Pursuing ESG objectives while advancing **sustainability** for our customers

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From the CEO

As champions of science, we are committed to helping our customers succeed at every stage of their journey to bring great science to life. They know they can count on us to deliver the advanced instruments, software, consumables, and services they need to achieve breakthroughs large and small.

That's why our customers trust us to help them meet their sustainability needs, which continue to grow in importance. In fact, our research shows that 82 percent of labs are serious about reducing greenhouse gas emissions, water use, energy consumption, and waste. Our solutions are essential to helping them.

Over the past several years, we've developed a variety of innovative and sustainable products and solutions for the 265,000 labs that work with us around the world. In fiscal year 2022, we continued building on this support by expanding the number of instruments that have earned the Accountability, Consistency, and Transparency (ACT) label, advancing technology that reduces lab energy consumption, and refurbishing thousands of instruments to give them a second life through our Certified Pre-Owned Instruments program.

We are now taking back and recycling select used instruments from other manufacturers. We also introduced innovative technology like our HydroInert source for GC/MS, enabling easier switching from helium as the carrier gas to hydrogen, a renewable energy source.

These are just a few highlights. This report details a wide range of solutions and support we offer customers in meeting their sustainability goals, along with our ambitious plans for the future.

At the same time, we're also delivering on our own ESG commitments. The elements that make up ESG have been part of Agilent's mode of operation since our inception. Our framework for ESG is defined by what we call the four Ps — people, planet, products, and prosperity — which touch every aspect of our business, from the environmental footprint of our facilities to the work experience for our 18,000 employees.

One of our central commitments is achieving net-zero emissions by 2050. In late 2021, we committed to establishing science-based emission reduction targets and in 2022 we submitted our targets for validation by the Science Based Targets initiative (SBTi). We also engaged our suppliers on their emissions goals while continuing to further reduce waste and our energy and water use.

For our team, we continue to focus on our values and fostering a great work environment. As I like to say, you can have the best business strategy, but if you don't have the right culture, it won't succeed. Among other things, that means building a diverse, talented and engaged team. You can see the results of our efforts in strong employee engagement survey scores and in our Great Place to Work certifications in more than 20 countries and regions.

Looking to the future, we're prioritizing philanthropic investments in building a diverse pipeline of talent. For example, last year we launched a partnership with Delaware State University, a historically Black university, to fund graduate students in STEM fields, provide mentoring, create internships, and equip research labs with state-of-the-art instrumentation and technology. The depth of talent of the young scholars at DSU fills me with optimism for the future.

Our company mission to advance the quality of life is at the core of everything we do and our approach to ESG is an essential part of delivering on that mission. In addition to meeting our own objectives, we'll also be right there with our customers, working to bring great science to life and helping them meet their ESG goals as well.

I hope you find our 2022 ESG report valuable and insightful.

Mike McMullen

Mike McMullen
President and CEO

Our Company

Agilent supports scientists in cutting-edge life science research, patient diagnostics, and testing required to ensure the safety of water, food, and pharmaceuticals. Our advanced instruments, software, consumables, and services enable our customers to produce the most accurate and reliable results and optimized scientific, economic, and operational outcomes.

Segments

Our **Life Sciences and Applied Markets** business provides application-focused solutions that include instruments and software enabling customers to identify, quantify, and analyze the physical and biological properties of substances and products. This business also enables customers in the clinical and life sciences research areas to analyze samples at the molecular and cellular level.

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. The business provides active pharmaceutical ingredients (APIs) for oligo-based therapeutics as well as solutions that include reagents, instruments, software, and consumables, which enable customers in the clinical and life sciences research areas to interrogate samples at the cellular and molecular level.

The **Agilent CrossLab** business spans the entire lab with its extensive services portfolio, which is designed to improve customer outcomes. The majority of the portfolio is vendor neutral, allowing Agilent to serve customers regardless of their instrument purchase choices, while delivering outstanding results for them. 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.

FY 2022* Highlights

$6.85B 2022 Revenue

2022 Revenue Mix by Segment
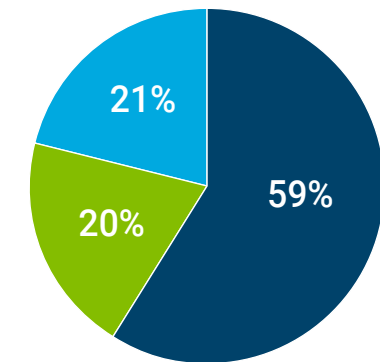
- 59% — Life Sciences and Applied Markets
- 20% — Diagnostics and Genomics
- 21% — Agilent CrossLab

* References to years or fiscal years throughout this report are those ending on October 31, unless otherwise noted.

Markets

Pharma and Biotech

We have one of the broadest portfolios of any company serving the pharmaceutical industry. Our solutions provide precise answers for every segment of the pharmaceutical industry, from disease research and drug discovery to drug development, manufacturing, and quality control.

Chemicals and Advanced Materials

Agilent products are used for quality, compliance, and safety testing across the value chain from raw materials to final products for the energy, chemicals, and materials market. These include petroleum products used as fuels and feedstocks, specialty chemicals used as food and pharmaceutical additives, and materials used in semiconductors, batteries, and consumer products.

Diagnostics and Clinical

Our solutions help pathology laboratories deliver fast, accurate information to the doctors, hospitals, and medical centers they serve. We help medical professionals make more accurate diagnoses so patients can receive the most effective therapies.

Environmental and Forensics

We provide fast, accurate, and sensitive methods for monitoring contaminants affecting health and quality of life, from pesticides to pharmaceutical residues to trace metals. Our solutions help analyze forensic evidence and help sports authorities ensure the world's top-performing athletes are competing fairly.

Food

We help companies and commercial labs ensure that our global food supply is free of contaminants— whether chemical, viral, bacterial, or microbiological.

Academia and Government

Our instruments, software, and sample preparation solutions help scientists at top-tier universities to conduct faster, more accurate research on cancer, cardiovascular diseases, diabetes, Alzheimer's, Parkinson's, autism, and other ailments.

2022 Revenue Mix by End Market

- Pharma and Biotech — 37%
- Chemicals and Advanced Materials — 22%
- Food — 9%
- Environment and Forensics — 10%
- Academia and Government — 8%
- Diagnostics and Clinical — 14%
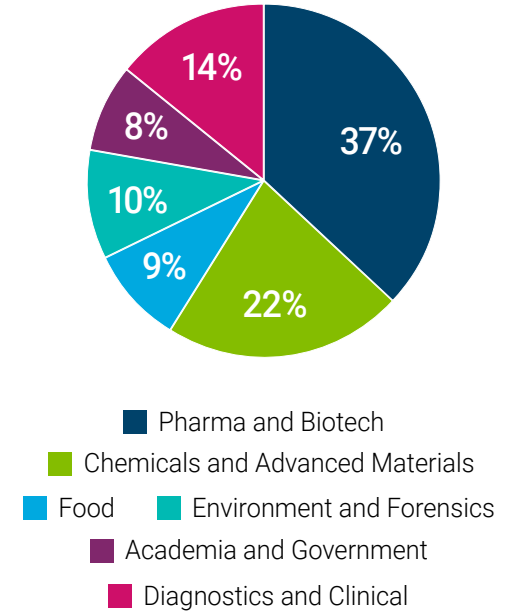
Global Footprint

265,000 labs using Agilent solutions in 110 countries

18,100 employees in more than 30 countries

Our businesses share sales offices throughout the world, while maintaining strategically located operational and service delivery sites.

- **Life Sciences and Applied Markets** has manufacturing and R&D facilities in Australia, China, Germany, Italy, Japan, Malaysia, Netherlands, Singapore, the United Kingdom, and the United States.
- **Diagnostics and Genomics** has manufacturing and R&D facilities in Belgium, Denmark, Germany, Malaysia, and the United States.
- **Agilent CrossLab** direct service delivery organization is regionally based and operates in 29 countries.

