	**0.01124**

Reduction Of GHG Emissions GRI from new energy projects

	2019	2020	2021
Scope 1 + 2 (MT CO2e)	**492**	**2795**	**970**

Annualized reductions are theoretical based on the predicted reduction in electricity usage as a direct result of GHG reduction projects in FY21. The 970 MT CO2e quoted is the is total expected annualized reduction in usage and not the actual total realized in FY21 as these projects were completed over the duration of FY21 and early in FY22.

Energy Management

We set a goal to reduce energy intensity per square foot by 10% by 2024 (2014 baseline), and we exceeded that goal in 2021, reducing energy intensity by 12%. To meet our energy reduction goals, we continue evaluating new energy conservation projects and infrastructure improvements with significant long-term environmental and financial potential. We have engaged a third-party vendor in a multi-year effort to conduct sustainability audits at sites with significant energy consumption. We implemented or are in the process of evaluating dozens of recommended projects including solar PV, upgrading and replacing HVAC systems, waste heat recovery, power factor correction, and building automation systems for lighting, HVAC and chillers.

OFS also instituted a variety of energy savings projects at our manufacturing sites, such as:

- At our manufacturing facility in Shanghai, we invested in more efficient freezers with improved thermal stability and precise controls. These upgrades resulted in reduced energy by 6% per 1 degree increase, saving up to 484 kWh/year per freezer.

- Our gas chromatography–mass spectrometry division was using hazardous chemical solvents to remove possible contaminants on parts we receive from our suppliers prior to assembly into the final instrument. These solvents were highly flammable, which necessitated costly fire suppression systems and consumed significant amounts of energy due to a high boiling point. We custom designed and rolled out a new cleaner in 2021 that is non-flammable, biodegradable, and effective for our application, reducing energy use and improving safety.

We consumed approximately 163,000 MWh of energy in 2021, primarily from the use of electricity and solar PV, and small amounts of gas or fuel oil for onsite heating and energy needs at our site in India.

Energy Consumption

Direct	2019	2020	2021
Renewable (solar)	6,809	16,867	22,855
Natural gas	143,273	173,305	184,055
Diesel fuel	1,323	304	439
Propane	1,961	2,167	2,026
Total Direct Energy Consumption (GJ)	153,366	192,643	209,375

Indirect	2019	2020	2021
Grid Electricity	360,166	353,851	356,426
Heating	19,693	20,671	20,863
Total Indirect Energy Consumption	379,859	374,522	377,289
Total Direct + Indirect Energy Consumption (GJ)	533,225	567,165	586,664
Total Direct + Indirect Energy Consumption (kWh)	146,060,472	159,781,314	162,874,797

Note: The 2021 increase in energy consumption is due to the addition of the Frederick, Colorado and Lexington, Massachusetts sites

Energy Intensity (kWh/sq. ft.)

	2019	2020	2021
kWh	146,060,472	159,781,314	162,874,797
sq. ft.	3,812,399	3,990,082	4,271,003
Energy Intensity	38.31	40.04	38.14

Estimated Reduction of Energy Consumption from New Measures (GJ)

	2019	2020	2021
Electricity	3,107	12,992	6,840
Total Energy Saved	3,107	12,992	6,840

Note: Estimates are typically based on efficiency improvements, power consumption reduction etc.

Water & Wastewater

Each quarter, we track our progress toward our municipal water use reduction goals. These progress checks allow us to make any necessary adjustments in an effort to meet our annual expectations. Our current target is a 20% reduction in water intensity over 10 years from a base year of 2014. In 2022, we reduced water consumption per operational square foot by 22% against a 2021 target of 14%, which also exceeded our 2024 goal.[3]

We will be conducting a water scarcity assessment in all of our operations in 2022, and then determine whether further mitigation is needed at any of our sites.

Agilent sites discharge water related to domestic sanitation, production operations and cooling systems, which varies by site. A small amount of water is discharged from onsite water treatment plants and is subject to local permit and environmental considerations. Surface water is normally discharged to local surface water infrastructure and protected from any potential contamination on site. The total water discharged to the sewer takes into account losses from evaporation and irrigation of site grounds.

Water Consumption (1,000 m3)

	2018	2019	2020	2021
Groundwater	157	136	119	114
Third-party water	341	347	307	339
Total water withdrawal	498	483	426	453
Normalized withdrawal (m3/site sq. ft)	0.141	0.137	0.121	0.116

Water Discharged (1000 m3)

	2018	2019	2020	2021
Total water discharged	421	404	356	376

3. In absolute terms this has amounted to a 12% reduction in water consumption in Agilent's operations even though we've grown our operations and added sites to the operational portfolio.

Waste is identified as one of Agilent's significant environmental aspects. **In fiscal year 2021, we:**

Achieved 94% solid waste diversion,

94%

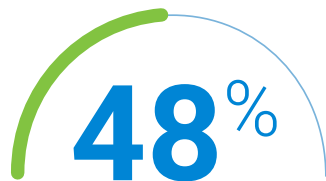that's a **5.6% increase over the 2020 fiscal year** and just shy of our goal of 95%.

Diverted 10,150 metric tons of total waste from disposal,

10,150

that includes **7,708 metric tons of hazardous waste.**

~ 1 Ton

Used 48% recycled materials

48%

in our certified pre-owned products.

Individual sites achieved in 2021 the following hazardous waste reductions by using improved cleaning procedures and materials:

Eliminated 700 liters of sulfuric acid with peroxide waste

700

and **80 liters of other caustic solvents** per year by eliminating unnecessary steps and utilizing alternative cleaning methods

~ 1,000 Liters

Reduced solvent consumption by 17,000 liters per year

17,000

by replacing manual wet bench with an automated wet bench process

Diverted 600 gallons of solvent per year

600

by installing a valve to segregate solvents during maintenance, which allows waste re-use

~ 100 Gallons

Reduced solvent consumption by about 24,225 liters per year

24,225

by installing a valve to segregate solvents during maintenance, which allows waste re-use

Additional Waste Reduction Highlights

- Eliminated radioactive waste and potential employee exposure by switching from radioassay to direct unit conversion for enzyme qualification

- Replaced paper certificates of analysis with scannable QR codes, eliminating use of 560,000 printed sheets of paper per year, reducing paper and ink consumption by approximately 70%, and saving energy by eliminating an automated paper folder.

- Began reuse of boxes used for packaging microassays during processing, reducing packaging waste by 40 plastic boxes a month

Waste Generated and Diverted (MT) by disposal method

Non-Hazardous Waste	2019	2020	2021
Reuse*	-	-	175
Composting	388	154	130
Recycling	1,915	1,797	1,603
Incineration (mass burn)	374	352	535
Landfill	470	261	164
Total non-hazardous waste	3,147	2,564	2,606
Landfill diversion rate	85%	90%	94%
Hazardous Waste	2019	2020	2021
Recycling	1,614	1,507	1,611
Incineration (mass burn)	981	2,833	4,512
Landfill	-	-	4
Treated	2,378	2,837	1,584
Total hazardous waste	4,973	7,177	7,712
Total Hazardous and non-hazardous waste	8,120	9,741	10,318

Product Design & Lifecycle Management

When we consider sustainability throughout the lifecycle of our products, we do it not only to meet our own sustainability goals, but to help our customers meet theirs. Labs are resource intensive, and lab managers increasingly are making sustainability a priority.

In fact, our 2021 survey of lab managers found that 87% reported that sustainability goals—from reducing energy and water consumption to cutting emissions and purchasing green products—figure prominently in their lab operations. 83% of lab managers reported that more work is needed to achieve their sustainability goals.

This customer input informs the work of Agilent's **R&D/New Product Introduction (NPI) Sustainability Team,** which promotes sustainability education and awareness across Agilent's technical community and strives to ensure that sustainability is an intentional element of the product design and lifecycle process. Formed in 2019, the team is led by Agilent's Chief Technology Officer, who heads up R&D and innovation at Agilent.

The strategic intent of the R&D/NPI Sustainability Team is to drive an intentional product development culture and process of sustainability at Agilent to 1) advance our environmental goals and those of our customers and 2) ensure Agilent products and services are the industry-leading sustainable choice.

Below are three areas of focus the team established for the coming year:

Partnering with My Green Lab

We're working with My Green Lab, an independent sustainability organization, to have select instruments independently audited for the organization's Accountability, Consistency, and Transparency (ACT) label, which provides information about the environmental impact of a product, enabling customers to make better informed, sustainable choices.

Educating employees and customers

We're educating employees about sustainability to promote behavior change, and to encourage a strong sense of ownership to ensure sustainability remains central to our culture and processes. We're also educating customers about leading practices in lab sustainability and how our products and services can support their sustainability goals.

Focusing on sustainability in the product lifecycle

Sustainability should be just as integrated into a product's lifecycle as performance, quality, usability and other user benefits. We will formalize criteria used to consider environmental factors—from energy usage and carbon emissions to waste generation and material selection and use.

We consider sustainability throughout each point in a product's lifecycle—from energy use to material selection
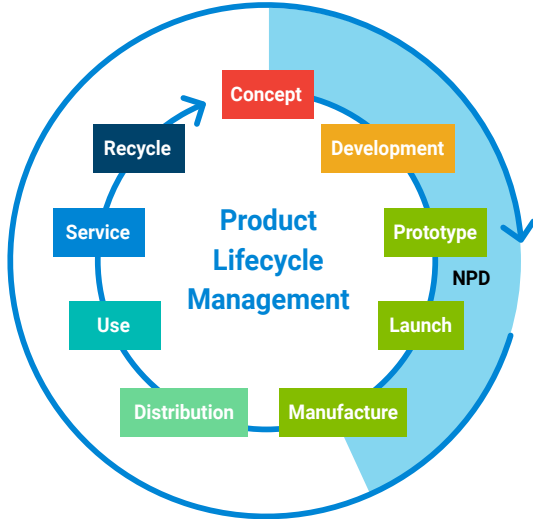
The work of the R&D/NPI Sustainability team builds on many years of environmental efforts at Agilent, including instruments on the following pages that offer reduced energy use and waste.

Examples of Agilent Instruments with Lower Energy Use:

The Intuvo 9000 Gas Chromatograph

Uses an efficient direct heating system that requires less than half the electrical power of a conventional gas chromatography while also significantly reducing the heat energy emitted back into the lab.

5800/5900 Inductively Coupled Plasma–Optical Emission Spectrometer RF generator and Main Power Module

Reduces the amount of electrical power required by 40%. The reduced exhaust extraction means there is a lower requirement of A/C that further reduces electrical power.

8700 Laser Direct Infrared Spectrometer

Uses a low-powered quantum cascade laser as its light source instead of a thermal glow bar (powerful incandescent light bulb) that previous versions used.

Cary 3500 UV-Vis Spectrometer

Consumes less energy by having a xenon flash lamp that only flashes when taking a measurement. By comparison, standard deuterium/tungsten lamps remain on continuously and require annual lamp replacement.

TwisTorr 305 turbo pumps

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

Examples of Instruments with Reduced Hazardous Waste:

IDP dry scroll pumps

Oil-free vacuum pumps for GC/MS are clean, green and affordable, completely removing the need to use any oil in the analytical process.

InfinityLab Poroshell 120 Columns

Dimensions of inner diameter (ID), length, and particle size are reduced to lower solvent consumption up to 86%, and analysis time up to 67% per analysis.

InfinityLab Stay Safe caps

Stops harmful solvents from evaporating into the lab air, protecting workers in the lab environment.

InfinityLab Supercritical Fluid Chromatography Solutions

The 1260 Infinity II SFC/UHPLC Hybrid System and the 1260 Infinity II SFC System provide low solvent consumption and less waste for true green chemistry through uses of food-grade CO_2 instead of hazardous solvents.

OneNeb Nebulizer technology

By increasing nebulization efficiency and with a low uptake rate, the OneNeb universal nebulizer can reduce acid and reagent volumes used for sample preparation and therefore reduce waste compared to conventional nebulizers.

Examples of Instruments with Reduced Nonhazardous Waste:

The TRS100

Transmission Raman is a nondestructive technique, performing solid-state analysis on tablets, capsules, and powders without the need for solvent extraction.

8900 Inductively Coupled Plasma QQQ (triple quad) Mass Spectrometer

Increased the use of recyclable materials, such as plastic components. High matrix tolerance lowers the need for sample dilution, resulting in less waste to dispose of. Low flow sample introduction reduces reagent use and volume of waste for disposal.

Cary 630 Fourier Transform Infrared Spectrometer

The Cary 630 FTIR Dialpath and Tumblir accessories eliminate the need for liquid cells. Less volume of the sample means significant reduction of cleaning agent and rinsing solvent waste.

Product Sustainability Labels

When the Agilent R&D/NPI Council was formed in 2019, the group searched for industry initiatives and green certifications that provide independent standards and validation for sustainable lab products.

This led to forming a partnership in 2019 with My Green Lab, a nonprofit organization "run by scientists for scientists" to build a global culture of sustainability in science. My Green Lab's flagship programs, Green Lab Certification and the Accountability, Consistency, and Transparency (ACT) Label for Laboratory products, are designed to address the resource intensive nature of labs. The ACT label is the first "eco-nutrition" label for the laboratory supplies industry. The ACT label provides scores on the environmental impact of manufacturing, using, and disposing of a product and its packaging, so customers can make better-informed, sustainable choices.

Agilent was the first company to have high-end lab instrumentation assessed for the ACT label, which now includes about 30% of our instruments, accounting for approximately $1 billion in revenue. This includes some of our largest product families in liquid chromatography (LC), mass spectrometry (MS), and gas chromatography (GC). Agilent products with the ACT label can be found on the **My Green Lab ACT database.**

My Green Lab has certified 700 labs in 30 different countries and we are proud to be their sponsor in this effort. One of our top priorities is ensuring that our customers can reduce their environmental impact without sacrificing quality, and offering laboratory supply chain instruments with My Green Lab's ACT label is an essential part of this effort.

Agilent is proud to be the first Transformative Level sponsor of the My Green Lab Certification program.

In 2021, the UN selected My Green Lab certification as a key indicator of progress for its Climate Change (UNFCCC) High-Level Climate Champions' 2030 Breakthroughs campaign. The campaign established 2030 targets needed across 30 sectors to achieve net-zero emissions by 2050. One of the industry targets calls for 95% of labs across major pharmaceutical and medical technology companies to achieve My Green Lab "Green" level certification by 2030.

Reusing and Recycling Our Instruments and Parts

To reduce the amount of waste of our instruments, we offer our customers the ability to trade-in an instrument for a new one, sell a pre-owned instrument back to us, and return decommissioned instruments to us for recycling, even if it was purchased from another vendor.

The program includes most of our product lines, including the following instrument families:
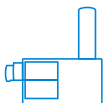
- Liquid chromatography
- ICP/MS
- Gas chromatography
- Atomic spectroscopy
- LC/MS
- Molecular spectroscopy
- GC/MS
- Cell analysis and electrophoresis

For pre-owned instruments in good condition, we inspect, refurbish and re-sell those that meet our strict quality control measures through our Agilent Certified Pre-Owned Instruments program. For instruments that cannot be refurbished to our high standard, we reuse parts in good condition, and recycle as much as possible.

In FY2021, we:

- **Bought back over 900** used instruments from our customers;
- **Sold over 3,500 certified pre-owned instruments;** and
- **Received 2,000 instruments** through our instrument return program.

Agilent engineers refurbish each instrument using the same quality control measures as for new instruments to ensure high performance and longevity. All certified pre-owned instruments include 12-month warranties with the option to extend, and ship with new software and accessories, just as new instruments do.

We make it easy for customers to trade-in or recycle an instrument by offering packaging, deinstallation, and convenient shipping at no additional cost to the customer. We also deploy reusable packaging for 90% of instruments traded-in or bought back by sales volume.

Sustainable Packaging

Our sustainable packaging program is managed by the Order Fulfillment and Supply Chain team. The program focuses on products and shipment of goods. **Below are specific initiatives we are taking to make our packaging more sustainable:**

1 ▸ Optimize design

- Reduce packaging size and volume of materials used
- Reduce amount of plastic packaging materials used

2 ▸ Source sustainably

- Increase use of sustainably sourced materials
- Increase recycled content in all packaging materials
- Reduce use of foam when not needed
- Replace use of plastic and other non-sustainable materials with paper-based alternatives
  - Plastic air pillows with paper-based alternatives for void fill and non-fragile items at our factories and logistics centers
  - Plastic envelopes with paper-based alternatives
- Explore sustainable materials-based alternatives to reduce our use of EPS coolers for cold shipments

3 ▸ Support recycling

- Increase the recyclability of packaging
- Improve packaging end-of-life scoring (achieved through the My Green Lab ACT label)
- Enroll as a member of How2Recycle label system that allows companies to track their entire packaging portfolio's recyclability
- Provide customer education materials to show how to properly dispose of packaging

Agilent is increasingly leveraging reusable packaging to reduce waste. Packaging used in our Certified Pre-Owned Instruments Program, for example, include cardboard boxes, plastic pallets, nylon sleeves, and lashing straps that are recycled and used for multiple instrument returns. We also aim to reduce our annual shipment volumes, which are currently approximately 10,000 tons per year. By changing how products are packaged and consolidating shipments, we expect to reduce annual shipment volumes by as much as 400 tons per year.