2022 Revenue by Geography
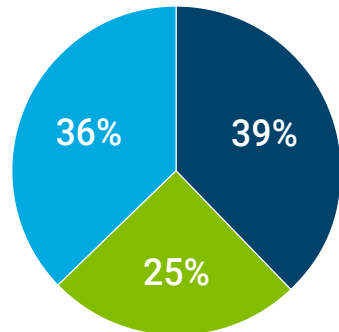
- Americas **39%**
- Europe **25%**
- Asia Pacific **36%**

2022 Headcount by Geography
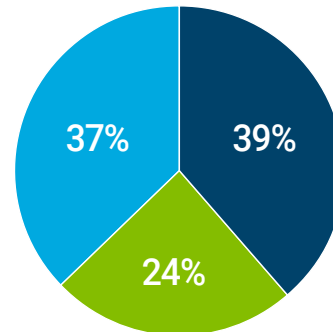
- Americas **39%**
- Europe **24%**
- Asia Pacific **37%**
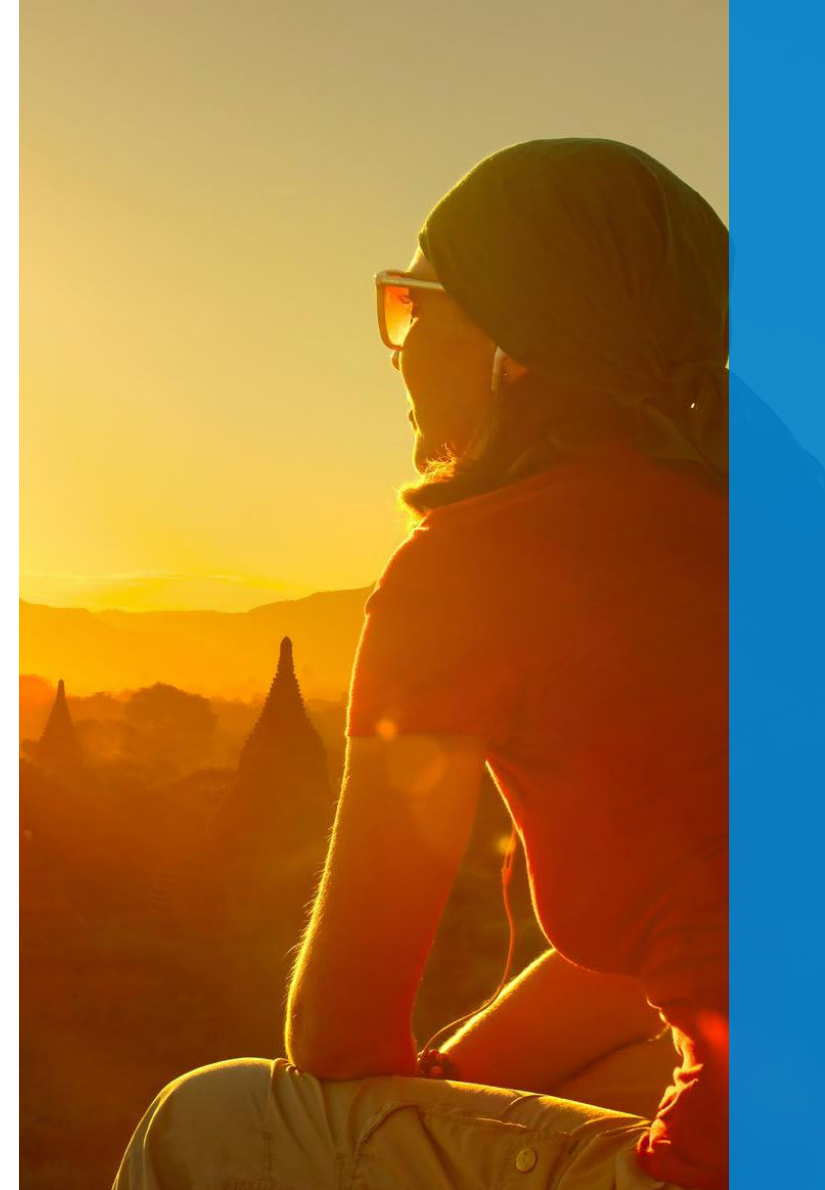
2022 Recognition and Awards

100 Most Sustainable Companies
Barron's

100 Best ESG Companies
Investor's Business Daily

Sustainable Leadership Award
Business Intelligence Group

Top Project Award
Environment+Energy Leader

World's Top Female-Friendly Companies
Forbes

Best Workplaces in Health Care
Fortune

Fourth Industrial Revolution Leader
World Economic Forum's Global Lighthouse Network

Additional workplace awards and accolades Agilent received in 2022 can be found in the Human Capital Management section of this report.

Mission, Vision, and Values

Agilent's mission is to deliver trusted answers and insights that enable our customers to advance quality of life. We've driven innovation and provided expertise in the important work to improve the quality of our air, food, water, and soil. We've supported groundbreaking life science and Nobel Prize-winning research and increased the precision of cancer diagnoses and targeted treatments for patients.

Our culture is guided by a North Star we call the One Agilent Way. Our 18,000 employees all have different talents and experiences, but together we believe in the One Agilent Way where:

- Together we advance health and quality of life by helping our customers solve the world's most challenging problems.
- Together we work in a diverse environment built on a foundation of trust, respect, and uncompromising integrity.
- Together we hold ourselves accountable to live our values every day.

The eight values that make up the One Agilent Way guide us as we work together to improve the world around us. Those values are uncompromising integrity, trust, respect, teamwork, focus, accountability, speaking up, and innovation.

Read more about the recent refresh of our values in the Human Capital Management section of this report.

Our ESG Approach

Materiality Assessment

We conducted our first materiality assessment in 2019 to identify and prioritize environmental, social, and governance (ESG) issues of importance to our business and stakeholders under the guidance of a third-party firm. We updated the assessment in 2021, and in 2022 we conducted another update with internal stakeholders across the company. Results of this update showed little change from previous years, with the exception of an increased focus on chemicals management and climate change.

The materiality of chemicals management increased due to the volume of chemicals Agilent will be storing and handling in the next few years. We are doubling the capacity at our Frederick, Colorado facility in 2023, and again in 2026, for manufacturing oligonucleotide APIs. API manufacturing processes require the use of more chemicals compared to manufacturing processes used for most of Agilent's other products. We are also expanding production of consumables at our Newport, Delaware location, which similarly requires relatively more chemicals than our other products. We continue to add resources as needed to manage these risks. We have tight chemical procurement and training controls in place and comply with all environmental, health, and safety (EHS) requirements to protect our employees, the environment, and surrounding communities where we operate.

Climate change received a boost in materiality ranking largely due to greater focus on regulations in the U.S. and EU governing emissions. In 2021, we began increasing our focus on the assessment of climate change risks and mitigation. We committed to achieving net-zero emissions by 2050 and establishing interim science-based targets. We also conducted a climate scenario analysis to better understand our risks and began reporting on our findings in line with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations.

Stakeholder Engagement

Feedback from our stakeholders ensures we have quality products that address current and future customer needs; a resilient, robust, and responsible supply chain; a talented, engaged, and diverse workforce that continues to innovate; sustainable operations and products that contribute to a healthier planet; and appropriate controls and oversight to maintain a compliant, accountable, and ethical organization.

All levels of the organization, from our Board of Directors to our field service engineers, engage our stakeholders on an ongoing basis. We maintain a register of companywide interested parties, their requirements, and expectations, and how we intend to meet our obligations. Stakeholder feedback is incorporated into our corporate and ESG strategy, systems, programs, processes, and the measures we use to define our success.

We also exchange knowledge, support important research, and enable the next generation of STEM talent through engaging and collaborating with industry partners and organizations, researchers, academics, and students. Read more about this work in the Supporting Innovative Research and Scientific Leaders section of this report and more about related Agilent Foundation giving highlighted in the Human Capital Management section of this report.

2022 Stakeholder Engagement Highlights

Stakeholder	Engagement Approach and Activities
Investors	We have a year-round shareholder engagement program that reaches a wide variety of stockholders, market participants, and potential investors. This program involves periodic discussions on a range of issues that may be of interest, such as our business, financial, and operating performance, corporate governance initiatives, ESG-related disclosures and practices, and risk management. We also hold quarterly earnings calls and host an annual meeting of stockholders. We participated in numerous investor conferences in 2022, including Evercore IS Healthcare Conference, Goldman Sachs 14th Annual Healthcare CEOs Unscripted Conference, J.P. Morgan Healthcare Conference, Cowen 42nd Annual Health Care Conference, Barclays Global Healthcare Conference, and Goldman Sachs 43rd Annual Global Healthcare Conference.
Customers	We assess our customer experience through a variety of feedback mechanisms. These include an annual market study, project-based primary customer research, customer feedback provided directly to Agilent employees, and an ongoing customer experience survey that measures customer experience perceptions across their key engagements with Agilent. We also use a closed-loop corrective action process to address urgent customer concerns and a continuous improvement process to address more extensive improvement opportunities. In 2022, we commissioned an independent third-party global survey to better understand analytical laboratories' perceptions, aspirations, and challenges concerning implementing sustainability measures, with the full results released in Q1 2023.
Employees	We participated in the Great Place to Work® engagement survey companywide for the first time in 2022, replacing our internal leadership survey. As a result, more than 20 sites were certified as a Great Place to Work by the Great Place to Work Institute. In addition to site and group-specific engagement activities, senior leaders hosted our annual town hall for all employees, and regional and business leaders held quarterly coffee chats with employees from their respective organizations.
Suppliers	We expanded our supplier onboarding, assessment, and engagement activities in 2022, adding new criteria and developing new tools to evaluate our suppliers' sustainable practices. We also began piloting supplier engagement on Scope 3 emissions and Tier 2 supplier diversity.
Communities and Nonprofits	We engage with our communities through our employee giving and volunteer programs and Agilent Foundation grants. Our employee matching gift program donated $3.9 million to local and global communities, of which Agilent Foundation provided $1.8 million in matching funds. The Foundation also provided over $500,000 in grants to nonprofit organizations, mostly focused on underrepresented groups in STEM. An additional $1 million was pledged by the Foundation to Delaware State University, a historically Black university.

How We Meet the Sustainability Needs of Our Customers

Our customers and their experiences with us have always been a top priority. Whether interacting with our people, our products, or our digital platforms, we want every experience our customers have with us to leave them feeling confident that Agilent delivers on their needs.

Helping our customers meet their sustainability objectives is a major part of this work.

Customers look to Agilent to improve the environmental sustainability of their labs. Some of our customers have set net-zero goals similar to our own and they are interested in the carbon footprint of our products, services, and our approach to reducing emissions. Another topic of particular interest to customers is that of increasing water scarcity in some regions, also an impact of climate change.

Agilent's sustainability programs are aligned to these global concerns. We share relevant metrics via public environmental reporting platforms such as CDP and Ecovadis.

We have increased our focus on including sustainability considerations into the design phase for new products and updates for existing products in order to reduce environmental and safety impacts. A pilot product lifecycle assessment study initiated in 2022 will deepen our understanding of this important area of product design.

Additionally, our Order Fulfillment and Supply Chain organization, which oversees logistics, manufacturing, and procurement for our business units, launched a formal sustainability program in 2022. In addition to engaging our suppliers to meet our Scope 3 emissions reduction targets, we are increasing efforts to reduce energy and emissions in our own operations to meet Agilent's net-zero goals and those of our customers.

Customers are also looking beyond environmental management when making decisions about vendors. They want to know how we are keeping our products and our employees safe. They want to know how we are holding suppliers accountable to the same environmental and social standards we hold for ourselves. And they want to know how we are being responsible corporate citizens in our communities and ethical partners in our business dealings.

The Agilent Customer Experience Survey is an important tool we use to better understand customer requirements. The survey is administered to customers in 19 languages and in more than 50 countries. We continuously survey customers who have interactions with Agilent across our businesses and regions. The survey covers the decision-making process to purchase from Agilent, product installation and support experiences, and their experience using our products.

Agilent manages improvements to its customer experience through a companywide governance model covering all of Agilent's business and key touchpoints with customers. Annual customer experience improvement plans are prioritized based on the highest customer impact and then launched and tracked through improvement in the Agilent Customer Experience Survey results. In addition to the voice of customer feedback, Agilent uses customer experience tools such as customer personas, journey maps and key operational metrics to identify improvement opportunities and design the future improved experiences.

Customers have rated Agilent as significantly improved across all the key engagement areas in the last several years. Customer measurements are on the scorecards for all Agilent management levels, and customers' comments are distributed widely and often quoted. From these, we identify what and where we need to improve, investigate the issues, create improvement plans, and translate those plans into action.

Our ESG Strategy and Alignment with the SDGs

Successfully addressing ESG issues is woven into the fabric of our company—it's part of our make-up and what we strive to do all day, every day.

Our corporate mission is to advance the quality of life, and we do that 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 achieve their environmental goals.

The alignment of our corporate strategy, ESG strategy, and mission ensures that the quality of life for our stakeholders, patients, and others around the world improves with Agilent's success. Our strategy and actions also contribute to the ambitions of the United Nations Sustainable Development Goals (SDGs) by delivering innovative products that advance science and technology, embedding sustainability into our business, and creating a positive employee experience with a workforce built for the future.

Our ESG strategy is built on the Four Ps framework:
People, Products, Planet, and Prosperity.

People

People are our employees, customers, shareholders, suppliers, partners, and communities. Our ESG strategy and actions uphold our commitments to those we touch by:

- Treating people with respect and helping them thrive.
- Unlocking the value of diverse and inclusive representation across our teams and our suppliers, as well as in academia and STEM fields.
- Safeguarding the health, safety, and well-being of our employees, contractors, supply chain workers, customers, and patients.

2022 People Highlights

- Agilent was certified as a Great Place to Work® in more than 20 countries and regions around the world in our first year of administering the survey companywide.
- Our D&I office supported the launch of two new employee-network groups (ENGs): La Chispa for Hispanic and Latino employees and API for Asian and Pacific Islander employees.
- The Agilent Foundation pledged $1 million to Delaware State University (DSU), a leading historically Black university, to support students pursuing STEM degrees, and pledged an additional $3.5 million of in-kind instruments and supplies to equip DSU's new lab.
- Our employee matching gift program engaged 6,344 employees and contributed $3.9 million to over 3,500 causes around the world.
- We continued our downward trend for occupational health and safety incidents, with a 0.17 total recordable injury rate, against an industry benchmark of 1.0.[1]

1. Benchmarking data is for Agilent's primary NAICS code and industry, 334516 Analytical laboratory instrument manufacturing, based on U.S. Bureau of Labor Statistics, Survey of Occupational Injuries and Illnesses Data, 2021 Summary Tables, Table 1, https://www.bls.gov/iif/nonfatal-injuries-and-illnesses-tables.htm

Planet

Protecting natural capital is essential to protecting human health. We aim to accomplish this by reducing the environmental impact of our operations and our products, and creating innovative technologies deployed by our customers to solve society's biggest challenges.

2022 Planet Highlights

- We began engaging suppliers to address our Scope 3 emissions, conducting 14 knowledge forums with strategic suppliers to explain our net-zero goals and expectations, and understand the status of their emissions reduction commitments to align our joint efforts.

- Our Order Fulfillment and Supply Chain organization launched a formal sustainability program to allow greater collaboration, sharing of best practices, and tracking and measuring of sustainability initiatives across our logistics, manufacturing, and procurement operations.

- Following our 2021 commitment to set near-term emissions reductions in line with science-based net-zero with the SBTi, we submitted targets to SBTi for assessment, and expect to hear back in 2023.

- We reduced our energy intensity by 9.5% against an 8% annual target.

- We reduced our water consumption intensity by 27.6% against a 16% annual target.

- We achieved 94% solid waste diversion against our target of 95%.

Products

Our products advance our mission to improve quality of life for people and the planet through labs across the world. To further serve our customers, we are embedding sustainability into our products, services, and operations, helping our customers simultaneously achieve their business and environmental goals, while supporting a more sustainable future.