Social

Human Capital Management

Cultivating a talented, diverse, and engaged workforce is central to achieving our mission of advancing the quality of life. Our goal is to be a top workplace and employer of choice in every country in which we operate. Over the past year, we continued advancing programs and initiatives to achieve this, building a workplace where people can thrive, advance innovative ideas, and work toward strategic goals—all as One Agilent.

Launched in 2015, our One Agilent culture has been instrumental in driving strong human capital management performance. Three key ideas shape the culture:

- Passion and drive to lead, win, and grow as One Agilent
- Intense focus on our customers, acting as owners, innovating, and simplifying with urgency
- Welcoming feedback, recognizing our successes, and continuously developing

This culture is underpinned by values we reinforce through leadership practices, training at all levels, and communication. Those values include trust, respect, teamwork, innovation, contribution, and uncompromising integrity. We emphasize this along with speed, focus, and accountability.
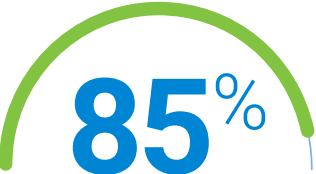
Employee Engagement

Leadership Survey Results

Our employees are engaged and passionate. And that's evident in our results—our consistent growth, the innovative new products we launch, and our excellence in the customer experience. But we also see it in the feedback we received last year directly from our employees. Each year we conduct an in-depth anonymous third-party engagement survey of our global workforce. We conducted this survey in spring of 2021 and a large majority of employees responded—88% of the workforce, a total of 14,642 team members, a similar percentage as the prior year. This rate is considered well above the industry average. We also scored above the 90th percentile compared with hundreds of comparable companies that surveyed their employees on similar topics.

Employees were asked to rate leadership's performance on a number of questions. Below are the results for each thematic area:

85%

Believe we have the right strategy

87%

Feel we have the right team

85%

Say we have the right environment

Among the most important results in a job market where competition for talent is high, 87% of Agilent employees reported being highly engaged and 90% would recommend Agilent as a great place to work. We registered our highest scores on questions related to workplace culture. 94 percent are motivated by Agilent's mission and vision and feel supported by their manager in making decisions about their health and well-being.

We also ranked high on diversity and inclusion: 92% feel Agilent enables people from diverse backgrounds to excel and 92% feel managers and employees value diversity and inclusion. And even as the prior 15 months brought unprecedented challenges to our work and personal lives, 97% of employees agreed that "Agilent is doing what is necessary to support our customers during the Covid-19 pandemic."

Over the previous year's survey, we saw an eight% increase in the share of employees who reported feeling connected to the Agilent culture. And the number of employees who reported feeling highly engaged increased by 3% over the previous year.

We also learned from our employees of ways we can continue to improve in terms of ease of doing business, resourcing of business priorities, and in supporting speed, flexibility, and innovation. Our CEO shared results of the survey through an email letter sent to all employees worldwide, along with steps we're taking to make Agilent even stronger. Those steps are outlined in an action plan developed with leaders of each business unit that identifies priority items, creates short and long-term strategies to address them, takes actions to achieve interim milestones, and shares the success when desired results are achieved.

Engaging a Remote Workforce

As the pandemic entered its second year, 70 percent of our workforce continued to work from home. **We took concrete steps to ensure employees continued to feel supported and connected to the immediate teams and the larger company, including:**

- Holding annual employee Town Hall meetings, quarterly meetings for managers, quarterly "coffee chats" with each division, and smaller team events to build connections.
- Sponsored events within our Employee Network Groups to bring people together to hear from guest speakers around observances such as Black History Month and International Women's Day.
- Offering wellness resources, including an emotional wellness program design to build a safe work environment and connect employees with supportive resources when they need them.
- Improving technology to ensure employees could easily connect through a variety of video conference technology (in office and remote), chat, and virtual workflow collaboration tools.
- Flexibility to juggle caregiving duties during periods of school and childcare facility closures.

- Ongoing training for managers on how to effectively lead remote teams.
- Thank You days, which are additional paid days off given to all eligible employees to reward them when strong results are achieved.

92% said they have the tools to work productively and 91% said their physical work environment enabled them to do their job safety and effectively. We also recognize that remote work will continue to be increasingly common as offices begin to open in 2022, particularly in a global labor market where competition for top talent remains strong. Over the last year, we have invested in equipping our conference rooms with advanced virtual meeting technology to ensure remote and in-person teams can continue to collaborate effectively.

Acquisitions and Employee Engagement

Part of Agilent's growth is based on strategic acquisitions of innovative companies that help us advance our mission. To ensure acquisitions are successful, we assemble a cross-functional team composed of human resources, business systems and processes, operations, and communications specialists, and other business functions to integrate employees of new companies into the Agilent culture and way of doing business. The process includes regular meetings with senior leaders on high-level strategy to day-to-day operations, a monthly newsletter, and smaller group meetings to coordinate steps at each stage of the integration. We also conduct regular surveys of the acquired team, share results of the survey with them, and show our plan for promptly addressing any questions or issues.

Employee Engagement Through Giving and Volunteerism

We also engage our employees through our giving and volunteer benefits. We match most charitable contributions of our employees up to $25,000 per calendar year per employee, and provide an online platform that makes giving easy, connecting our employees to thousands of local, national, and international nonprofit and charitable organizations.

Additionally, we offer employees up to six paid work days of volunteer time off per calendar year to serve at eligible nonprofits of their choosing. Last year, our employees used this time off to serve people experiencing homelessness, clean the environment, and assist at Covid vaccination sites.

We also introduced a "Dollars for Doers" program last year, which gives an employee a $25 credit for each hour they volunteer during non-working hours at an eligible charity. The funds are then placed in an account where the employee can donate them to a nonprofit organization of their choice.

See more about the impact of our foundation and corporate giving program in the Community section of this report.
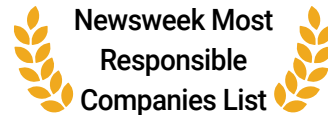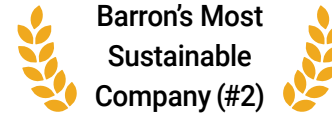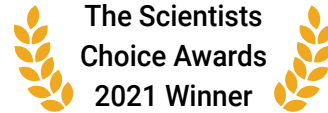
Working at Agilent

Agilent is certified by the Great Place to Work Institute in nine country locations, including China, Germany, India, Malaysia, Singapore, Spain, South Korea, the United States, and the United Kingdom. The certification is based on an independent survey of employees about their experience at the company on topics related to integrity, collaboration, trust, respect, and equity.

Agilent's 2021 U.S certification was based on survey results in which 86% of those who responded called Agilent a great place to work, compared to a benchmark of 59% of employees at a typical U.S.-based company. Agilent Korea also received their Great Place to Work certification in FY21, the result of a three-year vision to be an even better workplace, which included fostering an environment where talent wants to come, learn, and contribute to Agilent's success.

Agilent has also received numerous other workplace culture awards in 2021, including:

Forbes 2021 WORLD'S TOP FEMALE FRIENDLY COMPANIES POWERED BY STATISTA

Forbes 2021 THE BEST EMPLOYERS FOR DIVERSITY POWERED BY STATISTA

The Scientists Choice Awards 2021 Winner

Barron's Most Sustainable Company (#2)

Newsweek Most Responsible Companies List

"I genuinely feel that those around me are pushing me towards growth and success. And when achieved they are there to applaud my efforts and cheer me on. … my work is recognized by my department and especially my peers."

Great Place to Work U.S. Survey Respondent
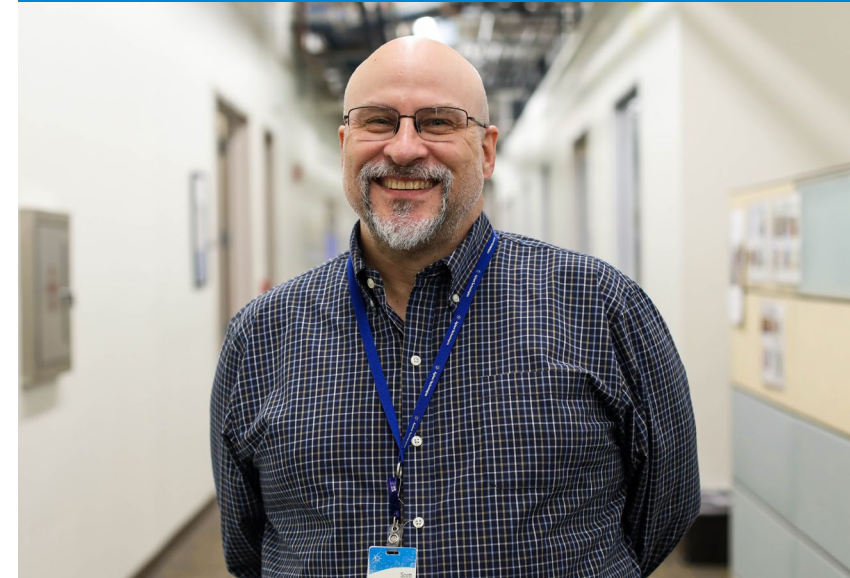
Talent Development

Agilent offers numerous training and development programs, including New Employee Orientation, Leadership Development, Product and Technology, Employee Safety and Security, Legal and Ethical Concerns, and Standards of Business Conduct along with emerging skills and capabilities such as Data Analytics, Digital and Supply Chain Management.

Our training and education program is managed by a senior leader in human resources who collaborates with our Learning Governance Board, which comprises training leads from across the organization and helps guide the program's priorities and implementation. A Learning Council made up of a global community of learning and training professionals across Agilent promotes a high standard in training by sharing best practices, facilitating knowledge sharing, and networking to achieve training objects across business units and functions.

Employees can take courses not only to ensure they are learning best practices for their current position, but also to advance to other positions. For example, if a customer support professional has a desire to advance into field service work, they can take our Agilent University field service engineer training program to learn how to install, operate, maintain, and repair our instruments. Many of our employees have long and varied careers at Agilent, thanks in part to our comprehensive set of education and training offerings.

Function- and job-specific portals help employees build their expertise in their technical and job-related skills. This includes all our Academy portals such as Sales Academy, Marketing Academy, Service Academy, Finance Academy and Order Fulfillment Academy. Within each of these academies, we offer leader-led training to build depth and practice key skills; self-paced online learning to help create a foundation and learn the basics; virtual training to help connect the foundational concepts to real-world application; self-study materials to help with reinforcement; recorded videos to learn from experts as well as specific processes required for the job; and social collaboration and mentoring to support one another in developing the required capabilities.

To encourage learning from anywhere at any time for our global workforce, we make self-paced e-learning available in many of these topics 24 hours a day, seven days a week. We also offer face-to-face classroom experiences, on-the-job learning, and virtual classroom events.

Our development programs fall into the following four categories:

Onboarding and Orientation

All new employees participate in an onboarding experience along with a global orientation program to help them learn about the organization, culture, and how to "own your own career" at Agilent. They also learn about our standards of business conduct, and compliance with data, security and other operational processes. Additionally, each business unit has a training to introduce the employee to their operation.

Leadership and Executive Development programs

Leadership and Executive Development programs are available to support managers at all levels, from first time managers in our Activate for New Managers program, to our experienced managers with our Accelerate program, to high-potential employees in our Emerging Leaders Program. In addition to formal learning programs for leaders, we also offer many tools, including Harvard Business Review resources, online articles, mentoring, coaching

and assessments. We also have an online community for managers where over 1,000 members share best practices and tips so that we are using the collective wisdom of our experienced leaders to help grow and develop one another.

Employee and career development programs

Employee and career development programs are grounded in our Developing@Agilent portal, a resource center with videos, guided online activities, classes, and other professional development resources available to all our employees globally. This unique training platform allows employees and managers to build leadership and professional skills that align with their daily work and Agilent's expectations. Library@Agilent, an online library filled with access to many trade publications, journals and online databases, is available to all employees to stay current on the latest scientific and industry literature.

Coaching and mentoring

Recognizing the value of mentorship and the success in our Employee Networking Groups (ENGs), we began laying the foundation for a companywide mentorship technology platform that matches mentors with mentees according to their development interests, goals, and backgrounds. We expect that initiative to launch in fiscal year 2022.

E-Learning Studios: A High-Engagement Approach to Learning

Agilent launched a major upgrade to our learning platform in fiscal 2021. Years in the making, we introduced *E-learning studios*, an in-house, premier digital production studio to give employees of Agilent University a learning experience that simulates a hands-on classroom experience for service engineers working with our instruments and software. It makes online, remote trainings more engaging and ensures employees can have a satisfying learning experience, regardless of their location.

We continued to have high participation in our training program. In 2021, our employees completed on average **31 hours of training.**

Educational Assistance

In addition to structured internal learning programs, we also have an Educational Assistance program that provides financial or other assistance for employees to take external academic classes or complete an academic degree program relevant to Agilent's business needs. Our investment in our people's growth is an investment in our business and in the retention of our competitive advantage and our top talent. The program is available to all employees and is managed within each business or functional unit.

Finally, we encourage employees to take advantage of opportunities to attend meetings in other parts of the organization, to request stretch assignments, to pursue projects that provide a new perspective on work, and other collaborative opportunities in other parts of the organization.

All Agilent employees receive regular performance reviews. Training and education is integrated into the performance management process, in which managers and employees identify training opportunities to help employees reach their business and performance objectives and goals.

Agilent's OFS Academy

Agilent's OFS Academy is an online portal that provides specific learning and development opportunities for Agilent's more than 1,000 OFS employees who are from a broad range of educational, technical, and cultural backgrounds. The content covers a broad range of topics, including a supply-chain program that was developed in conjunction with Penn State University's Smeal College of Business. Content is provided through articles, videos, and other educational formats that reinforce Agilent's global culture of learning.
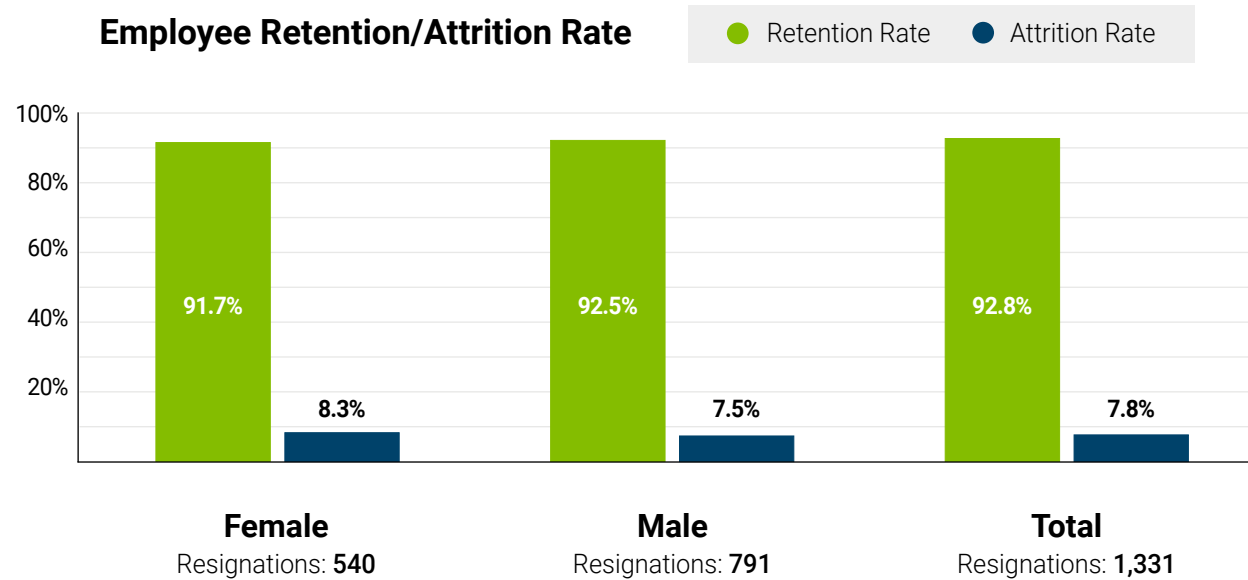
The portal includes the OFS School of Digital Innovation that helps employees develop a digital mindset toward innovating and solving problems, making sure that no one gets left behind on our digital journey.