2022 Product Highlights

- We strengthened our partnership with My Green Lab® by becoming the inaugural top-level 'Angel' sponsor, achieving My Green Lab certification for three of our labs, and adding spectroscopy to our product lines using the organization's ACT® 'green,' 'eco-nutrition' label.

- Our Certified Pre-Owned Instruments Program expanded geographies served and product eligibility, allowing Agilent to refurbish 4,300 lab instruments during the year.

- We launched a Sustainable Packaging Playbook that serves as a standard framework with shared objectives for internal teams and external vendors to identify, prioritize, and develop sustainable alternatives to product packaging.

- We became a member of How2Recycle®, which maintains a standardized labeling system to clearly communicate recycling instructions to the public and a membership platform of companies committed to making their packaging recyclable and empowering consumers to recycle effectively.

Prosperity

Our fundamental obligation as a company is to create broad prosperity. Successful business outcomes generate financial and economic prosperity, benefiting our employees, investors, partners, and local communities. Our products generate shared prosperity for all by enabling better quality health care, clean water and air, and safe and nutritious food.

Prosperity is foundational to the Four Ps – it is integral to our ability to implement our ESG strategy and fulfill our mission of advancing the quality of life.

2022 Prosperity Highlights

- Our $200 million expansion of our Frederick, Colorado, facility that began in 2020 will go live in 2023, with 55 of 60 new jobs already filled, while a newly announced $725 million investment to double the facility's manufacturing capacity of therapeutic nucleic acids is expected to generate more than 160 life science jobs.

- Our University Relations program provided $7.5 million in cash and in-kind contributions to support promising graduate students in STEM disciplines and academics working on innovative research that aligns with Agilent's mission and business strategy.

- We announced plans to invest more than $7 million to upgrade our R&D and applications development labs at our facility in Little Falls, Delaware; already one of Delaware's 50 largest employers, we expect to add new jobs upon completion.

- We made a commitment to invest $20 million to expand our Shanghai manufacturing center to meet growing demand in China for our advanced liquid chromatography, spectroscopy, and mass spectrometry systems.

- Our Supplier Diversity Program helped us to increase our spend with certified U.S. diverse suppliers by 47% since 2021.

ESG Governance

Board ESG Oversight

Our Board of Directors, through its Nominating/Corporate Governance Committee, oversees Agilent's ESG program and the progress of our ESG efforts and initiatives. The Nominating/Corporate Governance Committee formally reviews our ESG efforts and reports to the full Board on a regular basis.

The Audit and Finance Committee has primary responsibility for overseeing our enterprise risk management program, which incorporates ESG risks related to environmental management, including climate change, health and safety, and cybersecurity.

The Compensation Committee oversees issues related to human capital management, specifically the administration of our employee benefits, including health and compensation plans.

Executive-Level ESG Steering Committee

The 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. It reports to the Board's Nominating/Corporate Governance Committee annually.

Executive ESG Oversight

To ensure a coherent and strategic focus is given to ESG across the company, our vice president of Workplace Services and head of ESG Programs has responsibility for both the ESG and Enterprise Risk Management programs and reports biannually to the ESG Steering Committee. Issue-specific responsibilities are assigned to various senior leaders with relevant domain expertise.

ESG Issue	Position or Title	Level from Board	Level from CEO
Overall responsibility for ESG	Vice president, Workplace Services Vice president, Global Communications and Public Affairs	3	2
Health and safety	Vice president, Workplace Services	3	2
Environmental issues	Vice president, Workplace Services	3	2
Risk management	Director, Global Security	4	3
Supply chain social responsibility	Vice president, Global Sourcing Vice president, Global Procurement	3	2
Human rights issues	Senior vice president, Human Resources	2	1
Labor issues	Employment law counsel	3	2
Diversity and employment equity	Associate vice president, Diversity and Inclusion	3	2

Management-Level ESG Working Group

The vice president of Workplace Services leads the ESG Working Group, comprised of representatives from key functions such as supply chain, site operations, research and development (R&D), new product introduction (NPI), manufacturing, and marketing, among others. The Working Group meets regularly to identify gaps and priorities and integrate ESG strategies and programs into business strategies.

ESG Teams

Day-to-day management of ESG issues resides within each relevant business or function, supported by additional groups that collaborate on sustainability-related issues.

Workplace Service (WPS) encompasses our corporate real estate strategy, facilities management and construction, security, environmental health and safety, travel programs, and trade compliance. As part of WPS, our Global EHS organization is responsible for maintaining our EHS management system and managing performance against companywide sustainability goals.

Order Fulfillment and Supply Chain (OFS) manages procurement, manufacturing, and logistics with processes that cover procurement, logistics, continuous improvement, business systems optimization, quality control, regulatory compliance, and other support functions. The group thus plays a critical role in developing and implementing strategies to reduce our environmental impacts within our internal operations and our supply chain, including ensuring our suppliers are operating responsibly and sustainably.

The NPI/R&D Sustainability Team has paved the way since 2019 for ensuring that sustainability is an intentional element of Agilent's product development culture and process, driven by insights from our customers. Led by our Chief Technology Officer, the cross-functional group is comprised of experts from R&D, quality, marketing, EHS, and OFS. The team ensures sustainability is embedded at each phase of the product lifecycle, supporting Agilent's and our customers' sustainability goals.

The Sustainability Forum brings together a multi-business, multi-functional group of employees to enable cross-pollination of ideas, identify new opportunities, and reinforce sustainability as a core area of focus. Members meet monthly to present their environmental and social sustainability innovations, programs, achievements, and plans.

Innovating and Collaborating for a Better World

Products and Technology to Improve Quality of Life

We are involved in many sectors that have a direct impact on the quality of our everyday lives, such as the development of biopharmaceuticals, cancer research, and food and doping analyses. We are also a leading provider in the field of environmental testing of air, soil, and water—and are poised to meet growing international demand in this area. Our technologies enable precise analysis and quality assurance in key areas of human life.
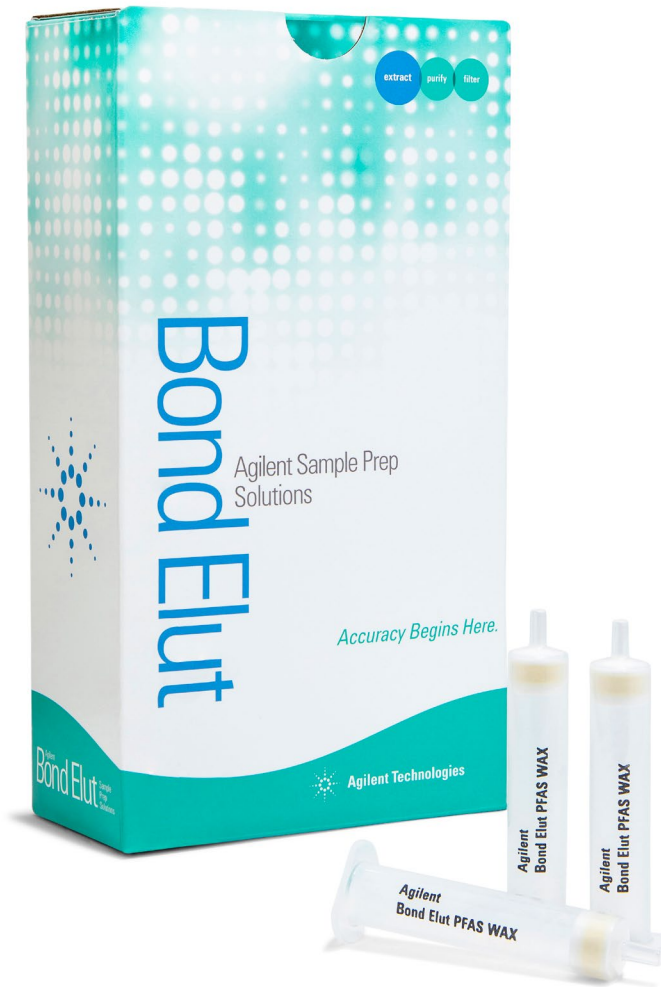
Environmental Health

Leading PFAS Technology and Innovation

Environmental and health concerns related to PFAS (polyfluoroalkyl substances) contamination are growing. PFAS are a class of more than 5,000 man-made chemicals, widely used in consumer goods such as cookware, textiles, and cleaners, were originally developed for their unique properties like water repellency and heat resistance. It is now known that the carbon-fluorine bonds that underly these properties also make them persistent in the environment – found in our water, air, and soil, and able to bioaccumulate in people, wildlife, and marine life.

Accurate PFAS monitoring and identification is critical to meeting the urgent need for greater scientific understanding of these chemicals. Agilent is leading the way with sustainable and innovative technology that provides quantitative and qualitative data at trace levels, facilitating a better understanding of PFAS's environmental fate, ecological impacts, and potential health risks.

Agilent has released a broad range of PFAS-specific products, consumables, and software to ensure our customers obtain the most reliable, accurate, and robust PFAS data. Agilent's Bond Elut PFAS WAX Solid Phase Extraction (SPE) Cartridges are explicitly designed for PFAS analysis, isolating a broad range of PFAS compounds from environmental matrices, such as drinking water, wastewater, soil, and sludges, while complying with stringent regulatory requirements. Similarly, Agilent PFC-free Kit and Delay columns are designed and quality controlled for our 1290 Infinity II Liquid Chromatography (LC) System to reduce PFAS background and provide the best and lowest detections. Several other products including our caps, vials, columns, supplies, triple quadrupole mass spectrometer, MassHunter software, and SLIMS data management system have also been updated to support PFAS-specific testing. By enabling accurate testing and assessment of PFAS contamination, Agilent is enabling scientists, regulators, and others on the front lines working to protect the environment and ecological and human health.

Rethinking the Paradigm on Chemicals Testing

Tarun Anumol, PhD, is director of Agilent's Global Environment Market. His interest in environmental science was spurred by his upbringing in India and the challenges that existed around reliable access to clean drinking water. He began studying PFAS treatment and remediation in 2010 as a graduate student, well before PFAS was a focus of regulators. He continues that work today at Agilent, helping us to become one of the leaders in PFAS testing.

"It's really critical to have standardized and reproducible measurements for PFAS testing," says Tarun. "PFAS compounds are present at such low levels, so you need very precise instruments to ensure they are picking up the same measurements consistently."

To address the problem of environmental contamination on a broad scale, Tarun says we need a paradigm shift in thinking. Instead of waiting for chemicals to accumulate in the environment, as PFAS has over the past 40 years, we need to proactively monitor and test for compounds, so we have a baseline and a better understanding of the presence of these chemicals before they become ubiquitous in the environment.

Uncovering Toxic Chemicals in Protected UK River

Agilent Technologies has played a crucial role in the **Guardian** and **Watershed Investigations** research on pollution of a protected river in Lancashire caused by toxic substances from the nearby local chemical plant. Through our collaboration with dedicated researchers, we provided the necessary analytical testing capabilities to detect and analyze the presence of over 700 types of PFAS in the river. Leveraging our high-resolution mass spectrometry technology and deep expertise, we successfully identified these substances and evaluated their potential toxicity. Participating in this environmental investigation allowed us to draw the attention of the UK Environmental Agency and other environmental groups on the need to "improve monitoring, urgently address the discharge of PFAS, and take actions to prevent it."

Enabling Clean Hydrogen

Hydrogen is the simplest and most abundant element in the universe. Although it only occurs naturally when combined with other elements, it can be produced without a carbon footprint from a variety of sources, such as natural gas, biomass, waste materials, or by splitting water molecules. Like electricity, it can be used to store, move, and deliver energy derived from other sources. Though not widespread, there is growing interest in its use as a potential renewable energy source, including for transportation, residential and industrial heating and cooling, and chemical storage of energy.

Quality control of hydrogen, especially impurity analysis of different grades of hydrogen, has become an urgent need for both hydrogen manufacturers and users. Even low-level contaminants can significantly damage engines or production and manufacturing systems. In addition, as hydrogen is increasingly adopted, strict requirements have been imposed to limit contaminants in the gas.

International standards, local regulations, and quality requirements specify maximum concentrations of each contaminant for commercial fuel cell use. Agilent's gas chromatography systems and specialized detectors are used by hydrogen suppliers and producers to safeguard hydrogen quality in accordance with these standards to ensure these impurities will not damage fuel cell performance.

Hydrogen is also an affordable and renewable carrier gas for use in gas chromatography/mass spectrometry (GC/MS) applications as an alternative to helium, which is in short supply and expensive. Agilent developed the HydroInert source for GC/MS, overcoming challenges of switching to hydrogen in GC/MS, improving chromatographic performance, sensitivity, and peak shape when using hydrogen as a carrier gas. By reducing the need for ion source cleaning, HydroInert source also reduces system downtime, maintenance, and interruptions in data generation.

Solving Lithium-Ion Battery Industry Challenges

Lithium-ion (Li-ion) batteries offer many advantages as a source of clean power—they are lightweight, high voltage, have a high specific energy, a long cycle life, and good energy and power density compared to other types of batteries. Their recent surge in demand has been driven by electrification of vehicles and energy storage needs for a variety of applications.

At nearly every stage of the battery value chain there is value in knowing which elements are present and in what quantities—compositions and impurities in battery components can impact energy density, lifetime, and safety of batteries. Agilent has developed a range of testing and analytical solutions using atomic spectroscopy techniques that address common industry challenges to obtaining accurate results in major compositions and trace impurities analysis. Agilent's Inductively Coupled Plasma Optical Emission Spectroscopy (ICP-OES) is the most popular instrument for elemental analysis in the Li-ion battery industry.

Expected supply shortages and a growing awareness of the environmental and human rights abuses in the Li-ion supply chain have brought an increased focus on finding ethical and sustainable alternatives. Research and development of new battery materials is ongoing across the world, aided by Agilent GC/MS, LC/MS, ICP-OES, and ICP-MS solutions that help researchers understand battery composition and impacts on performance.

In addition, approximately 95% of Li-ion battery components can be turned into new batteries or used in other industries, if recycled. As battery chemistry changes continually, the recycling process becomes more complicated and the need to identify which elements are present and at what concentrations becomes more important. Our solutions are helping advance research to find more efficient processes for recycling Li-ion batteries, with elemental analysis being a key analytical technique for the process.

Besides elemental testing, organics testing also plays an important role in the Li-ion battery industry. For example, ester compounds are widely used in the electrolyte, not only as the solvents that are the main compositions for increasing lithium salt solubility, inhibiting corrosion and removing dust, but also as the additives that are critical to the battery cycle performance, ensuring a stable operating voltage and good battery performance at high and low temperatures. Each solvent and additive needs analysis, usually by GC or GC/MS to optimize performance. Analysis is also needed of unknown organics impurities or degradation products that can get introduced into the electrolyte during a cell cycle and negatively impact performance.

Accelerating Microplastics Analysis

Society relies on plastic in almost all aspects of our lives. It is one of the most enduring materials ever made, taking up to 400 years to break down, depending on the type of plastic. Our reliance on plastic continues to increase, with worldwide plastic production increasing from 2.3 million tons in 1950 to 448 million tons in 2015, and is expected to double by 2050.[2] Microplastics, which are miniscule particles of degraded plastic, have become pervasive in our environment, in the food and water we consume and air we breathe. Its emergence as a threat to the environment and human health has generated significant public interest.

While regulators try to determine the extent and toxicity of the problem, researchers and analytical-methods bodies are seeking standardized solutions to characterize these particles in terms of chemical identity, size, shape, and total mass. The smaller the particle the higher the potential biological and toxicological risk and the more their study is of interest to academics and governments.

Traditional solutions for chemical identification of microplastics have hindered the study of microplastics – they are slow and complex, with some techniques taking more than a minute to analyze each microplastic particle. They also have limitations, such as the inability to capture the extent of the microplastics load in drinking and environmental waters.