OFS employees can take additional classes at Agilent's School of Continuous Improvement

Employee Retention

Our employee engagement efforts contribute to strong retention rates. Even during a year in which competition for talent was high and a record number of employees resigned, our attrition rates were better than the industry average.

Employee Retention/Attrition Rate

● Retention Rate   ● Attrition Rate

	Female	Male	Total
Retention Rate	91.7%	92.5%	92.8%
Attrition Rate	8.3%	7.5%	7.8%
Resignations	540	791	1,331

Responding to Covid-19

In addition to providing programs to support our employees as we worked remotely, we also provided direct support to address health and wellness within the workforce. We continued to follow strict Covid-19 protocols in our manufacturing and research facilities where site-essential employees continued working in person. This included masking, social distancing, staying home when experiencing any symptoms, and contact tracing that helped keep people safe while preserving individual privacy.

We also helped our global workforce access the vaccine by holding vaccination clinics at our sites in the US as well as in countries where the vaccine was less accessible. For example, in Thailand a vaccine shortage caused deliveries to be delayed, and most Agilent employees in Thailand saw their vaccine appointments canceled. In response, we arranged for doses of the vaccines to be administered to 100 employees and family members at a local hospital.

Upon receiving the first of two vaccine shots, an Agilent field-service engineer in Thailand remarked that "I have been worried that I may get infected or bring the virus back home to my family. Now my wife and I are vaccinated, and I feel much more confident."

Earlier in the year, when India was experiencing a surge in cases, Agilent India vaccinated more than 900 employees and family members as part of a government program to speed up vaccinations across the nation. Agilent also encouraged vaccine uptake among US employees by holding information sessions with our experts on the benefits of vaccination and by hosting vaccination clinics at our facilities. We also complied with all laws and regulations regarding vaccination, including the vaccine mandate for federal contractors.

Compensation and Benefits

Agilent delivers a total rewards portfolio that is competitive with life sciences, diagnostics and applied markets companies, and which is representative of the diverse industries and markets in which we operate. To ensure we remain competitive, each year we conduct a benchmark study that compares the combined value of Agilent's base pay (target pay for sales employees), variable pay, benefits and equity (stock plan)

with that from high technology and life sciences comparator companies. The portfolio is designed to attract, retain, and motivate the best people, producing outstanding business performance, shareholder value, and employee wealth creation. Our total rewards portfolio includes compensation, equity, and benefits received as an Agilent employee.

Compensation includes base pay; variable pay, such as the One Agilent Bonus; and sales incentive compensation. The One Agilent Bonus consists of a companywide Results Bonus that is tied to the growth and shareholder value we created that year. The Individual Performance Bonus is varied, discretionary, and designed to recognize and reward individual contributions. When Agilent does well, we ensure our employees also share in that prosperity.

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.

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.

Work-Life Balance

Last year we developed a hybrid work model for employees who can effectively perform their job from home or another remote location. We did this to respond to a growing desire during the pandemic to retain the flexibility afforded by remote working. As we planned for a return to the office, we wanted to offer more flexible options that balance the benefits of face-to-face teamwork and collaboration with remote work flexibility. The model allows employees to work from home two days a week and in the office the remaining three days. We expect to fully implement this program in FY2022.

This policy adds to a variety of benefits Agilent offers that recognize life events and, when away from the job, encourage employees to rest, relax, recharge and live a well-rounded life. While specific programs vary by country, examples include company holidays, flexible time off, leaves of absence and gifts to celebrate life events such as marriage and the birth or adoption of a child.

Agilent's flexible work arrangements also provide alternatives to working Monday through Friday, 8 a.m. to 5 p.m. With manager approval, and business permitting, employees can take advantage of a number of options to help juggle work and personal responsibilities.

Diversity and Inclusion

As a global company, much of our success is rooted in the diversity of our teams and our commitment to inclusion. We value diversity at all levels and continue to focus on extending our diversity and inclusion initiatives across our entire workforce, from providing managers transparency of their workforce pay equity to working with managers to develop strategies for building diverse teams and promoting the advancement of leaders from different backgrounds.

Agilent is committed to creating a diverse work environment and is proud to be an equal opportunity employer. We believe in an inclusive workforce, where employees from different cultures and countries are engaged and encouraged to leverage their collective talents.

We are also proud to be named one of the best US companies for diversity (for a third consecutive year) and a top 100 female-friendly company in the world by Forbes, and a Diversity Leader in Europe by the Financial Times.

Agilent's Global Workforce
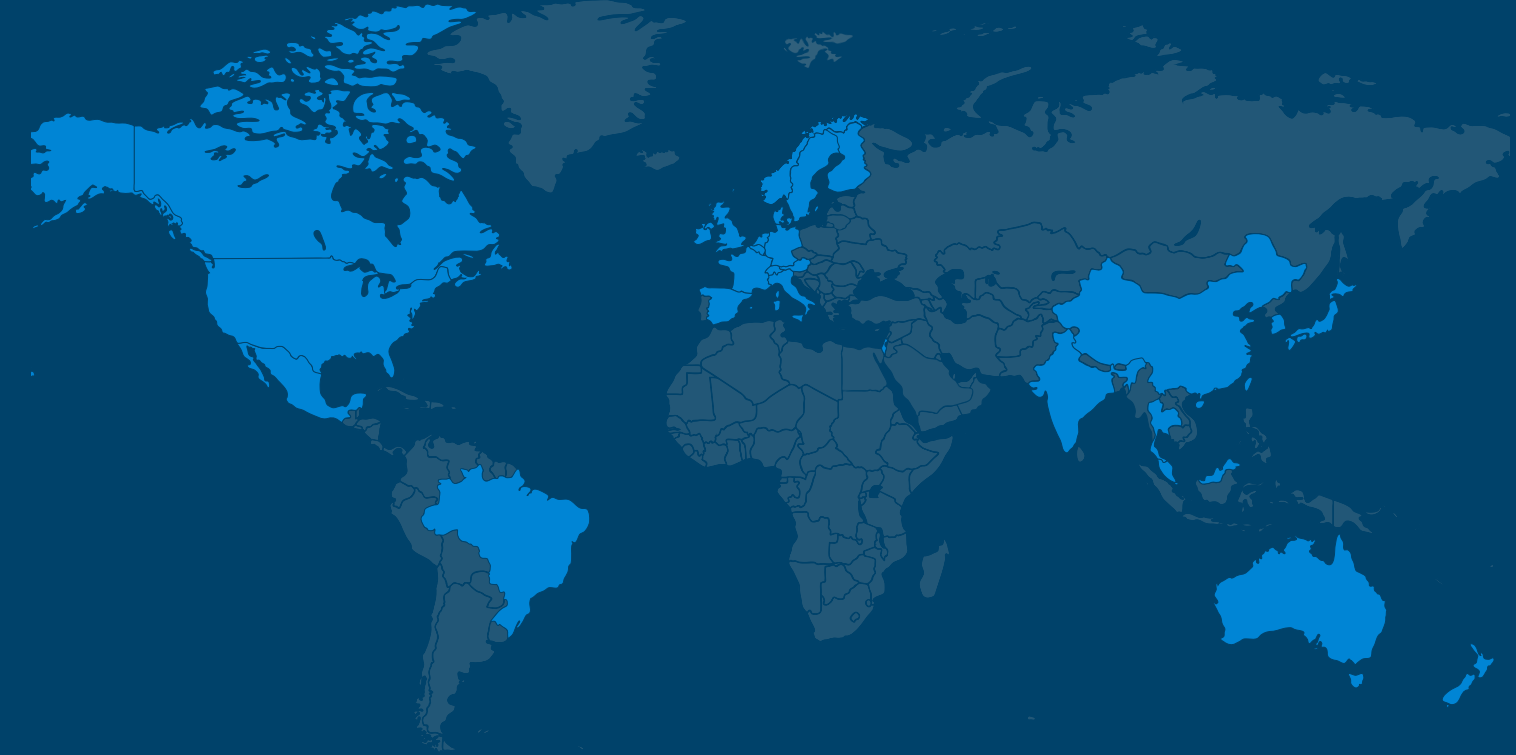
Australia | Austria | Belgium | Brazil | Canada | Denmark | Finland | France | Germany
Great Britain | Greater China | Hong Kong | India | Ireland | Israel | Italy | Japan | Korea | Malaysia | Mexico
Netherlands | New Zealand | Norway | Singapore | Spain | Sweden | Switzerland | Thailand | United States

Diversity goal: Broaden gender, racial, and ethnic diversity

Agilent's year-over-year gender representation is moving in the right direction, and the numbers for associate vice president and director roles show that we have a strong pipeline of women for future senior leadership roles.

Even though we're improving, we want to do more. We want our leadership levels to mirror those of the entire organization, which means 40% of our leaders should be women and at least 16% should be women of color. Below we show our progress to date and explain how we'll achieve our goals.

Our Progress in 2021

Much of the past year focused on building the foundation of a strong diversity and inclusion program, strategy, and plan. But we still made progress. **Below are the highlights:**

We increased the percentage of female leaders who report directly to the CEO from 10 percent in 2020 to 31 percent in 2021.

2020
10%

2021
31%
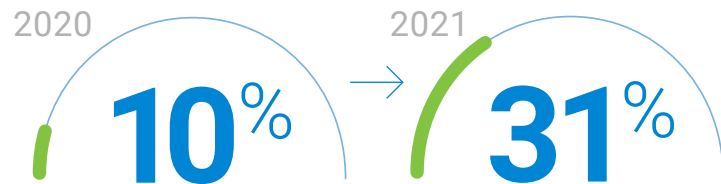
We increased the share of women employees in leadership positions who are Black and Indigenous by 2 percentage points.

↑**2**%

We maintained a gender pay equity ratio of 1.00 throughout our global workforce

1.0
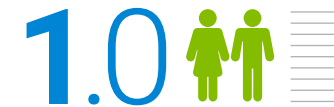
Agilent has a strong global pipeline of women leaders, with 235 associate vice presidents and directors who will help drive representation at the senior and executive levels for years to come.

Gender Pay Equity Metrics

Agilent was named one of the top 100 female-friendly companies in the world, an honor that reflects how well companies support women inside and outside their workforces. As of October 31, 2021, approximately 39% of our full-time employees were female. Our commitment to pay equity has been consistent over many years and has remained stable at a near 1.0 ratio.

Employee Category	2020 Female to Male Ratio	2021 Female to Male Ratio
Non-technical	1.0	1.0
Technical	1.0	1.0
Leadership	1.0	1.0

We target a gender compensation ratio of 1.0, meaning men and women in similar roles with similar responsibilities are paid equally. With our new HR information system, we can now analyze pay by race and ethnicity (in the U.S.), in addition to gender, delivering greater insight into our organization's pay equity.

Diversity and Inclusion Strategy

Our strategy to attract and retain high-quality candidates is supported by five pillars that define Agilent culture and values.

In 2021 we broadened our operational metrics and expanded the development and engagement of our employee population at every stage. We believe this model will allow us to have even greater global impact while allowing for customization based on local needs.

We also believe this model will help nurture a One Agilent inclusive culture that drives an exceptional employee experience throughout the full life cycle of employment.

Five Pillars that Define Agilent's Culture and Values

Attract
Develop & deploy efforts to identify and hire diverse talent

Retain
Build inclusive teams and support the worker experience

Engage
Cultivate a sense of organizational belonging

Develop
Introduce inclusive leadership, develop cultural competence

Highlight
Give diverse talent access & visibility to leaders

Investing in Recruitment

To expand our pipeline of racially diverse candidates, Agilent's recruiting team has partnered with HBCU Connect, a social platform that provides Black, Hispanic, and Latino candidates in the U.S. with networking and professional opportunities. In 2021 we held recruiting events for college students and recent graduates, and we expanded our recruiting targets to include professionals and alumni.

Customized strategies with common goals

While the tactical elements of each pillar are consistent worldwide, we customize them to each local region to drive impact. For example, in the U.S., Agilent has partnerships with historically Black colleges and universities to reach their alumni, whereas in China, our recruiting efforts focus on attracting more gender diversity. In the U.K. and Brazil, we are working to attract individuals from underrepresented categories such as professionals with disabilities and those early in their careers.

We might also vary our tactics by encouraging our global recruiters to use the platforms their audiences are most familiar with. We create specialized content for each market and use the appropriate platform for the geography. In the end, these policies allow all Agilent sites to remain aligned with our corporate initiatives, while maintaining flexibility in meeting the needs of our diverse candidates all around the world.

How we measure and define success

We use a range of straightforward measures to define success for every pillar. For instance, we measure how well we're attracting diverse candidates through representation rates and new-hire representation. We measure our efforts to retain through Diversity Index results and monitor voluntary attrition by demographic as an engagement data point.

Diversity and Inclusion Survey

Another important data point in measuring our D&I performance is the annual employee survey, which asks a series of questions about the diversity and inclusion climate at Agilent.

In 2021, we broadened our engagement survey architecture to allow us to analyze the results by race, gender, and ethnicity. This allows us to better understand and address the challenges that underrepresented minorities may face within the organization. In the aggregate, our engagement survey results are strong. Yet after parsing the results by factors such as race, geography, and function, we've found that the Agilent experience varies.

Our goal is to achieve at least 80% on each D&I-related question across all demographics.

Implicit Bias Training

Unconscious bias, also known as implicit bias, refers to assumptions that our brains make when we take mental shortcuts that can lead to errors in decision making. Unconscious bias can affect who gets invited to meetings, who gets credit for innovative ideas, and who gets interrupted during discussions. It can also affect how and who we hire. To help manage our implicit biases, all employees are assigned mandatory unconscious-bias training through a 90-minute course administered on our online learning platform.

Our bias can "lead us to look at the same work product differently depending on who produced it," the training states. "When someone shares an idea or makes a mistake … we may evaluate those moments differently depending on who the person is."

After requiring this training for all Agilent leaders in 2020, the feedback was so positive that we rolled it out to all Agilent employees around the world (about 16,000 people in 2021). Our completion rate was 98% and we are now developing formal learning paths on inclusive leadership and allyship.

Employee Network Groups (ENGs)

Employee-network groups are an important and growing part of the Agilent culture, and each has an executive sponsor and support at the highest levels within Agilent.

An employee-network group (ENG) brings together employees who share a dimension of identity such as gender, race, sexual orientation, or faith. ENGs are open to all employees, and offer opportunities for professional development, socializing, mentoring, and volunteering. Agilent supports and nurtures ENGs, and members lead the groups' activities.

The groups host a variety of events throughout the year that are open to everyone. For example, our Women@ Agilent groups plan observances for special events such as International Women's Day and regularly invite executives and guest lecturers to speak. The Council of Black Employees has hosted career panels, networking events and sponsored recruiting outreach to Historically Black Colleges and Universities (HBCUs).

Agilent also hosted a career mentorship series for members of the Council of Black Employees, which provided insight and support that contributed to

advancement opportunities for many who participated in the program. And the Women@Agilent group also sponsors mentorship circles and one-on-one mentorship opportunities.

This overview of our Diversity and Inclusion efforts are just the beginning. Read more about our program in our 2021 **Diversity and Inclusion report.**

Employees formed the Council of Black Employees and Rainbow Spark last year, bringing the total number of ENGs up to seven:

The Council of Black Employees fosters a culture where Black employees thrive and feel empowered to bring their authentic selves to work.

Women@Agilent provides opportunities for women's empowerment and professional development at Agilent.

SWE@Agilent is a corporate chapter of the Society of Women Engineers at Agilent which supports women in engineering.

Rainbow Spark, fosters belonging and inclusion of the LGBTQ community at Agilent.

Hispanic/Latino Group employee network group provides networking and professional development opportunities.

AVets supports veterans, families of veterans, reservists, and active-duty military.

API builds connections and mentorship for the Asian and Pacific Islander community.

Supply Chain

In 2021, our global instrument manufacturing operations generated $2.8 billion in revenue, logged 1.6 million production hours, and procured approximately 481,000 part numbers from 1,500 suppliers. We have customers in 110 countries around the world and major manufacturing operations in the U.S., Germany, Singapore, Denmark, and China. The scale of these operations requires a robust, carefully managed, and responsive supply chain.

Agilent Order Fulfillment and Supply Chain (OFS) manages the procurement, manufacturing, and logistics across all of our businesses. It ensures we have the material, components, and parts we need to manufacture our instruments, conduct R&D, and source materials for innovative new products. OFS supports Agilent's business units by reducing manufacturing cost and improving the quality of service while ensuring on-time delivery of our products. OFS continues to innovate to achieve an efficient, capable supply chain and order fulfillment while delivering high quality, enhanced value, and on-time delivery of Agilent products and services. OFS's global processes cover procurement, logistics, continuous improvement, business systems optimization, quality control, regulatory compliance, and other support functions.

Agilent continually identifies opportunities to improve its supply chain. We address the potential for disruption using several techniques including qualifying multiple sources of supply, evaluating global versus regional/local strategies and suppliers, redesign of products for alternative components, developing targeted category strategies and purchasing incremental inventory as circumstances warrant to protect the supply chain. Through constant monitoring and applying these techniques, we strive for supply chain continuity.

Supply Chain Requirements

Agilent expects its suppliers to act with uncompromising integrity and to follow all appropriate global and regional laws and regulations. We partner with our suppliers to ensure they operate sustainably, responsibly, and transparently in accordance with the same standards we require of ourselves.

Quality - We are committed to the delivery of high-quality, safe and reliable products, so we ensure that we consistently meet or exceed the standards outlined in our Quality Policy and applicable global quality manufacturing standards.

Environment and sustainability - We strive to do business in an environmentally responsible manner and comply with all applicable environmental laws and regulations.

Health and safety - We aim to provide a healthy and safe workplace that enables our people to work injury- and illness-free while acting in an environmentally responsible way.

Regulatory - We are committed to meeting all applicable regulatory requirements, such as the Restriction of Hazardous Substances (RoHS) Directive; Registration, Evaluation, Authorization and Restriction of Chemicals (REACH); and Conflict Minerals.

Human rights and labor - We employ ethical business practices and good corporate citizenship wherever we operate in the world. We agree with the principles of the Universal Declaration of Human Rights, and our policies and practices reflect our commitment to promote human rights within our sphere of influence.

Anti-corruption and bribery - we strive to conduct business in accordance with all applicable laws and regulations prohibiting bribery or corruption. We do not tolerate bribery in any way, shape, or form.

Supply chain security - we are committed to meeting all applicable laws and regulations that ensure a safe supply chain. This includes trade security like World Customs Organization (WCO) and the Customs-Trade Partnership Against Terrorism (C-TPAT) to enhance our supply chain and logistics security.
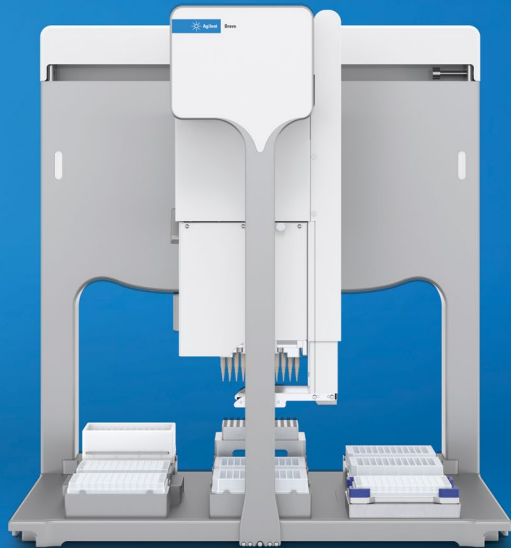
Supply Chain Policies

We have a number of guidelines and policy documents in place that outline our expectations for suppliers.

• Our **Standards of Business Conduct** clarifies the extension of our values to our suppliers—we will not establish or maintain a business relationship with a supplier if we believe that its practices violate local laws or basic international principles relating to labor standards, environmental protection and ethical conduct.

• Since 2004, Agilent has had in place a **Supplier Code of Conduct** that outlines certain requirements we expect suppliers to follow. Agilent Procurement works with its functional partners to ensure our Supplier Code of Conduct aligns with all the appropriate laws and regulations. As part of our annual review process, in FY22 we will update our Supplier Code of Conduct to include supplier expectations on supplier diversity, greenhouse gas emissions, and overall alignment with Agilent's values and priorities.

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• Agilent has a **Conflict Minerals Policy Statement** and expects its suppliers to provide materials to Agilent that are DRC Conflict-Free and to adopt policies and management systems with respect to conflict minerals to ensure Conflict-Free supply chains. Agilent supports the goal of ending violence, human rights violations and environmental devastation in the Covered Countries. We are committed to complying with all requirements applicable to our Company under the Conflict Minerals Rule. We are also committed to sourcing components and materials from organizations that share our values around human rights, ethics and environmental responsibility.

• Suppliers must also adhere to our General Specification for the Environment (GSE), which outlines the requirements for purchased parts, components, materials and products incorporated into Agilent products. These requirements represent restrictions imposed on Agilent's end products, which may be different than those imposed on the individual parts and components, and in some cases, exceed regulatory requirements. **The GSE includes:**

Environmental requirements

○ Product content and ODS use restrictions

○ Battery content restrictions

○ Packaging content restrictions

○ Phytosanitary measures for solid wood packaging materials

○ Product labeling and marking requirements

○ Product end of life labeling requirements

○ Chemical registration requirements

Product content restrictions – the threshold, or maximum concentration level at which a substance can be tolerated per homogeneous material, unless indicated otherwise.

General restrictions – substances that must not be used in any application above the threshold.

Specific applications – substances that must not be use in certain applications above the threshold.
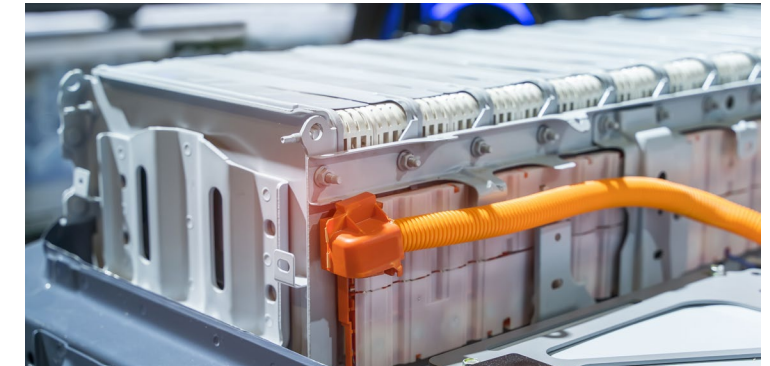
Human Rights and the Supply Chain

Agilent's core values and culture reflect a commitment to ethical business practices and good corporate citizenship wherever we operate in the world. As a company, we acknowledge and respect the fundamental principles contained in the Universal Declaration of Human Rights, and our policies and practices reflect our commitment to promote human rights within the company's sphere of influence.

We are committed to respecting human rights throughout our global supply chain and do not knowingly conduct business with any individual or company that participates in the exploitation of children (including child labor), physical punishment, forced labor or human trafficking.

Agilent Technologies' Supplier Code of Conduct:

Agilent's suppliers are required to support and promote the fundamental human rights referenced in this document.

We expect our suppliers to 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 with or exceed the United Nations Universal Declaration of Human Rights, International Labour Organization Convention, UK and Australia's Modern Slavery Acts and California Supply Chain Transparency Act.

Employee training on human rights policies or procedures

All Agilent employees participate in required annual training on Standards of Business Conduct which outlines expectations for dealing with customers, suppliers and conduct in the workplace. Procurement professionals are required to take additional online training on environmental, health, safety and social responsibility. New training has also been added on eliminating forced labor, slavery and human trafficking from the global supply chain.

Agilent's purchase order agreements require that suppliers comply with our Supplier Code of Conduct. Agilent is unaware of any operations or suppliers identified as having significant risk for incidents of child labor.

There are new laws regarding eliminating slavery and forced labor in our supply chains each year. Agilent is continuing to monitor these laws and update its requirements to match. Additional evaluations and audits are being added to make sure we meet the requirements.

Supply Chain Training and Education

Education and training play an important role in our supply chain management process.

OFS Academy

We provide an online education program, known as OFS Academy, to help employees better understand what a supply chain is, how our supply chain operates, and how it fits within our larger operations. This helps employees downstream from the process understand how their work impacts upstream activities and ensures all parts of the organization are working in harmony.

The OFS strategy—including our mission, vision, strategic priorities, goals, and Key Performance Indicators (KPI)—are disseminated to OFS leaders through the Academy with interactive content. All employees are given the opportunity to provide feedback and engage directly with executive management in various formats.

This ensures our managers understand the strategy and can communicate it to their teams ensuring we are all working towards the same goal. Every year, we review our strategy, and adjust KPIs to ensure we maintain our status as a leader for product quality and delivery performance in life sciences, diagnostics and applied chemicals.

School of Digital Innovation

The OFS Academy School of Digital Innovation is a formal curriculum to help employees develop a digital mindset toward innovating and solving problems. Topics range from artificial intelligence and 3D printing to robotics and Office 365. The curriculum is accessible to all OFS employees, providing benefit and career development for all. Each site has a dedicated OFS Future Lab. It's here where employees can experiment, investigate and test ideas in this digital lab.

Selecting and Onboarding New Suppliers

New suppliers are asked to complete our Supplier Compliance Process or a portion of the full process that includes our sustainability assessment. New suppliers take an online training on the onboarding process, questionnaires and requirements. Suppliers are invited to register for our supplier portal to begin filling in their profile information on company financials, management and ownership, and legal and regulatory questions, such as whether the company has a Code of Conduct, and the frequency of employee training on the Code.

As part of onboarding, suppliers are provided information about our ESG requirements, including our Supplier Code of Conduct, and anti-corruption, anti-bribery and conflict of interest requirements and are expected to comply with these requirements.

Updated in 2021 with expanded social criteria, the **sustainability assessment** asks questions and requests supporting documentation regarding sustainability management including:

- Programs to manage impacts
- Goals and targets
- Sustainability ratings
- Sustainability management requirements for its key suppliers

This past year we expanded our supply chain sustainability assessments to measure performance of all strategic and preferred/core suppliers, representing the majority of procurement spend. In the coming years, we will be expanding measures to monitor, track, evaluate and work collaboratively to continually improve the sustainability performance of our suppliers.

Where relevant, suppliers must also complete a Quality Questionnaire as required by our Quality Management System.

Promoting Supplier Diversity

We believe that diverse businesses create the greatest economic impact in our communities, as well as offer innovative, high-quality and cost-effective solutions for Agilent to better serve our customers.

In FY21 we launched a formal Supplier Diversity program to expand diversity in our U.S. supply base with Tier 1 suppliers. We established a baseline of our diverse supplier spend and set annual goals to increase the number of diverse suppliers and our spending with them, and we track this progress each quarter.

The program focuses on the following:

• Actively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services

• Ensuring the inclusion of diverse suppliers as a part of our strategic sourcing and procurement process

• Communicating the value of supplier diversity to internal stakeholders.

• Training our Procurement professionals.

We partner with several supplier diversity councils to identify suppliers to include in sourcing events. To promote awareness, we launched an internal Supplier Diversity website where we post a list of existing diverse suppliers, and internal contacts that can assist in finding new diverse suppliers. Agilent will not compromise on cost, quality, service or risk business continuity when selecting any supplier.

In FY21 our efforts resulted in **10% increased spend with diverse suppliers** and the addition of 20 new diverse suppliers. In total, we spent $133 million with small and diverse suppliers in FY21.

As we continue focusing on increasing these numbers, we're also exploring how to expand our supplier diversity program to additional countries and to Tier 2 suppliers.

Auditing

Agilent conducts compliance assessments to verify supplier adherence to our expectations. Suppliers complete an online self-assessment which includes questions on Quality, Environment, Health, and Safety, Human Rights and Employment Practices, Sustainability, Supply Chain Security, and other relevant topics. Supplier responses are analyzed and assigned a risk level (High, Medium, Low). Risk mitigation steps are put in place for any supplier identified as high or medium risk. In addition to this process, Agilent works with an external agency to conduct on-site audits for high-risk suppliers. All required corrective actions identified during an on-site audit are monitored and reviewed by the external agency before providing closure on the corrective action.

In FY21, no suppliers were identified as having high risk. Even if there are no high-risk suppliers, we continue to review trends and areas of concern and audit suppliers based on data from the compliance questionnaire. In 2022, Agilent will increase the number of audits performed by expanding the risk criteria used to evaluate the compliance questionnaire.

Occupational Health & Safety

We extend our mission to our employees, providing the same level of attention, rigor and resources in protecting the health and safety of our employees as we do in developing products and services that advance the quality of life around the world.

EHS Management System

Agilent's global EHS organization establishes companywide EHS policy and operational standards for our locations worldwide by maintaining and implementing our EHS management system (EHSMS). Aligned to ISO 45001 and 14001, the EHSMS provides a framework for assessing and managing health and safety risks and supporting employee wellness across design, development, manufacturing and sourcing activities worldwide.

The EHSMS is designed to minimize adverse environmental and occupational health and safety impacts, ensure ongoing compliance with regulatory requirements, and address the needs of key stakeholders.

Seventeen of our sites are subject to internal audits for compliance with our EHSMS. Our EHSMS conforms to the requirements of ISO 14001:2015 and is aligned to ISO 45001. Five sites are certified to 14001 under a multi-site certification and our Beijing site is certified to both ISO14001 and ISO45001.

Sites included within the scope are determined through systematic risk analysis and take into consideration the nature and scale of site operations, including manufacturing, R&D, sales and service and support functions.[4] EHSMS governing documents are used by Agilent personnel having the responsibility for implementing appropriate programs at all organizational levels, including Global, Business, Region, Country, Geography and Site. Directly supervised Non-Agilent Workers (NAW's) are included in our EHSMS programs and training.

Risk Identification, Audits and Investigations

Our global EHS team develops and maintains the list of companywide EHS aspects within Agilent's operations. Aspect significance is based upon potential EHS impacts, regulatory compliance, product lifecycles, emergency conditions and association with activities of concern to Agilent's stakeholders.

EHS functional staff periodically evaluates the significant aspects list to consider changes in i) our operations, ii) significant aspects list, and iii) external stakeholder expectations. Each EHSMS site identifies the significant EHS aspects and impacts of its operations that it can control and over which it can be expected to have an influence.

Risk assessments are conducted on all new operations or when any changes in operations, equipment, chemicals or exposures occur. Agilent's staff of EHS professionals conduct and oversee risk assessments of all operations to identify hazards and determine appropriate controls in accordance with regulations and industry best practices. Hazard assessments are also conducted at customer sites where Agilent employees may travel for installation, calibration or service of Agilent's laboratory analytical equipment. Additional risks are identified through periodic inspections, audits and incident investigations.

Results of risk assessments, hazard inspections, program reviews and incident investigations are evaluated and corrective and preventive actions (CAPAs) are implemented, if needed, in accordance with the hierarchy of controls. Investigations and correctives are tracked to closure.

4. Sites that meet one of the criteria meeting our minimum threshold are brought into our global EHSMS: i) at least 20 production employees, ii) presence of high-risk activities, iii) more than 50,000 sq. ft facility.

Internal and external EHS audits along with periodic management reviews supplement the ongoing continuous improvement processes. Data developed from EHS training along with CAPAs is monitored on a quarterly basis and reviewed with executive management semi-annually.

Employees are instructed during orientation and subsequent training to be proactive in reporting hazards and other safety concerns to their managers. Employees are also instructed to refuse work or remove themselves from work environments that they perceive to be unsafe.

While we place heavy emphasis on preventing incidents, employees are required to report incidents as soon as they occur. Work-related incidents are investigated by managers and EHS professionals to identify causes according to our guidelines on incident reporting and investigations.

Work-Related Incidents

Employees	2019	2020	2021
Number of fatalities	0	0	0
Rate of fatalities	0	0	0
Number of high-consequence work-related injuries	0	0	0
Rate of high-consequence work-related injuries	0	0	0
Number of recordable work-related injuries	68	42	65
Rate of recordable work-related injuries	0.38	0.24	0.27
Number of hours worked	35,526,000	34,702,000	48,544,000

Non-Agilent workers directly supervised by Agilent are included with the 2021 data captured above.

Agilent's EHSMS details the approach to preventing and mitigating significant occupation health and safety impacts.

Health and Safety Committee

Health and Safety committees are an integral part of EHS processes at our sites and help drive continuous improvement of our EHSMS. Approximately 75% of the total workforce is represented in formal joint management-worker health and safety committees. As required at a country level, health and safety topics are included for discussion with local worker councils or trade unions.

EHS Training

All employees receive a safety orientation when hired. Managers and EHS staff complete a training needs assessment for employees and are responsible for assigning and tracking employee EHS training, as well as ensuring any local or national regulatory requirements on training are met. Generic and job-specific EHS training is provided through written standard operating procedures, classroom instruction, online courses and on-the-job training. A suite of online exposure-specific safety training courses on topics such as Hazard Communication & Chemical Safety, Safe Lifting, and Managers' EHS Responsibilities is maintained in our learning management system. On-the-job training is conducted at the department level and may extend for several months depending on job roles. Improvements to EHS training is an element in our continuous improvement process.