As another example of how Agilent is helping to advance science, while helping customers meet their business and environmental objectives, we continue to develop solutions to address the evolving field of microplastics analysis, focused on improving accuracy, efficiency, and productivity. In 2022, we released our enhanced 8700 Laser Direct Infrared (LDIR) chemical imaging system, optimized for the analysis of microplastics in environmental samples, enabling identification within seconds. The system also generates reports on the percentage representation of each plastic type among particles and other statistics, such as the number of particles falling into different size ranges. Agilent offers both benchtop and portable handheld solutions to analyze microplastics on-site in laboratories and outdoors in remote environments, with immediate and real-time results.

Agilent's advanced technology is playing a vital role in facilitating efficient and accurate microplastics analysis, supporting environmental monitoring and aiding the development of our understanding of the extent of microplastic contamination in ecosystems and consequences.

2. National Geographic. The World's Plastic Pollution Crisis Explained. https://www.nationalgeographic.com/environment/habitats/plastic-pollution/

Human Health

Supporting the Fight Against Cancer

The emergence of enormous volumes of DNA sequence information has been a driving force in biological discovery, providing an understanding of the causes and pathways of diseases and enabling physicians to identify and treat diseases earlier, more effectively, and at a lower cost.

Precision medicine aims to improve therapeutic outcomes by adding a previously missing but critical factor to the treatment equation: the unique biology of the patient, as revealed through examination of their relevant molecular information. The goal of Personalized Medicine is "The right drug for the right patient at the right time."

This has already begun to drive revolutionary change in oncology, where cancer subtype classification and treatment is transitioning from organ of origin such as the lung, breast, or colon to its biomarker mutation presence or absence (e.g., EGFR, HR+/HER2, BRAF).

Agilent is at the forefront of technology innovation to unlock the promise of precision medicine.

Our commitment to supporting the fight against cancer is built on a focus of leveraging our extensive portfolio of solutions, cancer expertise, and global reach to serve customers addressing cancer worldwide. However, the continued increase in cancer incidence, affecting 1 in 2 women and 1 in 3 men in the U.S., and being the second leading cause of death worldwide, highlights the urgency of the issue. Together with different customer segments, including R&D, translational research, diagnostic test developers, and testing labs, we strive to address the challenges posed by cancer and improve outcomes for patients.

Expanding Leadership in Nucleic Acids

Driven by our shared goal of fulfilling the promise of precision medicine, we innovate with our partners to transform patients' lives and their families' experiences.

Agilent has been a technological leader in the synthesis of oligonucleotides (oligos) for more than 17 years. Our Nucleic Acid Solutions Division (NASD) has the highest concentration of oligo scientists in the world and we have become the most advanced and reliable manufacturer of nucleic acids - a class of synthetic DNA and RNA molecules that function as the APIs in drug therapies. Through their ability to enhance or repress gene and protein expression, therapeutic oligos can target the underlying cause of a variety of diseases, including cancer, cardiovascular illness, and rare and infectious diseases.

In Frederick, Colorado, we help efficiently advance our customers' oligo drug candidates from clinical trials to commercial scale volumes with a common goal of patient health and safety.

Doubling Capacity for High-Growth Oligos

Agilent's NASD is a full-service oligonucleotide contract development and manufacturing organization. Agilent NASD owns two facilities in Colorado serving the oligo API market.

A $200 million investment made in 2020 to expand our Frederick, Colorado facility has doubled the manufacturing capacity of our NASD therapeutics. We began planning for a $725 million investment to further expand the Frederick campus, again doubling its manufacturing capacity. These expansions will support growth in demand for Agilent's high-quality APIs, including siRNA, antisense molecules, and CRISPR guide RNA molecules, with shipments for the latest expansion expected in 2026.

The expanded facility will employ advanced automation and engineering enhancements, including water reduction and reclamation, solar energy, and solvent waste capturing and recycling.

Delivering Effective Companion Diagnostics

Precision medicine is creating therapeutic breakthroughs, especially for oncology patients by offering them targeted treatments to enhance their quality of life and overall health. Central to this life-changing approach is the use of companion diagnostics (CDx) that identify the presence of certain biomarkers to determine whether a patient can benefit from a targeted therapy.

Targeted anti-cancer drugs are only valuable if there is an accurate and reliable CDx. In 1998, the U.S. FDA granted simultaneous approval for a targeted cancer treatment and a companion diagnostic, Agilent Dako's HercepTest targeting HER2-positive breast cancer, for the first time through a new coordinated procedure.

We continue to deliver world-class CDx products that predict the effectiveness of therapies in close collaboration with our pharma partners, significantly impacting the acceleration of this technology and the healthcare landscape. Our market-leading PDL-1 CDx plays a vital role in the use of certain checkpoint inhibitors, which is a type of immunotherapy that activates T cells so they can recognize and attack cancer.

With a growing array of bio-markers in our repertoire, our R&D teams develop world-class companion diagnostics, establishing workflows that meet the needs of modern diagnostic laboratories and expedite turnaround of patients' results.

Agilent has also advanced the field of companion diagnostics by enabling minimally invasive testing through liquid biopsy, where tumor DNA can be isolated from a simple blood draw. This less invasive approach provides valuable information throughout a patient's treatment journey.

Transforming Science Through Cell Analysis

Cells are the smallest form of life. A human body is made of trillions of cells all of which start out with the same genes. Each type of cell turns on a different pattern of genes. Changes to a gene inside an individual cell, called a somatic mutation, alter the cell's ability to divide, make proteins, remove waste, or perform other tasks, which can lead to disease. Mutations in certain genes called oncogenes are the ultimate cause of many forms of cancer. Analyzing how cells function and what happens when they malfunction teaches us about the biological processes that keep us healthy and uncovers new ways to treat disease.

Traditionally, measuring cellular function required researchers to kill cells, limiting the understanding of how cells functioned in real-time. Agilent enables researchers to study live cells and their responses to treatments as they happen. Agilent's cell analysis technology provides researchers with deeper and more relevant insights into biological questions, including cellular metabolism, which is a critical driver of disease.

Agilent's cell analysis portfolio includes a range of instruments, assays, and software that allow researchers to better understand cell health, cell behavior, cell function and cell biology processes, targeting three key areas of the cellular ecosystem:

• Immunology, immuno-oncology, and immunotherapy

• Infectious disease, virology, and vaccine research

• Therapeutic development and production

Our xCELLigence instruments enable real-time monitoring of cell growth, cell function, and cellular responses to a variety of treatments, while our Seahorse XF technology provides functional metabolic measurements for live cells and reveals and confirms metabolic change at the cellular level, opening a new window into biological processes that can be "tuned" by targeting pathways and intermediates for therapeutic development. Our CRISPR technology is transforming life science by making targeted changes to a host cell's DNA, driving new possibilities in immunotherapy.

Protecting the Global Food Supply Chain

Our global population is growing, putting increasing pressure on our food production systems. The global food supply chain is also becoming increasingly complicated, raising the opportunity for food fraud – the intentional adulteration or misrepresentation of food or its ingredients for financial gain. It is a widespread problem, accounting for up to 25% of globally reported food safety incidents either because of contaminants or unlabeled allergens. New ways to ensure there is enough food that is safe and accessible is an urgent need.

More sensitive instruments and advanced analytic techniques are crucial in assessing food authenticity and adulteration to protect consumer safety and maintain the integrity of food producers' brands. Researchers, with Agilent's support, developed a two-tiered approach that allows rapid and inexpensive 'yes/no' analysis in-field, with a sample's molecular profile, or 'fingerprint,' matched against a library of results. The results of this rapid test can then determine whether a second tier of more in-depth testing is needed in the lab. Using LC/MS, GC/MS, and ICP-MS can then confirm what is and what is not in a sample with a high degree of certainty.

Testing needs to continue to become cheaper, faster, more accurate, and easier to perform. Agilent is working with agricultural scientists and researchers to develop novel approaches that more efficiently and effectively combat the evolving tactics of fraudsters to ensure the safety and integrity of the food supply chain.