Areas of Focus

Two of our highest priority risk areas include those related to chemicals used in our R&D and manufacturing operations, and ergonomics in our offices and during manual material handling.

We seek to reduce risks from chemical usage through engineering and administrative controls and limiting chemical usage. We are continuously assessing ways we can achieve the same results without the use of hazardous chemicals, such as by switching to a safer alternative or using a different process or technology. New chemical use is formally reviewed by professional EHS staff and exposure assessments are completed. Action Levels are set at 50% of regulatory exposure limits. Regular trainings are conducted for all relevant personnel, with further EHS awareness being raised across the organization through our sustainability employee engagement activities.

Concerted efforts have been and continue to be made to provide optimal office ergonomics equipment and configurations. Training and assessments are required for computer use greater than two hours per day. Assessments are also required for manual material handling tasks and training provided for personnel with those exposures. Ergonomic program development is overseen by a Certified Professional Ergonomist with sites tailoring specific elements to best fit their particular exposures.

Employee Health and Wellbeing

While Agilent does not have workers with high incidence or high risk of work-related disease, we provide multiple programs and educational opportunities aimed at managing serious diseases and medical situations for employees as well as family and community members. This includes employee training as a precautionary measure to prevent blood borne diseases.

Agilent EHS standards maintain employee exposure levels for harmful agents in the workplace well below regulatory requirements. Our Workplace Services has both Emergency Action and Disaster Recovery Plans that address serious medical events or disease outbreaks (e.g., pandemic events).

The Agilent Benefits organization provides comprehensive health and well-being benefits to employees and family members to assist in managing their personal health needs. These plans include counseling services and risk-based health coaching.

Our occupational health programs include but are not limited to:

- Covid-19 vaccination information and onsite vaccine clinics
- Ergonomics program, including "playbook" resource for home workstation assessments
- Health surveillance program
- Hearing conservation program
- Respiratory protection program
- Well-Being@Agilent program
- Site fitness centers

The Agilent Security Response Center (SRC)

Established in 2001, Agilent's Global Security Response Center (SRC) is one of the first truly global security operations centers (GSOC), becoming a recognized best practice across the international corporate security industry. GSOCs are now common in most security organizations, and the Agilent model continues to provide an excellent example of a world-class operation. The SRC is integrated into our EHSMS.

The SRC is staffed 24x7, year-round, and receives real-time notification of major events such as civil unrest, criminal activity, serious health/disease issues, localized disasters, terrorism, transportation disruptions, severe weather, wildfires and earthquakes. Agilent facilities around the world also notify the SRC of local events such as power outages, evacuations, and other issues that are causing – or could cause – impacts to our people or business operations. In turn, the SRC ensures that Agilent's management, business stakeholders, and employees are advised of these events as appropriate.

The SRC utilizes a variety of intelligence platforms to immediately pinpoint potential threat scenarios and to determine the proximity and potential impacts for our sites and travelers around the world. Notifications are provided to appropriate personnel, crisis teams, or other site/business management via the mass notification system of potential threat situations and aid in coordinating resources as required. Depending on global events, the SRC will send safety-related messages to over 500 employees around the world during a typical month.

Travel Security

Worldwide business travel itineraries are received by Agilent Security and are accessible by the SRC. As global events occur, the SRC can quickly determine which business travelers might be impacted by the circumstances. Upwards of 6,000 safety-related advisory messages and status checks are sent via the system each year to our employees, including global travelers.

The SRC also reviews over 50 detailed travel plans for high-risk travel during a typical month and provides destination briefings for these elevated risk destinations. Ultimately, all high-risk travel must be pre-approved by Agilent Security. In cases where Agilent's business takes employees to locations that present increased risk, the SRC partners with these travelers to periodically capture their location data and ensure check-ins occur at pre-determined intervals.

Product Quality and Customer Safety

Customers in more than 100 countries depend not only on our leading-edge technologies, but on the superior quality of our products, services and support. We take steps to ensure we consistently meet or exceed the standards set forth in our **Quality Policy** across the product life cycle, from R&D to monitoring of any issues that arise during customer use. Through our Quality Management System (QMS), we ensure that our products and services are delivered to the level and quality our customers expect.

Quality Standards

To further demonstrate our commitment to product integrity, we offer customers the assurance of certification to ISO standards. Agilent operates under an ISO 9001 certified quality management system. Additional ISO certifications are obtained where applicable. For example, sites that create diagnostic products are certified to higher standards, such as ISO 13485, as well as other regulatory requirements.

And design and production of our in vitro diagnostic medical devices is audited against the full quality assurance system requirements of EU's Regulation 2017/746. Each type of certification requires continual monitoring for compliance to the applicable standard by an outside, independent authority.

Quality Organization

The Global Quality & Regulatory Affairs (GQRA) organization oversees our QMS and ensures that Agilent's overall quality objectives are met. The head of the organization is on our executive leadership team, reporting directly to the president and CEO, and oversees a team of quality and regulatory specialists who work closely with product development, customer service, and marketing teams.

Our quality and regulatory leaders establish company-wide requirements that meet global regulations and help us maintain this brand promise. These requirements ensure that:

- We create products that comply with safety and regulatory requirements
- We maintain and continually improve the effectiveness of our product and service business management systems to conform at a minimum to ISO 9001 or more stringent or legally required standards
- Our products meet published specifications
- We monitor and improve our customers' total experience
- We maintain and monitor a supply chain with suppliers, partners, and contractors that meet our quality requirements and customer needs
- We treat customers in accordance with our Standards of Business Conduct and Privacy Policies

Quality Processes

Regularly scheduled quality management reviews ensure that the Quality Management System is operating such that our quality-related requirements, including the defined quality objectives, have been appropriately identified and are being met. Identified deficiencies are corrected and monitored to ensure that the Agilent Quality Management System across the business continues to be effective in meeting Agilent's stated quality policy and customer requirements.

Quality laboratories are geographically located in various regions and manufacturing sites. They work closely with R&D and manufacturing to ensure instruments meet the highest standards of quality and applicable regulations.

Our internal audit group tracks regulatory compliance by monitoring quality across all Agilent businesses and manufacturing sites. **Using a risk-based approach and robust audit schedule, these internal audits:**

- Identify areas for continuous improvement
- Ensure we are conforming to multiple requirements, such as those related to ISO certifications, Medical Device Single Audit Program (MDSAP), EU In Vitro Diagnostic Regulations (IVDR), and good practice (GxP) regulations and guidelines

- Prepare Agilent for visits from external auditors and inspectors required to maintain our compliance to global regulations.

Continuous improvement is fundamental to Agilent's quality culture. It is a cornerstone of the way we develop innovative products and services that deliver value for our customers. Aside from audits and other internal processes, we utilize other tools such as data analytics to find opportunities for product and process improvement. **Customer feedback is a key input for our continuous improvement efforts, gathered in several ways:**

- We conduct regular customer surveys and uses these results along with other customer satisfaction data to identify and drive areas of improvement that can include product development, supplier management, and improved efficiency of existing QMS processes.
- Our Compliant Management Center works with the businesses to gather and analyze customer complaints to identify and implement corrective actions, corrections, and continuous improvement.
- Our Product Support organization assists customer and field service as well as providing customer feedback insights to the division.
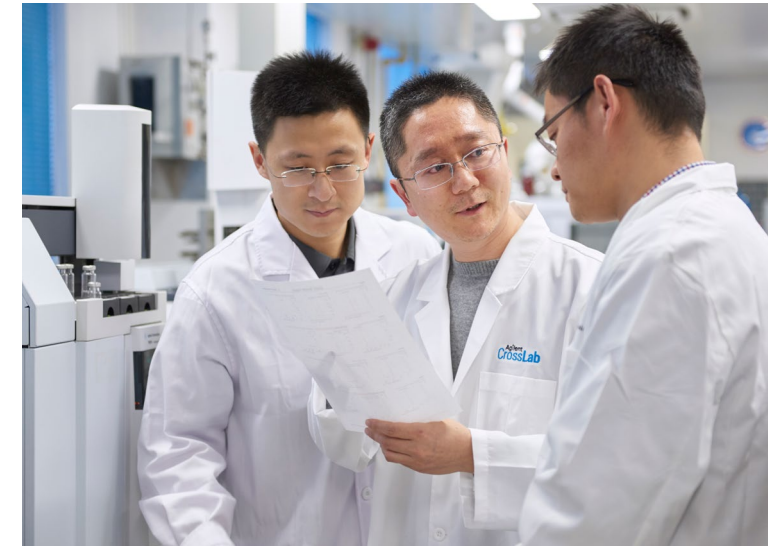
Supply Chain Quality

We also hold our suppliers to a high quality standard with our **Supplier Quality System Requirements,** which defines the requirements for a quality system and supporting management systems that must be maintained by a supplier of products and services to Agilent. Our supplier quality oversight function works in close partnership with Business functions and Procurement to ensure the qualification and ongoing assessment of supplier quality performance.

Lab Safety

Improvements in the environmental sustainability of lab products may also reduce health and safety risks, another key concern for labs. EHS concerns in labs include instrument safety, risk of electric shocks, and waste disposal, but according to a recent independent survey of 387 lab managers, EHS managers, and scientists, 84% indicated that chemical safety is their main EHS-related concern. Agilent has developed solutions that address environmental, health and safety concerns, with several highlighted below.

Solvent handling

Infinity Lab LC Series is designed for safe leak and waste handling. To protect against solvent leakage, leak sensors and optimized leak-to-waste funnels are in every InfinityLab LC Series module. Leak sensors stop the running system as soon as the leak detection level is reached. Loose connections, which could lead to leaks, can be minimized or eliminated by using Agilent InfinityLab fittings.

Chemical Vapor reduction

Dealing with hazardous organic solvents is challenging in a setting using high-performance liquid chromatography (HLPC), which requires compounds to be dissolved in solvents to be analyzed by instrument. Limiting solvent evaporation is key to limiting the associated health impacts. Agilent designed Stay Safe caps to contain solvent vapor in the bottle. Experiments showed that Stay Safe caps could reduce solvent vapor evaporation by 98% compared to an open bottle, and by 85% compared to a standard solvent cap.

Solvent usage reduction

With the introduction of superficially porous particle (SPP) technology, Agilent has paved the way for reproducible, robust LC methods with a low number of unexpected issues, while still offering efficient throughput. An analysis of 10 of the most popular Agilent application notes dealing with modernizing LC methods showed that solvent consumption can be reduced by 80 to 98%, which also reduces the associated handling and storage risks of potentially hazardous solvents, like methanol and others.

Oil handling and vapors

In analyzing customer feedback, the number one complaint about their experience with oil pumps during their daily LC/MS operations were oil related, such as leaks, waste and harmful vapors. Our Mass Spec and Vacuum Pumps divisions worked together for several years to develop our IDP dry scroll pumps that are 100% oil-free, offering a cleaner, healthier, and more productive lab space.

Product Marketing and Labeling

Agilent complies with required labeling for substance identification in our products in accordance with required regulations, and safe use guidance for products produced by Agilent. Agilent follows documented processes to assess the labeling requirements of our products and services for compliance with these guidelines.

Chemical Labeling

Agilent supplies Safety Data Sheets (SDS) in accordance with Globally Harmonized System of Classification and Labeling of Chemicals (GHS). Chemical products manufactured and distributed by Agilent undergo labeling reviews for compliance with GHS requirements.

End-of-Life Disposal

We include a waste container symbol with Agilent and Original Equipment Manufacturer (OEM) products, as well as batteries sold by Agilent to guide customers in safe and proper disposal. We comply with applicable laws and regulations regarding handling and labeling of hazardous waste in areas where we operate. In the EU, relevant products comply with labeling, collection and recycling requirements of the European WEEE (Waste from Electrical & Electronic Equipment) Directive. Agilent customers located in an EU or EEA member state can participate in local take-back recycling programs that meet WEEE Directive requirements.

Chemical Labeling

Agilent requires hazardous and restricted material composition data for materials that we purchase for use in our products, including parts procured on our behalf by third parties, such as contract manufacturers, distributors and logistics providers. Agilent's General Specification for the Environment (GSE) consolidates all material restrictions, labeling, and marketing stipulations required from our suppliers into one document covering environmental laws in the Americas, Asia-Pacific and Europe. Annually Agilent communicates materials specifications to our suppliers through the GSE to inform them of any updates to product labeling and marketing, and the list of chemicals/materials that are banned for use in our materials, parts, and products, which may be due to changes to global regulations or internal decisions made to minimize product and process impacts.

Data privacy & security

Information security is a companywide priority, and we continuously invest in our people, processes and tools to strengthen our security posture to protect Agilent and Customers data.

- Agilent's Information Security & Risk Management (ISRM) organization
- Agilent's Security Policy Governance Council and Cloud Center of Excellence.
- Cyber Security Risk Assessments on Enterprise IT solutions, as well as our Product Security Program.

Customer Privacy

At Agilent, we recognize the importance of data protection and privacy. We are committed to acting in accord with our values of uncompromising integrity and accountability in handling personal data and being a responsible data steward and a trusted partner in this digital and global business environment.

We treat the collection of data according to the applicable laws, and in line with our privacy principles of respecting individual rights, acting with transparency, and embedding privacy in our design.

We are actively monitoring and adapting our program to the emerging privacy and security regulations around the globe and the unparalleled shift to digital interactions due to the Covid-19 pandemic. Agilent continues to build upon our comprehensive principles-based data protection and privacy program, emphasizing the provision of appropriate privacy notices, acting with transparency and in accordance with our notices and embedding data protection and privacy-by-design into both our products and business operations. We do so while adapting our approaches to cater to remote workforces, online collaboration and increased digital interactions with our customers. We continue to develop and deliver new data protection and privacy content, communications and training to engage Agilent's global employee base and support our commitments to protect the data entrusted to us.

To further embed privacy into our business, we operate a global Data Subject Access Request (DSAR) intake and response process to ensure we provide timely responses to all individual data privacy rights requests. In addition, Agilent has a comprehensive Data Protection Impact Assessment (DPIA) process to systematically assess and evaluate risk for new and changed uses of personal data.

Agilent's Data Protection and Privacy program governance strategy includes a Data Privacy Board with Senior Management across the entire business, complemented by dedicated Privacy Champions in each function, responsible for acting as the voice of privacy in their functional area. We have leveraged and expanded our Program's processes and governance strategy to address newly emerging privacy regulations across the globe.

Our privacy statement. with details of how Agilent protects personal data is publicly available on our website.

Community

The Agilent Foundation

Since its founding in 1999, the Agilent Foundation has been supporting causes important to the Agilent community in the US and across our global operations. The vision and mission of the Foundation is to advance the quality of life in areas where the need is great and we are uniquely positioned to have a measurable impact—from ensuring safe water and food to addressing climate change and supporting STEM education for underrepresented communities.

Seven principles guide our philanthropic giving.

Self-Sustaining
We seek to achieve permanent impact and to promote change that will outlive the partnerships we create.

Diversity and Inclusion
Our approach to diversity and inclusion considers race, ethnicity, ability, culture, and geography.

Global
We strive to distribute our funding proportionately in the communities where we work.

Employee Driven
We encourage our employees to suggest charitable initiatives to fund in their communities.

Equitable
We seek to improve equity in our communities through our contributions. We also bring an equitable approach to our employee gift matching program—all employees receive the same benefit, regardless of their tenure, role, or compensation.

Impact
We look for new and innovative solutions to chronic problems. Outcomes should be measurable with an eye towards continual improvement.

Transparency
The Foundation's financials and grant making process are available to employees, auditors and the public. The Foundation, values accountability and integrity.

Employee Giving Program

The Agilent foundation gave $633,361 through our employee donation matching program. Agilent matches employees' contributions to thousands of local, national, and international charities of their choice up to $25,000 per year.

Last year, we took several steps to make the program more inclusive for everyone:

- Removing the $100 threshold required to receive a company matching donation. This allows all employees, regardless of how much they give, to qualify for matching funds.

- Giving each employee $25 to donate through our giving platform to their charity of choice.

- For employees who volunteer on their own time, introducing a matching contribution of $25 for each hour they volunteer.

We also made several enhancements to our online giving platform to make it more user friendly and inclusive for employees. This included updating the interface, increasing the number of charities that qualify for matching contributions, developing engaging content around charitable giving, and responding quickly with helpful philanthropic information when a crisis strikes, such as a natural disaster or humanitarian crisis.

We also laid the groundwork to expand this giving platform to all employees across our global operations in FY22.

Volunteer Time Off

Agilent gives employees the equivalent of six workdays of paid time off (known as Volunteer Time Off) per calendar year and a pro-rated amount to part-time employees. Through this program, employees across 19 countries spent 15,128 hours volunteering in their communities last year, valued at $802,403 in employee time.

HBCU Partnerships

The Foundation began a plan to develop partnerships with HBCUs to fulfill our mission of diversifying the pipeline to STEM. This will include a STEM scholarship program at universities close to our largest locations. We're also targeting local, state-funded universities, whose students are often in greater need of financial support.

Covid-19 Care in India

As Covid-19 cases spread across India and death rates escalated in spring of 2021, Agilent provided a grant of $138,403 to the United Way of India to quickly deliver essential medical equipment to treat Covid-19 patients in local hospitals in Uttar Pradesh and Jharkhand. This supplemented Agilent's Covid vaccination campaign in India during the same period, which enabled 900 employees to get vaccinated.

Support for STEM Researchers

We provided a grant of $20,000 to support graduate-level researchers in STEM through ARCS, Advancing Science in America, a woman-led nonprofit organization that provides funding to help graduate and undergraduate students create new knowledge and innovative technologies. Our funding supported scholarly research in solar energy harvesting to advance climate technology and brain-machine interface technologies that can help people suffering from neurodegenerative and neuropathic diseases.

Governance

Governance

Agilent is committed to conducting our business in an ethical, socially responsible and environmentally sustainable manner, as we recognize these are aligned with our long-term success. Our Board of Directors and sound corporate governance structure support us in delivering on this commitment.

- Ten of our eleven directors are independent
- Independent standing Board committees
- Strong independent Chairperson
- Strong focus on pay-for-performance
- Diverse Board with an effective mix of skills, experience and perspectives

- Five new independent directors added during the past five years
- Varied lengths of Board tenure with an average tenure of eight years
- Stock ownership guidelines for executive officers and directors
- Proxy access for our stockholders

Board Governance

As of December 31, 2021, our Board of Directors was comprised of eleven individuals, ten of whom are independent as determined pursuant to NYSE's listing standards. Our Board is led by an independent chair. Fully independent committees of the Board oversee audit, compensation and nomination. Our Board's Corporate Governance Standards cover various topics relating to the Board and its responsibilities. The Corporate Governance Standards reflect the Board's commitment to assess its effectiveness, outline the authority and practices in place to review and evaluate Agilent's business operations and strategy as needed and make decisions that are independent of Agilent's management.

Board Membership

The Board's Corporate Governance Standards reaffirm Agilent's commitment to having leaders on the Board with broad executive experiences and diverse backgrounds. The Nominating/Corporate Governance Committee's charter requires consideration of a director nominee's integrity, experience, judgment, independence and ability to commit sufficient time and attention to Board activities. In addition, skills such as insight into the life science industry, international background, and other relevant characteristics are considered. We believe it is valuable to have directors with varying lengths of service in order to strike the right balance between continuity and renewal. The five independent directors we added to the Board in the past five years bring fresh perspectives to the Board, while our longer tenured directors have deep knowledge of our operations and strategic focus. In 2021, we added two new independent directors to our Board, bringing the Board to eleven members.

Board Members by Age
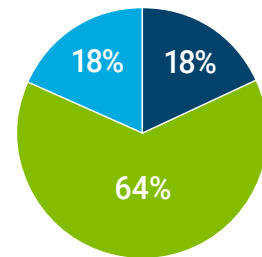
- 50's
- 60's
- 70's

Board Members by Gender
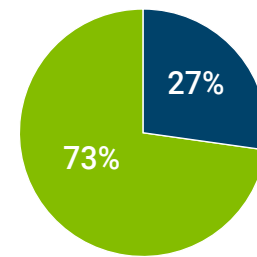
- Female
- Male

Board Members by Race/Ethnicity

- Asian/Pacific Islander
- African American
- Caucasian

ESG Governance

Our Board and management recognize that managing our ESG risks and unlocking ESG opportunities is integral to our ability to create and retain value for our stakeholders. Our ESG governance structure is designed to: i) 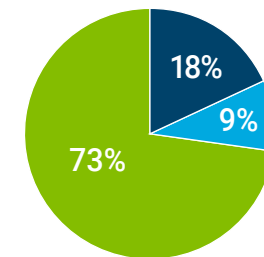guide our strategy, ii) ensure a unified approach to overseeing, managing, and measuring our ESG performance, and iii) support transparency and accountability to both internal and external stakeholders.

This approach starts at the highest levels of the organization, from our Board to our management.

Two management-level bodies oversee ESG issues with complementary roles and responsibilities. The Executive ESG Steering Committee, comprised of senior executives who report to our CEO, meets biannually to provide oversight of our ESG strategy, identify new ESG focus areas and trends, and approve plans of record. They report to the Board's Nominating/Corporate Governance Committee annually. Reporting to the Steering Committee twice yearly is the vice president of Workplace Services and head of ESG Programs. This role leads the ESG Working Group, which is composed of representatives from key functions, such as Supply Chain, Site Operations, R&D, Manufacturing, and Marketing, among others. The Working Group meets regularly to identify gaps and priorities and integrate ESG strategies and programs into business strategies.

Day-to-day management of ESG issues resides within each relevant business or function, supported by additional collaborative groups, such as our NPI/R&D Sustainability team and OFS Sustainability team.

The Board provides overall ESG oversight with specific responsibilities addressed through its three standing committees.

Our Nominating and Governance Committee oversees our ESG program and ensures our ESG strategy is aligned with our long-term corporate strategy. Updates on our ESG program and progress are provided by management on an annual basis, with issue-specific updates provided as needed.

Our Audit and Finance Committee formally reviews our enterprise risk management program, which incorporates relevant ESG risks, and regularly reports to the full Board on the program and related risk management efforts.

Our Compensation Committee formally reviews the benefits provided to our employees, including health and wellness. The Committee also establishes and approves compensation plans and arrangements with respect to our executive officers and oversees the administration of the company's equity plans. Our compensation program is designed to align executive interests with stockholders; support our long-term and short-term business strategy; attract, retain and motivate talent; and link pay with performance.

Director Qualifications

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

Enterprise Risk Management

The Agilent ERM Program is one component of Agilent's overall risk management framework. Our approach to enterprise risk management is to focus on the principal risks to the company while not duplicating other governance activities. We use our ERM Program to identify material risks across the company, determine ownership of the risk, support the creation and maintenance of business continuity plans where appropriate, monitor the adequacy of plans across key business flows, and ensure the performance of appropriate testing and drills and the availability of a central repository for documentation.

If an incident occurs that results in a partial or full implementation of a business continuity plan, the program reviews the key learnings and the effectiveness of the plan and ensures appropriate actions are taken.

The ERM program is managed within Agilent's Global Infrastructure Services organization. The Executive Risk Committee, comprised of the CEO staff, meets twice per year to review progress, evaluate present and emerging risks, and validate the program has identified the correct principal risk area to focus on.

Ethics & Compliance

Ethics

We adhere to high standards of ethics and conduct business with uncompromising integrity. We expect our employees and business partners to conduct business in compliance with applicable laws and regulations and with the standards and policies set forth in our Standards of Business Conduct (SBC) and Supplier Code of Conduct.

Our SBC helps to protect our reputation as an ethical corporate citizen. Newly hired employees are required to sign an acknowledgement that they have received, read, and will comply with the SBC. In addition, annually, employees above certain levels are required to complete Ethics and Anti-Bribery and Corruption trainings and acknowledge the SBC. Regularly, we conduct trainings on specific topics in the SBC for groups of our employees.

Employees are expected to raise questions or concerns about conduct that may be inconsistent with the law, the SBC, or other policies to their supervisor, Human Resources contact, the Global Compliance team, and

through the company's Integrity Helpline. Employees are able to communicate and report suspected violations confidentially and anonymously, where permitted by law. Employees and others can raise questions or concerns by calling the toll-free number, visiting the Helpline website, or sending a text message (text communication available in North America only). Additionally, questions or concerns related to questionable accounting, internal controls, or auditing matters can also be raised directly to the Audit and Finance Committee of the Board of Directors.

We have procedures to manage reports to ensure consistent investigation and response procedures across incident types and reporting channels. Serious violations are reviewed by the Senior Management. The Chief Compliance Officer reports to the Audit and Finance Committee on a regular basis regarding the effectiveness of our Global Compliance Program.

The Company's Internal Audit function periodically reviews business unit operations using a risk-based audit plan. Internal Audit regularly assesses the effectiveness of the Company's Compliance and Anti-Bribery and Corruption programs through routine and targeted audits of business functions and/or sales affiliates.

Competition

Competition laws, also known as antitrust laws, vary by country, but share the same underlying philosophy that competition benefits consumers by providing higher-quality, more innovative products, and services at lower prices. Around the world, competition laws seek to prohibit conduct that undermines competition, such as the formation of cartels among competitors or the abuse of a company's market power. Agilent understands the commitment to ensuring compliance with these laws is an important aspect of participation in the global marketplace.

Agilent is committed to competing vigorously and fairly in all markets in which we do business. We place high importance on maintaining compliance with competition laws globally. To achieve this goal, all Agilent employees are given guidance on interactions with competitors. When dealing with reseller or other channel partners, Agilent is committed to ensuring there is no influence or interference with a reseller's ability to set the price at which it offers our products or services for sale.

Agilent provides guidance on antitrust and competition law to employees, as well as training and mechanisms for raising questions or raising concerns.

Agilent managers are responsible for actively promoting awareness of, and enforcing compliance with, antitrust and competition policies among their teams, and must not actively or passively authorize or ignore anti-competitive activities in their organization. Employees who fail to adhere to these policies are subject to disciplinary action up to, and including, termination of employment.

Agilent regularly conducts internal audits, including those focused on possible anti-competitive behavior. Additionally, whenever allegations are raised of anti-competitive behavior, Agilent has a process for investigating and addressing such concerns.

Third parties working with Agilent are informed of Agilent's commitment to its values including those of Uncompromising Integrity and Accountability and the SBC. While we work collaboratively with partners, at the same time, we recognize that they are independent businesses, and we are committed to ensuring a fair marketplace.

Preventing Corruption

Strong anti-corruption policies benefit all aspects of society – whether that means fair business conduct, access to education, or a right to vote. Laws such as the U.S. Foreign Corrupt Practices Act, UK Bribery Act, France's Sapin II, Brazil's "Clean Company" Act, China's Anti-Unfair Competition Law of the PRC and other similar laws around the world prohibit bribery of government officials to benefit business interests.

Agilent does business directly or indirectly in over 120 countries worldwide, each of which has its own unique laws, business practices, and customs. Agilent requires its employees and business partners in all geographies to conduct their affairs with uncompromising integrity and accountability and does not tolerate corrupt business activities.

Agilent maintains written policies against corruption that prohibit promising, offering, giving, or receiving from any individual anything of value or personal benefit with the expectation of receiving a favor, a grant of business, or any other business advantage in return. Such actions are sometimes referred to as bribes or kickbacks. A bribe can take many forms including payments, gifts, favors, employment, entertainment, travel or an offer of these or another benefit. Even a charitable or political contribution can be considered a bribe if offered to influence a business decision. Regardless of local practice or the practices of other companies, Agilent's policies are to seek to avoid acts of corruption or acts that create even the appearance of business impropriety.

Agilent's anti-corruption policies incorporate the common elements of anti-corruption laws and regulations worldwide that apply to Agilent's business. Agilent is committed to complying with:

- The laws and regulations in the countries where Agilent conducts business including the laws and regulations of the United States, including the U.S. Foreign Corrupt Practices Act, and other international anti-corruption laws and regulations, including the U.K. Bribery Act of 2010 and the OECD Anti-Bribery Convention, to which 38 countries are signatories

- Agilent's Standards of Business Conduct (SBC)

- Agilent's policies and procedures

Agilent expects every employee, agent, or representative whose duties are likely to lead to involvement in, or exposure to, any of the areas covered by laws against corruption and bribery to become familiar with and comply with the company's anti-corruption policies. Agilent requires its employees, agents, and representatives in all countries to certify periodically to compliance with these policies and to participate in training sessions as instructed by management.

Agilent managers are responsible for actively promoting awareness of, and enforcing compliance with, these policies among their teams, and must not actively or passively authorize or ignore corrupt activities in their organization. Employees who violate these policies will be subject to disciplinary action, which may include termination of employment. No employee will suffer adverse consequences for refusing to offer or make a corrupt payment, even if it may result in the loss of business.

Monitoring of Data

Continuous evaluation is completed by the Internal Audit team, which uses audit software and other tools to conduct semi-automated analyses of large amounts of Agilent data to identify errors, control deviations and potential fraud. Tests are performed periodically throughout the year, ensuring that all transactions identified are reviewed during the year.

Agilent runs multiple tests on data, including purchase orders, payables, vendor data, customer data, sales orders, expense reports, and site access. When issues are identified in continuous auditing, they are addressed either directly with our internal business partners or referred to another audit team or a special investigations team for further management. An example of a continuous auditing test is a check that users with active system access are still active Agilent employees or contractors. Another example is to search for duplicate payments made to employees or vendors.

Record-Keeping/ Accounting Provisions

Agilent's Standards of Business Conduct (SBC) and other company policies require the maintenance of books and records that accurately reflect all transactions. In addition, Agilent maintains a system of internal accounting controls reasonably designed to detect and prevent fraudulent transactions. The handling of each transaction is subject to Agilent's Internal Audit verification, with reporting of exceptions to management and other appropriate company stakeholders.

Due Diligence on Third Parties

Agilent conducts due diligence on third parties with whom Agilent does business and takes steps to ensure that these third parties comply with the requirements of the company's anti-corruption policies. Due diligence includes the use of a due diligence questionnaire, independent background checks and investigations, inclusion of anti-corruption contractual provisions, and post-engagement education and monitoring, as appropriate.

Third parties working with Agilent are informed of Agilent's commitment to its values including those of Uncompromising Integrity and Accountability. They are made aware of the policies against corruption and are required to sign contracts agreeing to abide by these provisions, train their own employees, and manage the Agilent business accordingly.

Appendix:
TCFD Report

TCFD Recommendation	Agilent Disclosures
Governance	With our culture of innovation, Agilent is in a strong position to contribute important solutions to reducing greenhouse gas emissions. As a company, we are committed to continued sustainable business operations, thoughtful social responsibility initiatives and maintaining governance structures that promote effective oversight. **Oversight for ESG** Our Board, through its Nominating/Corporate Governance Committee, oversees Agilent's ESG program and its progress. The Nominating/Corporate Governance Committee formally reviews our ESG efforts, including our sustainability initiatives, within the organization and reports to the Board on a regular basis. **Management** Management of our ESG program resides with our ESG Steering Committee, which is composed of the CEO and the Executive staff. Activities are led by our ESG Working Group, which is made up of participants from across Agilent that are leading programs supporting our ESG strategy, including our Sustainability Council, Design for Environment, Diversity and Inclusion, and Order Fulfillment and Supply Chain sustainability groups. To ensure a coherent and strategic focus is given to ESG across Agilent, an Agilent Executive from our Global Infrastructure Services (GIS) organization has responsibility for the program and reports directly to the CEO on our progress. **Managing Climate Risks** The Board has the ultimate responsibility for, and is actively engaged in, oversight of the company's risk management both directly and through its committees. The full Board is kept abreast of risk oversight and other activities of its committees through reports of the committee chairpersons to the full Board during Board meetings. Senior management may also provide risk assessment reports directly to the Board on certain issues. The Audit and Finance Committee has primary responsibility for overseeing our Enterprise Risk Management (ERM) program, which encompasses, among others, climate risks.

TCFD Recommendation	Agilent Disclosures
Strategy	The TCFD highlights two primary types of climate risks—physical and transition. Physical risks may include extreme weather events, such as drought or flooding, and the longer-term impact of increasing average global mean temperatures. Transition risks, on the other hand, may include the global transition to a low-carbon economy, new regulations, and innovations in energy efficiency. We have identified climate-related risks and opportunities with potential impact to our business as described below: **PHYSICAL RISKS** **Operations continuity** **Risk Type: moderate** **Description** S&P Global Sustainable1 analyzed the potential physical risks that may impact Agilent's operations, considering different scenarios of climate change by 2050:

TCFD Recommendation	Agilent Disclosures

Strategy (Continued)

Scenario	RCP	Description
High Climate Change Scenario	**8.5**	Continuation of business as usual with emissions at current rates. This scenario is expected to result in warming in excess of 4 degrees Celsius by 2100.
Moderate Climate Change Scenario	**4.5**	Strong mitigation actions to reduce emissions to half of current levels by 2080. This scenario is more likely than not to result in warming in excess of 2 degrees Celsius by 2100.
Low Climate Change Scenario	**2.6**	Aggressive mitigation actions to halve emissions by 2050. This scenario is likely to result in warming of less than 2 degrees Celsius by 2100.

Sustainable1 examined our physical risk exposure at the asset level, which includes our manufacturing sites, data center, and large office sites. Overall, Agilent faces moderate physical risk with greatest exposure to water stress, coldwaves, and wildfires.