Supporting Innovative Research and Scientific Leaders

Agilent's University Relations programs are strategically aimed at fostering collaboration with academia to feed and promote their research while growing our scientific capabilities. For over two decades, Agilent has built relationships with universities, recognizing the natural alignment of Agilent's interests with those of academic institutions. Designed to create mutually beneficial collaborations that promote innovation and drive progress in scientific research, the programs helping Agilent to stay at the forefront of science and technology and maintain its position as a leading provider of scientific instruments and solutions.

Led by the associate vice president for University Relations, who reports directly to the Chief Technology Officer, the programs manage relationships with universities, coordinates grants and awards, and promote research for technological advancement. Over 95% of the grants from the University Relations program are provided to support research, promote innovation, and foster academic excellence. The grant recipients, through their universities, retain independent control over their research and grants are not contingent in any way on contractual obligations to Agilent.

University Relations four main programs include:

- Thought Leaders Program
- Early Career Professor Award Program
- University Research Program
- PURE (Program for University Research, Enterprise)

Thought Leader Program

The Thought Leader Program is an invite-only initiative that aims to promote fundamental scientific advancements by providing financial support, products, and expertise to influential thought leaders in life sciences, diagnostics, and chemical analysis. By partnering with leading researchers, Agilent can support innovative research that has the potential to create meaningful change in these fields, contribute to groundbreaking discoveries, and develop innovative technologies that can improve human health and advance scientific knowledge.

Identifying and selecting potential candidates and choosing an awardee is a rigorous process led by the University Relations team, with final decisions made by an internal committee of senior business and technology leaders. A research project is identified that aligns interests between the awardee and Agilent. The awardee provides progress updates to Agilent and may work with an Agilent champion who provides support and advice as needed.

2022 Awardees

Professor Gerhardt Attard, John Black Charitable Foundation Endowed Chair in Urological Cancer Research at University College London. Professor Attard's is a widely recognized clinician-researcher in prostate cancer, focused on creating next generation diagnostics and prognostic tools that can inform the development of novel therapeutics. Agilent's award will support his work developing and validating use of biomarkers in patients with resistant metastatic prostate cancer.

Dr. Jason Kovacic, Executive Director of the Victor Chang Cardiac Research Institute. Dr. Kovacic is an influential clinician and researcher in cardiovascular diseases, interested in unraveling the pathobiology of vascular diseases, fibromuscular dysplasia, and spontaneous coronary artery dissection. The award will support the generation of important proteomics and metabolomics data sets, using Agilent mass spectrometry solutions, assisted with artificial intelligence, to further understand the etiology and treatment of fibromuscular dysplasia and develop knowledge to help with translation to clinical utility.

Early Career Professor Award

Agilent's Early Career Professor Award seeks to recognize and support professors who, early in their careers, show outstanding potential for future research in areas of importance to communities Agilent serves. The program also allows Agilent to build connections with the next generation of thought leaders.

Each year, the University Relations team determines a focus topic for the award based on emerging business relevance. Nominations are accepted from universities around the world for their faculty members who have up to 12 years of post-doctorate experience, with exceptions for those who had a break in their career, for example, for growing their family. Recipients receive an unrestricted research award of $120,000, and the opportunity to collaborate with Agilent scientists and engineers.

2022 Awardee

The 2022 recipient of the Early Career Professor Award was **Dr. Stefanos Nikolaidis**, an Assistant Professor of Computer Science at the University of Southern California, who leads the Interactive and Collaborative Autonomous Robotics Systems (ICAROS) lab. The lab focuses on technologies that enable cobots to interact robustly with users in unconstrained and dynamic environments. The work allows fundamental advances in developing interactive robots that can assist users in complex, real-world tasks, augmenting and enhancing human capabilities with superior strength, accuracy and precision, and data capabilities.

University Research Program

Agilent's University Research Program is an important initiative that helps us stay at the forefront of research and development by collaborating with university partners in areas of strong mutual interest, with the purpose of:

- Advancing the proposed research.
- Advancing Agilent's understanding of a core technology or application of strategic importance.
- Building strong, collaborative relationships including an active Agilent participant who will contribute technically.
- Adding value to the research program through Agilent expertise, products, and knowledge of problems that matter.
- Bringing to Agilent new knowledge that illuminates our future.

Technical team members initiate proposals, often when they have a challenge, new idea, or emerging technology they want to explore, and jointly develop the proposal with university researchers. If approved, graduate students often participate in the research alongside the professor. Agilent sponsors of winning proposals offer mentorship and are expected to contribute up to 10% of their time, as needed. Agilent provides funding through universities for 20-30 proposals each year.

PURE

PURE (Program for University Research, Enterprise) is a service the University Relations team provides to facilitate awards of cash or new equipment to universities from our businesses. Awards may support memberships and conferences, sponsor research, or provide awards for other expenses, such as student travel scholarships. Centralized administration ensures all awards provided by Agilent use standardized processes, comply with applicable regulations and internal standards, are easily tracked companywide, and are communicated properly to recipients. Funding is tracked in our Global Grants database, allowing the University Relations team to aggregate, analyze, and report on our giving that supports university research and related activities.

2022 University Relations Contributions

Region	Cash Gift ($)	Product Gift ($)
Americas	$ 2,020,224	$752,788
Asia Pacific	$524,193	$15,185
Europe	$1,594,721	$2,634,119
Total	**$4,139,138**	**$3,402,092**
Total Giving*	**$7,541,230**	

Accelerating Scientific Breakthroughs

Agilent's Early Stage Partnership (ESP) Program provides a valuable link between an early-stage company's entrepreneurial spirit and Agilent's domain expertise. We partner with early-stage companies, from early proof of concept to revenue stage, that are working on game-changing tools, technologies, and applications to advance the Life Science Research, Clinical Research and Diagnostic markets. Agilent seeks to deliver innovative solutions that improve customers' science and lab economics, and in turn, we can help young companies with financial resources and expertise to navigate the complex life science ecosystem, providing a catalyst to accelerate growth.

In 2022, ESP accepted the following companies into the program:

- **Elegen** is advancing our understanding of biological systems with their unique approach to synthesizing gene-length oligos that can be used to maintain and enhance health.
- **Halo Labs** (formerly Optofluidics) commercializes high throughput biopharmaceutical quality control instruments using the latest optics, image processing, and microfluidics.

Follow-on investments were provided in 2022 to support the following ESP companies' next stage of development:

- **Arima Genomics** is advancing the life sciences by providing 3D genomic sequence and structure information of any genome to drive discovery in genome biology and human health.
- **Cardea Bio** provides graphene sensors to measure cellular interactions and analysis of critical CRISPR editing components.
- **Molecular Assemblies** is developing a revolutionary, enzymatic DNA synthesis technology designed to produce long, high quality, sequence-specific DNA to create new products in industrial synthetic biology, personalized therapeutics, and precision diagnostics.
- **PreciseDx** is a leading innovator in AI-powered image analysis for patient-specific breast cancer recurrence risk analysis.

Expanding Our Capabilities Through Acquisitions

Agilent's growth strategy includes acquiring companies that help us expand and enhance our business in high-growth areas and complement our customer-focused innovation capabilities. We look for companies with a differentiated team and culture that can be integrated with ours. We also want to ensure before making investment decisions that there is something Agilent can do to make the business even better.

In 2022, Agilent made two strategic acquisitions:

- **Polymer Standards Service GmbH (PSS)** specializes in hardware and software solutions used in defining the makeup and creation of molecular structures. The company provides complete solutions for gel permeation chromatography and size exclusion chromatography used in applications to determine the molecular weight and size distribution of macromolecules. The acquisition broadens and extends Agilent's product portfolio and customer offerings, particularly in the chemical and biopharmaceutical industries for the analysis of natural and synthetic polymers such as nucleic acids, proteins, monoclonal antibodies, polysaccharides, and synthetic plastic.
- **Virtual Control** has developed an advanced artificial intelligence technology integrating machine learning that creates innovative analysis solutions in lab testing. Its software, known as ACIES, automates the labor-intensive task of GS/MS data analysis, improving efficiency in the laboratory workflow, from sampling to reporting. Agilent will integrate the software, known as ACIES, into GS/MS platforms to improve the productivity, efficiency, and accuracy of high-throughput labs we serve, especially for customers involved in food testing and agriculture, environmental, and applied materials. The investment builds on Agilent's existing investments and innovations to advance the analytical lab and transform its capabilities with new technology, better integration of instruments and data, and more efficient lab workflows.