Mitigation Strategy
Agilent site management teams are engaging with stakeholders within senior leadership and subject matter experts in relevant operational areas on next steps and mitigation plans which will be managed via our Enterprise Risk Management program.

TCFD Recommendation	Agilent Disclosures
	TRANSITION RISK **Policy Risk Exposure** **Risk Type: Low to Moderate** **Description** To significantly reduce GHG emissions and address climate change, carbon taxes, emissions trading schemes and fuel taxes are expected to feature prominently in global policy action. The S&P Global Sustainable1 risk model inputs includes S&P Global Trucost carbon price data and scenarios; Scope 1 and 2 GHG emissions and location data by facility; Scope 3 emissions data per category; and Scope 1, 2 and 3 GHG targets. The source of Scope 1 and 2 emissions mainly consist of Agilent offices, data centers and manufacturing sites. Upstream Scope 3 emissions were also included and are chiefly made up of purchases from Agilent suppliers and transportation and distribution services. The analysis concluded that the impact of carbon pricing on Agilent's operating expenses are likely to be low to moderate. These risks will be mitigated by Agilent's net-zero commitment. **Mitigation Strategy** In 2021, we announced our commitment to achieve net-zero greenhouse gas emissions by 2050. To achieve these goals, we have also committed to interim greenhouse gas reduction targets. By 2030, we will reduce absolute Scope 1 and 2 emissions by 50%, and Scope 3 emissions by at least 30% (with a stretch goal of 40%) from a base year of 2019 in alignment with Science Based Targets initiative recommendations. We will continue to invest in renewable energy and seek ways to reduce overall energy use. In 2021, we began developing a plan to engage suppliers on emissions reduction.

TCFD Recommendation	Agilent Disclosures
	Market Risk Exposure **Risk Type: Low to Moderate** **Time horizon: Short and medium term** **Description** S&P Global Sustainable1 quantified the market risk exposure by calculating the earnings at risk of Agilent's top 100 corporate suppliers. As carbon prices increase globally to drive transition to a low-carbon economy, Agilent's suppliers may be affected by increasing emissions taxes over time. Suppliers in the Chemicals sector followed by the Air Freight & Logistics sectors have the highest earnings at risk from carbon pricing. Our highest expenditures are with air freight and logistics suppliers. Professional services are the second highest spend but the sector has a lower carbon pricing risk relative to other sectors. **Mitigation** We are evaluating suppliers who are most at risk and will collaborate with our strategic suppliers on their risk mitigation plans.

TCFD Recommendation	Agilent Disclosures
Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks	The Agilent ERM (Enterprise Risk Management) program provides a framework for identifying material risks across the company, determining ownership of the risk, supporting the creation and maintenance of business continuity plans where appropriate, ensuring the adequacy of plans across key business flows, ensuring appropriate testing and drills are performed and the availability of a central repository for documentation. If an incident occurs that results in a partial/full implementation of a business continuity plan, the program reviews the key learnings and the effectiveness of the plan and ensures appropriate actions are taken. The ERM program is managed within Agilent's Global Infrastructure Services organization. Oversight is provided by the Executive Risk Committee, comprised of the CEO staff, which meets twice per year to review progress, evaluate present and emerging risks, and validate the program has identified the correct principal risk area to focus on. Climate risk is identified as a key risk and is incorporated into our ERM program. This includes failure to meet stakeholder expectations. The impacts of climate change are also reflected through other risks that we monitor within the program and for which we maintain business continuity plans such as loss of key sites and supply chain disruptions.

TCFD Recommendation	Agilent Disclosures
Metrics and Targets	In 2021, we announced our commitment to achieve net-zero greenhouse gas emissions by 2050. To achieve these goals, we have also committed to interim greenhouse gas reduction targets. By 2030, we will reduce absolute Scope 1 and 2 emissions by 50%, and Scope 3 emissions by at least 30% (with a stretch goal of 40%) from a base year of 2019.

In addition, we will continue to invest in renewable energy and focus on three areas where our carbon footprint is greatest: purchased goods and services, sold products, and transportation and distribution. By 2024, our goal is to reduce water intensity by 20% from a baseline year of 2014.

For more environmental metrics and targets, see our **ESG report**. View the **Assurance Statement** for this analysis from S&P Global Sustainable1 |

SASB Index
(Sustainability Accounting Standards Board)

Accounting Metric	2021 Disclosure	Code
Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S (United States). Consumer Price Index	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. Agilent engages with our stakeholders through consultation, surveys, ad-hoc feedback and reviews	HC-MS-240a. 1
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.	HC-MS-240a. 2
Number of recalls issued; total units recalled	Agilent has no medical device product recalls that were reported to the FDA (Food and Drug Administration).	HC-MS-250a.1
List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	There are nine products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database: • Herceptest for Automated Link Platforms • Flex Ihc Microscope Slides • Artisan Acid-Fast Bacillus Stain Kit • Flex Monoclonal Mo A Hu Cytoker, Clone Ae1/Ae3 • Pd-L1 Ihc 22c3 Pharmdx • Envision Flex Hematoxylin (Link) • Dako Omnis • Artisan • Autostainer	HC-MS-250a. 2

Accounting Metric	2021 Disclosure	Code
Number of fatalities related to products as reported in the FDA (Food and Drug Administration) Manufacturer and User Facility Device Experience database	There have been zero fatalities.	HC-MS-250a. 3
Number of FDA (Food and Drug Administration) enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	There have been zero enforcement actions taken.	HC-MS-250a. 4
Total amount of monetary losses because of legal proceedings associated with false marketing claims	Agilent had no monetary losses in 2021 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 adheres to all applicable laws and regulations and industry standards, while maintaining the highest ethical standards of reporting on our marketing, sales and research and development operations, as required by law. Agilent is committed to promoting our products responsibly and reporting about our business practices in a manner that promotes transparency. To ensure our communication and marketing approaches uphold the highest standards, Agilent has a robust mandatory, company-wide training on these standards of communication and conduct.	HC-MS-270a. 2

Accounting Metric	2021 Disclosure	Code
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 is to act in an environmentally responsible manner regarding our operations, products and services. Agilent employees and managers are expected to support the implementation of this policy in accordance with their roles and responsibilities in the organization. Of particular relevance to product development are the following actions: • Ensure our products and operations comply with relevant environmental legislation and regulations • Responsibly manage the use of hazardous materials in our operations, products and services, and promote recycling or reuse of our products. The fundamentals of Agilent's Design for the Environment (DfE) guidelines encourage Agilent employees to think about the impact that a product has on both the environment and society. Therefore, they should consider answering the following questions: • What positive impacts does the product have on the environment? • What are the negative impacts? Many Agilent products include innovations that have enabled their reduced energy use, footprint, water usage, use of hazardous materials, etc. and we are sponsors of not-for-profit organizations like My Green Lab (https://www.mygreenlab.org/) to help us understand how we can continually improve the environmental impact of our products and the sustainability of our laboratory customers worldwide. Agilent complies with RoHS (Restriction of Hazardous Substances) and REACH regulatory compliance for all commercial products. For reagent based NPIs, we are using the ARCADIS form to document the environmental and health considerations.	HC-MS-410a. 1

Accounting Metric	2021 Disclosure	Code
Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Agilent's pre-owned instruments program enables customers to sell, trade-in or recycle previously used instruments. Agilent's pre-owned instruments offer exceptional value to customers, come with a one-year factory warranty (the same warranty as new instruments) and pass a comprehensive operational qualification and performance verification to ensure risk free performance. Agilent also donates instruments that we are no longer using to not-for-profits. Agilent does not disclose the requested product numbers.	HC-MS-410a. 2
Percentage of (1) entity's facilities and (2) Tier I 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 a minimum of 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. Agilent requests ISO certificates from suppliers at the point of supplier on-boarding.	HC-MS-430a. 1
Description of efforts to maintain traceability within the distribution chain	Agilent maintains traceability though all stages of manufacturing through distribution using our ERP (Enterprise Resource Planning) system. Traceability is maintained based on part number, serial number and / or lot number.	HC-MS-430a. 2

Accounting Metric	2021 Disclosure	Code
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 (Environmental Health and Safety) regulations. • Agilent has a Conflict Minerals Position Statement and abides by all requirements of the Dodd-Frank Act, including filing required SEC report. • Suppliers identified through risk assessment processes are monitored and business continuity plans are in place and reviewed annually. Agilent has a Supplier Code of Conduct. • For critical parts, Agilent follows additional risk processes and tracks and monitors suppliers.	HC-MS-430a. 3
Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Agilent had no monetary losses in 2021 due to legal proceedings associated with corruption and bribery.	HC-BP-510a. 1
Description of code of ethics governing interactions with health care professionals	Agilent is committed to the highest standards of business ethics and recognizes that our actions can have a direct impact on patient health. Through our products, we strive to improve patient health around the world while ensuring that our interactions with healthcare professionals remain ethical, fair and honest The Agilent Global Healthcare Compliance Policy governs interactions with healthcare professionals by Agilent around the world, including marketing, medical, sales, and research and development operations. Our Global Healthcare Compliance Policy incorporates common legal and ethical standards from many of Agilent's major markets, including the U.S (United States). (AdvaMed Code) and international (MedTech Europe Code, Japan Federation of Medical Devices Associations) and applies them to our operations around the world. See Good Governance in this CSR (Corporate Social Responsibility) report for more information on our approach.	HC-BP-510a. 2

Activity Metric	2021 Disclosure	Code
Number of units sold by product category	Agilent does not disclose the number of units sold by product category.	HC-MS-000.A

Appendix: GRI Index

GRI 102: General Disclosures

Organizational Profile

Disclosure Number	Disclosure Title	Response
GRI 2: General Disclosures 2021		
2-1207-2	Organization details	Agilent Technologies Inc. is a global leader in life sciences, diagnostics and applied chemical markets, providing application focused solutions that include instruments, software, services and consumables for the entire laboratory workflow. Agilent Technologies is a publicly traded company, listed on the New York Stock Exchange and our ticker symbol is A, with headquarters at 5301 Stevens Creek Blvd., Santa Clara, CA 95051.
		Agilent serves customers in 110 countries. Our primary research and development and manufacturing sites are in California, Colorado, Delaware, Massachusetts, Texas, Vermont and Washington in the U.S. and in Australia, China, Denmark, Germany, Italy, Japan, Malaysia, Singapore and the United Kingdom.
2-2	Entities included in the organization's sustainability reporting	All Agilent legal entities
2-3	Reporting period, frequency and contact point	We have published a CSR report every year since our founding as an independent company since 1999. In FY21, we transition to an ESG reporting framework. This report covers the fiscal year ending October 31, 2021.

Disclosure Number	Disclosure Title	Response
2-4	Restatements of information	We have not made any material restatements from the prior year.
2-5	External assurance	**See External Assurance**
2-6	Activities, value chain and other business relationships	**See 10-K, pg. 3**

Disclosure Number	Disclosure Title	Response
2-7	Employees	See table below

Organizational Profile

Geographic Scope	Grouping	Female	Male	Other	Not Disclosed	Total
Americas	Number of employees (headcount):	2571	3852	2	4	6429
Americas	# of permanent employees (headcount):	2571	3852	2	4	6429
Americas	# of non-guaranteed hours employees (headcount):	0	0	0	0	0
Americas	# of full-time employees (headcount):	2548	3841	2	4	6395
Americas	# of part-time employees (headcount):	23	11	0	0	34
Asia Pacific	Number of employees (headcount):	2418	4012	0	1	6431
Asia Pacific	# of permanent employees (headcount):	2418	4012	0	1	6431
Asia Pacific	# of non-guaranteed hours employees (headcount):	0	0	0	0	0
Asia Pacific	# of full-time employees (headcount):	2407	4009	0	1	6417
Asia Pacific	# of part-time employees (headcount):	11	3	0	0	14
Europe	Number of employees (headcount):	1513	2651	1	3	4168
Europe	# of permanent employees (headcount):	1513	2651	1	3	4168

Organizational Profile (Continued)

Geographic Scope	Grouping	Female	Male	Other	Not Disclosed	Total
Europe	# of non-guaranteed hours employees (headcount):	0	0	0	0	0
Europe	# of full-time employees (headcount):	1279	2574	1	3	3857
Europe	# of part-time employees (headcount):	234	77	0	0	311
Global totals	Number of employees (headcount):	6502	10515	3	8	17028
Global totals	# of permanent employees (headcount):	6502	10515	3	8	17028
Global totals	# of non-guaranteed hours employees (headcount):	0	0	0	0	0
Global totals	# of full-time employees (headcount):	6234	10424	3	8	16669
Global totals	# of part-time employees (headcount):	268	91	0	0	359

Disclosure Number	Disclosure Title	Response
2-8	Workers who are not employees	2021: 6,652 2020: 6,077 The increase in NAW (non-Agilent employees) is due to impacts of COVID-19 on regular and contingent worker volumes and strong business demand.
2-9	Governance structure and composition	**See Proxy Statement**
2-10	Nomination and selection of the highest governance body	**See Proxy Statement, pgs. 16-17**
2-11	Chair of the highest governance body	**See Proxy Statement, pg. 10** The chair of the highest governance body is not a senior executive.
2-12	Role of the highest governance body in overseeing the management of impacts	**See Proxy Statement, pgs. 14-15**

Disclosure Number	Disclosure Title	Response
2-13	Delegation of responsibility for managing impacts	**See Governance** and **Managing Environmental Sustainability**
2-14	Role of the highest governance body in sustainability reporting	**See External Assurance**
2-15	Conflicts of interest	**See Proxy Statement, pgs. 19-20**
2-16	Communication of critical concerns	No critical concerns arose during the reporting period. See Ethics and Compliance
2-17	Collective knowledge of the highest governance body	None other than as reported under GRI 2-12.
2-18	Evaluation of the performance of the highest governance body	There is an annual Board self-assessment process, including peer evaluations. The chairperson of the Board, along with the Nominating/Corporate Governance Committee, leads the annual self-assessment process by the Board and each standing committee of the Board, including periodic performance reviews of individual directors. We do not use a third-party to evaluate current Board members.

Disclosure Number	Disclosure Title	Response
2-19	Remuneration policies	Refer to the CD&A and Executive Compensation sections of the **Proxy Statement**
2-20	Process to determine remuneration	For the process for designing remuneration policies and determining remuneration, please refer to the CD&A and Executive Compensation sections of the **Proxy Statement**. Executive compensation for FY2021 was approved by the shareholders at the annual meeting.
2-21	Annual total compensation ratio	**Annual total compensation ratio** — 193:1 **Change in the annual total compensation ratio** — 53%
2-22	Statement on sustainable development strategy	See the **Introduction including the CEO Letter**
2-23	Policy commitments	See **Governance**, See **Supply Chain Policies** and **Code of Business Conduct**
2-24	Embedding policy commitments	See **Governance**, See **Supply Chain Policies** and **Code of Business Conduct**
2-25	Processes to remediate negative impacts	See **Enterprise Risk Management**, and **Ethics and Compliance**

Disclosure Number	Disclosure Title	Response
2-26	Mechanisms for seeking advice and raising concerns	See **Enterprise Risk Management**, and **Ethics and Compliance**
2-27	Compliance with laws and regulations	Agilent had no significant instances of non-compliance during the period. Serious non-compliance instances would be those matters that are deemed by a court or other means to be a violation of law or regulation, or those 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	American Society for Quality, American Chamber of Commerce, India Engineering Biology Research Consortium, Open Platform Communications Foundation, Ignited, National Association for EHS&S Management, Center for Bioanalytic Metrology, Society of Vacuum Coaters, Cold Spring Harbor Laboratories Meetings and Courses Program, Government-University-Industry Research Roundtable, CASME, National Institute for Innovation in Manufacturing Biopharmaceuticals, Society of Women Engineers, American Physical Society, Institute of Electrical and Electronics Engineers, Merced Nanomaterials Center for Energy and Sensing (MACES), American National Standards Institute, MedTech Europe, International Genetically Engineered Machine (iGEM) Foundation, Society for Laboratory Automation and Screening, National Minority Supplier Development Council, AOAC International, SystemX Alliance, CEO Action, UC Berkeley Engineering Advisory Board, techUK, Women's Business Enterprise National Council, National Academy of Engineering, Stanford Interdisciplinary Life Sciences Council, Stanford Department of Bioengineering External Review Committee, American Institute for Medical and Biological Engineering.

Disclosure Number	Disclosure Title	Response
2-29	Approach to stakeholder engagement	See **Stakeholder Engagement**
2-30	Collective bargaining agreements	See table below

2-30a	2-30b	Other
Total employees covered by collective bargaining agreements:	Employees not covered by collective bargaining agreements but Agilent determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	
	Report for employees not covered by collective bargaining agreements: There may be instances where collective bargaining agreements cover some or none of the organization's employees. However, the working conditions and terms of employment of these employees may be influenced or determined by the organization based on other collective bargaining agreements, such as agreements that cover other employees or agreements from other organizations. If this is the case, the organization is required to report it under 2-30-b. If this is not the case, and the working conditions and terms of employment of these employees are not influenced or determined based on other collective bargaining agreements, a brief statement of this fact is sufficient to comply with this requirement.	
AP: 385 employees covered by CBA Australia: 24 Japan: 361	Australia: all monthly paid Australian and NZ employees not covered by CBA are covered by individual agreements. Standard terms and conditions and benefits apply to all monthly employees. Australia has minimum standards set by Fair Work Australia and the Award system - Agilent ensure we exceed these conditions and provide a package of benefits to support employees.	

Disclosure Number	Disclosure Title	Response

2-30a	2-30b	Other
Europe: 1630 Employees Austria = ALL (23) Belgium = ALL (127) Denmark = SOME (244) France = ALL (276) Italy = ALL (430) Spain = ALL (530)	In Finland, Agilent employees are not formally covered by a collective bargaining agreement, however their terms and conditions of employment including salary increases are set by reference to the country CBA "Collective Agreement for Senior Salaried Employees in Technology Industries 2017 - 2020 {Fin}" (i.e., it is informally followed). This affects all 26 employees in Finland (0.1% of Agilent's global employee population) All Agilent employees also have terms and conditions of employment set according to detailed local benchmarking and best practices.	1515 employees in Germany and NL (not covered by CBA) have terms and conditions of employment set by reference to internal Works Council Agreements (binding). This represents 8.6% of Agilent's global employee population.
Americas - 225 employees Brazil = ALL (225)	In Brazil, there is an agreement between employer and employee union, that describes all benefits that will be offered to employees with the standard of the local country requirements. These benefits are beyond what is mandatory. Legal increases are announced through this document.	
12.8% of the total Agilent employee population is covered by CBA. [Note: based on 2,240 out of a total HC of 17,544 @ 31 Oct 2021]		

Disclosure Number	Disclosure Title	Response
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	See **Materiality Assessment**
3-2	List of material topics	See **Materiality Assessment**
3-3	Management of material topics	Management of each material topic is addressed within relevant sections of the ESG report, including **Materiality Assessment**, **Human Capital Management**, **Governance**, and **Managing Environmental Sustainability.**
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	See **Financial Section of 10-K**
201-2	Financial implications and other risks and opportunities due to climate change	See **TCFD Report**
201-3	Defined benefit plan obligations and other retirement plans	Percentage of salary contributed by employee and employer vary by country. Separate funds exist in some countries to pay the plan's pension liabilities. See more in **10-K**.

Disclosure Number	Disclosure Title	Response
201-4	Financial assistance received from government	We have a tax incentive in Singapore which decreased income taxes by $35 million in 2021. Data provided for tax credits and benefits is limited to information included in Agilent's 10-K. All other information is not publicly disclosed.
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 U.S. See table below.

Ratio of employee entry level wages to the minimum wage at significant locations of operations		2021		
Significant location of operations	**Local minimum wage**	**Gender or Total Workforce**	**Minimum wage used**	**Ratio of entry level wage to minimum wage**
U.S.	Variable	Total Workforce	$7.25	2.21:1

Disclosure Number	Disclosure Title	Response
202-2	Proportion of senior management hired from the local community	Definition of 'senior management': Associate VP and above Geographical definition of 'local': Within 50 miles of office location Definition used for 'significant locations of operation': More than 100 employees based at the site

	2021	2020	2019	2018
Percentage of senior management at significant locations hired from the local community over total population of senior management	99%	98%	97%	99%
Percentage of senior management at significant locations hired from the local community over total senior management hired that year	86%	85%	75%	85%

Disclosure Number	Disclosure Title	Response
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Agilent has an active program to maintain and preserve our existing assets in addition to investment in new capabilities such as enhanced IT tools, expanded manufacturing capacity, upgrade of infrastructure to improve performance, in addition to specific funds targeted at sustainability projects. Agilent's strategic planning process identifies and prioritizes such investments.
203-2	Significant indirect economic impacts	See **Community**
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	See **Supplier Diversity**

Disclosure Number	Disclosure Title	Response
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Third parties have been identified as posing a significant risk related to corruption, particularly those interacting with government officials in countries with a high corruption perception index score.

	2021
Total number of business units analyzed for risks related to corruption	3
Percentage of business units analyzed for risks related to corruption	100%

Disclosure Number	Disclosure Title	Response
205-2	Communication and training about anti-corruption policies and procedures	Agilent communicates its anti-corruption policies in various forms including publicly on its website posting the Agilent Standards of Business Conduct (SBC), and in more detailed policies and procedures to employees and contractors, third-party partners, and suppliers. See table below on the left. All employees have been trained on anti-corruption through the Agilent Standards of Business Conduct (SBC) training or the Agilent Anti-Corruption training. 337 employees had the training in their assignments for FY2021, and of those 337, 100 percent of employees completed the assignment. See table below on the right.

Communication on anti-corruption policies and procedures	2021 Total	2021 Percentage
Governance body members	11	100%
Employees	17,028	100%
Business partners	17,210	100%

Training on anti-corruption	2021 Total	2021 Percentage
Governance body members	0	0
Employees	337	100%

Disclosure Number	Disclosure Title	Response		
205-3	Confirmed incidents of corruption and actions taken		**2021**	
		Total number of confirmed incidents of corruption	**0**	**Percentage**
		Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	1	0
		Total number of confirmed incidents when contracts with business partners were not renewed due to violations related to corruption	4	100%

For the nature of confirmed incidents of corruption, a former employee was found to have civil corruption charges. Through proper investigation, Agilent confirmed a case of corruption prior to FY21; employee dismissal was confirmed in FY21.

Agilent has zero public legal cases regarding corruption brought against the organization or its employees during the reporting period.

Agilent has a formal process for investigating and addressing allegations of corruption should they occur.

Disclosure Number	Disclosure Title	Response
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 current reporting period, there were no legal actions for antitrust or anti-competitive behavior.
GRI 207: Tax 2019		
207-1	Approach to tax	Agilent tax strategy's formal reviewer/approver is Vice President, Head of Tax. A quarterly review is conducted.
207-2	Tax governance, control, and risk management	Audit and Finance Committee is accountable for compliance with the tax strategy. 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 with integrity. We collaborate 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.

Disclosure Number	Disclosure Title	Response
207-4	Country-by-country reporting	Agilent reports financial, economic, and tax-related information at the enterprise level in the annual report and 10-K. Agilent does not publicly report financial information for local tax jurisdictions.
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	No data available
301-2	Recycled input materials used	48% recycled input materials were used in FY21. Data is for Certified Preowned Products only
301-3	Reclaimed products and their packaging materials	No data available
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	See **Energy Management**
302-2	Energy consumption outside of the organization	See **Energy Management**

Disclosure Number	Disclosure Title	Response
302-3	Energy intensity	See **Energy Management**
302-4	Reduction of energy consumption	See **Energy Management**
302-5	Reductions in energy requirements of products and services	See **Energy Management**
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	See **Water & Wastewater**
303-2	Management of water discharge-related impacts	See **Management of Water Discharge-Related Impacts**
303-3	Water withdrawal	See **Water Withdrawal**
303-4	Water discharge	See **Water Discharge**
303-5	Water consumption	See **Water Consumption**

Disclosure Number	Disclosure Title	Response
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside 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.

Disclosure Number	Disclosure Title	Response
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	See **GHG Emissions Management**
305-2	Energy indirect (Scope 2) GHG emissions	See **Scope 2 GHG Emissions**
305-3	Other indirect (Scope 3) GHG emissions	See **Scope 3 Emissions**
305-4	GHG emissions intensity	See **GHG Emissions Intensity**
305-5	Reduction of GHG emissions	See **Reduction of GHG Emissions**
305-6	Emissions of ozone-depleting substances (ODS)	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.

Disclosure Number	Disclosure Title	Response
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions GRI 305-7 [ID# 2943]

Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions GRI 305-7 [ID# 2943]

Emissions Types (specify units for each)	2021	2020	2019	2018
NOx emissions (Metric Tonnes)	1861	1329	1260	1010
Data coverage (as % of denominator):	100%	100%	100%	100%
NOx intensity. Factored against base figure (Operational Sq Ft)	0.00043575	0.000333	0.000330	0.000265

Disclosure Number	Disclosure Title	Response
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	See **Waste**
306-2	Management of significant waste-related impacts	See **Waste**
306-3	Waste generated	See **Waste**
306-4	Waste diverted from disposal	See **Waste**
306-5	Waste directed to disposal	See **Waste**
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	See **Selecting and Onboarding New Suppliers**
308-2	Negative environmental impacts in the supply chain and actions taken	See **Supply Chain**

Disclosure Number	Disclosure Title	Response
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	See tables below and on next page

Global New Hires from Nov 1, 2020 - Oct 31, 2021

Grouping	# Female Hires	# Female Employees on Oct. 31, 2021	Rate of Female Hires/ Total Female	# of Male Hires	# Male Employees on Oct. 31, 2021	Rate of Male Hires/Total Male	Total # Hires	Total # Employees on Oct. 31, 2021	Rate of Total Hires
All age groups	1037	6504	15.9%	1490	10514	14.2%	2527	17018	14.8%
Under 30 years old	336	804	41.8%	395	1040	38.0%	731	1844	39.6%
Between 30 and 50 years old	564	4238	13.3%	858	6674	12.9%	1422	10912	13.0%
Over 50 years old	137	1462	9.4%	237	2800	8.5%	374	4262	8.8%

Global Terminations from Nov 1, 2020 - Oct 31, 2021

Grouping	# Female Terminations	# Female Employees on Oct. 31, 2021	Rate of Female Termination/ Total Female	# of Male Terminations	# Male Employees on Oct. 31, 2021	Rate of Male Terminations/ Total Male	Total # of Terminations	Total # Employees on Oct. 31, 2021	Rate of Total Terminations
All age groups	540	6504	8.3%	791	10514	7.5%	1331	17018	7.8%
Under 30 years old	126	804	15.7%	128	1040	12.3%	254	1844	13.8%
Between 30 and 50 years old	295	4238	7.0%	454	6674	6.8%	749	10912	6.9%
Over 50 years old	119	1462	8.1%	209	2800	7.5%	328	4262	7.7%

Disclosure Number	Disclosure Title	Response
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operations: Insurance: Life, Accident, Healthcare Employee, Healthcare Family, Healthcare Domestic Partner, Dental, Vision, AD&D, Short-Term Disability, Long-Term Disability, Disability/invalidity; Education Benefits: Employee, Family; Mortgages and loans; Pension plans/retirement provision; Maternity and/or paternity leave; Child care; Job security initiatives for redeployment, including retraining, relocation, work-sharing and outplacement services; Flexible work schemes and work-sharing; Recall rights for laid-off employees; Stock ownership; Vacation; Paid sick days; PTO (including any of the following: unspecified, vacation and/or sick days); Employee Assistance Program; Sabbatical Program; Relocation Assistance; Work/Life Support Program; Wellness/Fitness Program; Onsite Fitness Facilities; Onsite Recreation Facilities; Stock Options; Stock Purchase Plan; Employee Profit Sharing; Retirement: Defined Benefit Plan (including pension plans); Childcare: Other; Bereavement Leave; Tuition reimbursement (other than career training); Gym facilities or gym fee reimbursement programs; Higher education scholarship programs, for either employees or their relatives; Preventative healthcare programs; Flex scheduling; Telecommuting options; Public transportation subsidy; Carpooling support programs; Employee recognition programs; Paid time off for employee volunteers; Workforce training, skills, and leadership development programs; Matching gift program; Mentoring Program
401-3	Parental leave	Agilent's U.S. parental leave policy covers all 6,172 U.S. employees and provides three weeks of Parental Pay (full pay) to both new mothers and fathers following the birth or adoption of their child. We also provide additional leave benefits to birthing mothers. We meet or exceed local requirements for parental leave.
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.

Disclosure Number	Disclosure Title	Response
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	See **Occupational Health & Safety Management System**
403-2	Hazard identification, risk assessment, and incident investigation	See **Occupational Health & Safety**
403-3	Occupational health services	See **Occupational Health & Safety**
403-4	Worker participation, consultation, and communication on occupational health and safety	See **Occupational Health & Safety**
403-5	Worker training on occupational health and safety	See **Occupational Health & Safety**
403-6	Promotion of worker health	See **Occupational Health & Safety**
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See **Supply Chain**

Disclosure Number	Disclosure Title	Response
403-8	Workers covered by an occupational health and safety management system	See **Occupational Health & Safety**
403-9	Work-related injuries	See **Occupational Health & Safety**
403-10	Work-related ill health	Agilent does not have workers with high incidence or high risk of work-related disease. Agilent provides a number of 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).

Disclosure Number	Disclosure Title	Response
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	See Governance section for diversity of Board of Directors Total number of employees (management and non-management): 17028 Total number of management: 2597 **See 2021 EEO1 report**

Disclosure Number	Disclosure Title	Response
		See Governance section for diversity of Board of Directors
		Total number of employees (management and non-management): 17028
		Total number of management: 2597

Employees by job category (per company breakout)	Male		Female	
	Global number	Global %	Global number	Global %
Total	10526	62	6502	38
Managers	1770	68	832	32

Disclosure Number	Disclosure Title	Response
405-2	Ratio of basic salary and remuneration of women to men	See **Gender Pay Equity Metrics**

Disclosure Number	Disclosure Title	Response
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	See Our **Standards of Business Conduct** under Concerns and Questions. We reported 21 incidents of discrimination. Agilent reviewed every incident reported and took appropriate action.
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	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 worker's rights are at risk.
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Agilent is unaware of any operations or suppliers identified as having significant risk for incidents of child labor.

Disclosure Number	Disclosure Title	Response
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Procurement professionals are required to take additional online training on environmental, health, safety and social responsibility. New training has also been added on eliminating forced labor, slavery and human trafficking from the global supply chain. Agilent's purchase order agreements include human rights clauses and require that suppliers comply with our Supplier Code of Conduct. Agilent is unaware of any operations or suppliers identified as having significant risk for incidents of child labor. There are new laws regarding eliminating slavery and forced labor in our supply chains each year. Agilent is continuing to monitor these laws and update its requirements to match. Additional evaluations and audits are being added to make sure we meet the requirements.
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Agilent outsources the physical security of our facilities to a global industry leading security provider who maintain their own training and ethics programs for their employees.

Disclosure Number	Disclosure Title	Response
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Agilent identified no incidents of violations of the rights of indigenous peoples.
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	We follow all local laws regarding environmental and social impact assessments.
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	In FY21, Agilent updated its compliance assessment questionnaire to include social criteria questions. Agilent did not track the percentage of new suppliers that were sent the updated questionnaire. In FY22, Agilent will measure new suppliers screened for social criteria.
414-2	Negative social impacts in the supply chain and actions taken	See **Supply Chain**

Disclosure Number	Disclosure Title	Response
GRI 415: Public Policy 2016		
415-1	Political contributions	Agilent may contribute to dialogue and decision-making on public policies affecting the company, our employees and operations but we do not use corporate funds for U.S. political contributions. See Our **Standards of Business Conduct**
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Agilent's quality and environmental policies mandate we provide products and services that meet legal and regulatory requirements, including applicable environmental, health and safety standards. Agilent is committed to a continuous improvement of the environmental aspects and impacts of our products as demonstrated by Agilent's ISO 14001 certificate, which is regularly audited by an external party.
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.

Disclosure Number	Disclosure Title	Response
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Annually Agilent communicates materials specifications through the "General Specifications for Environment" to its suppliers to inform them of banned chemicals/materials that should not be included in material/parts/products bought by Agilent to ensure compliance with global regulations and minimize the environmental impact of its products and operations. Agilent also prepares Material Safety Data Sheets for Agilent and third-party-provided chemicals for safe use. Agilent and OEM products and battery labels include a waste container symbol for help in proper disposal. Agilent aims to minimize the environmental impact of its products and operations. Reuse programs are offered for selected Agilent products, which address the European WEEE (Waste from Electrical & Electronic Equipment) Directive requirements. Agilent customers located in an EU or EEA member states can participate in local take-back recycling programs that meet your country's WEEE Directive requirements.
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.

Disclosure Number	Disclosure Title	Response
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.

See Agilent's annual environmental data assurance statement for the FY2021 ESG report at

https://www.agilent.com/about/esg/assets/ agilent-assurance-statement-2022.pdf

Learn more:

https://www.agilent.com/about/companyinfo/ sustainability/

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