Collaborating to Advance Industry Innovation

Engaging with industry groups and associations allows our teams to keep abreast of important industry trends and discoveries, develop relationships with new and existing partners, and contribute to advancing fields and issues important to our business and stakeholders.

We collaborate with numerous industry groups and trade associations, including:

Advanced Mammalian Biomanufacturing Innovation Center (AMBIC)	Engineering Biology Research Consortium	National Minority Supplier Development Council
Allotrope Foundation	Government-University-Industry Research Roundtable	Open Platform Communications Foundation
American Institute for Medical and Biological Engineering	Ignited	Pistoia Alliance
American National Standards Institute	Institute of Electrical and Electronics Engineers	Society of Vacuum Coaters
American Physical Society	International Genetically Engineered Machine (iGEM) Foundation	Society of Women Engineers
American Society for Quality	MedTech Europe	Stanford Department of Bioengineering External Review Committee
AOAC International	Merced Nanomaterials Center for Energy and Sensing (MACES)	Stanford Interdisciplinary Life Sciences Council
CASME	National Academy of Engineering	SystemX Alliance
Center for Bioanalytic Metrology	National Association for Environmental, Health, Safety, and Sustainability Management	techUK
CEO Action for Diversity & Inclusion	National Institute for Innovation in Manufacturing Biopharmaceuticals (NIMBL)	UC Berkeley Engineering Advisory Board
Cold Spring Harbor Laboratories Meetings and Courses Program	National LGBT Chamber of Commerce	Women's Business Enterprise National Council

Environmental

Protecting the Planet and Safeguarding Our Future

Our approach to environmental sustainability is grounded in an understanding that safeguarding our natural resources and protecting the health of our planet is integral to advancing the quality of life. Through innovating, continuously improving, and incorporating responsible and sustainable measures throughout our value chain, we are building a more resilient and efficient organization that is responsive to the needs of our customers, while contributing to a more sustainable future.

Helping Customers Meet Sustainability Goals

Laboratories are home to groundbreaking advances in science and technology. There is also growing recognition among scientists and research institutions that this has come at a significant environmental cost, however. Sources of everyday resource use and waste generation in labs include:

- Energy for precise temperature control, ventilation, ultra-low freezers, autoclaves, and instruments.

- Water for lab processes, cooling reactions and equipment, and flushing, purging, and washing.

- Hazardous waste from chemicals, such as reagents for reactions and as catalysts; solvents for washing, flushing, separations, and analysis; and helium for cooling and flushing.

- Non-hazardous waste from packaging, personal protective equipment, and extensive use of single use plastic for equipment, such as vials, beakers, flasks, pipettes, and test tubes.

Labs are starting to act – our most recent survey of lab managers found that 82% reported having sustainability goals.

Customers rely on us to provide products and services that reduce their environmental footprint from the product lifecycle. That means they count on us to reduce the amount of energy it takes to run our instruments in their labs, as well as to reduce the amount of energy we use to manufacture those instruments. Agilent is sharply focused on understanding our customers' needs and pain points and creating solutions across the product lifecycle to address them.

At Agilent, environmental sustainability is a top priority – it is important to our customers, our shareholders, our employees, our families, our communities, and the future of our planet.

Environmental Management Organization

Agilent operates an EHS management system designed to minimize adverse environmental and occupational health and safety impacts and ensure ongoing compliance with external regulations and internal EHS standards, while meeting the needs of key stakeholders. Our EHSMS is aligned to ISO 14001 and ISO 45001 and covers our design, development, manufacturing, and sourcing activities worldwide. Sites included within the scope of the EHSMS are determined through systematic risk analysis and take into consideration the nature and scale of site operations.[3]

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

Agilent's Global EHS organization, as part of WPS, maintains the EHSMS and related external certifications, and oversees our EHS programs, inspections for EHS hazards, and periodic risk assessments and audits. Global EHS is also responsible for managing performance against our sustainability strategy, goals, and key performance indicators and identifies facility-level projects as part of the group's oversight of our corporate real estate strategy.

OFS collaborates with Global EHS on assessing risks and opportunities, implementing mitigation measures, and meeting corporate and customer sustainability goals. The group is responsible for identifying and implementing sustainability initiatives for site-level operations, procurement, and logistics that reduce resource use, waste, and emissions.

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

See more about WPS, OFS, and NPI/R&D Sustainability teams in the ESG Governance section of this report.

3. 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.

Agilent's Order Fulfillment Team Launches Global Sustainability Program

OFS has previously contributed to companywide sustainability goals through site-level leadership, working closely with the Global EHS organization. In 2022 the group launched a formal sustainability program to facilitate greater collaboration and knowledge sharing across sites, and the collection and analysis of more detailed project-level data.

OFS created a multiyear roadmap for developing and implementing its sustainability program. The focus for 2022 and 2023 is on educating and shifting mindsets and establishing the team with these overarching goals:

- Create an OFS Sustainability Guidebook to harmonize Agilent's internal functions and promote actions that integrate sustainability in day-to-day operations.
- Implement a culture of sustainability by sharing success stories, providing regularly scheduled educational events, and creating a forum for conversation and collaboration.
- Encourage execution of quick win projects contributing to sustainability by providing support, direction, and resources.

This initial groundwork will provide the scale needed to accelerate progress toward meeting Agilent's and our customers' sustainability goals, which is also important for the long-term resiliency of the company. By sharing best practices, building knowledge and awareness, celebrating successes, and facilitating connections, we are working to create a network of individuals who are actively engaged in sustainability across regions.

The team also began laying the groundwork in 2022 to meet its 2023 objective of fostering a common definition of sustainability at Agilent by:

- Hosting internal webinars about the importance of sustainability to educate the organization.
- Tracking additional information on continuous improvement projects that contribute to environmental sustainability.
- Developing the blueprint for a sustainability learning platform accessible to all employees.
- Developing the framework for managing Scope 3 emissions with suppliers to meet interim and long-term net-zero targets and goals.

OFS Sustainability Champion

When **Michelle Lim** was asked to create a sustainability program for OFS in 2022, she gladly accepted the challenge. And she understood the significance of Agilent leadership taking this step – it demonstrated the increasing importance of sustainability to Agilent's corporate strategy and long-term success.

Reflecting on the journey so far and ahead, Michelle underlined two critical elements needed to affect change. "What we learned from projects we've done over the years is that mindset and education have been a fundamental driver for those who participated most actively in sustainability projects. Education is important for imparting the knowledge needed to act. While the right mindset makes it second nature to incorporate sustainability into everyday decision-making and creates the motivation needed to push through inevitable roadblocks. A common mindset also ensures everyone has similar levels of commitment and a shared language for collaboration."

While many are eager to see immediate results, she frequently reminds herself and her colleagues of the need for patience, as some important steps will take time to show measurable impact. This is especially true when it comes to meeting Agilent's climate-related goals. "This is not a one-year or three-year project. It's a journey...to 2030 all the way up 2050," she said. They celebrate small successes and push forward, maintaining energy and momentum.

Sustainable Lab Solutions

Labs are increasingly looking to reduce their environmental impact—while at the same time improve productivity, lower costs, and enhance laboratory health and safety, without compromising the integrity and quality of their results. Sustainability has become a new driver for innovation at Agilent, as we strive to find new ways to help our customers meet their sustainability and business goals simultaneously. We are incorporating these considerations across product lifecycles and in our end-to-end solutions for lab workflows.

Sustainable Product Design Framework

We continue to evaluate ways to improve our approach to sustainable product design and development. In 2022, we partnered with Environmental Resources Management (ERM) to carry out a pilot product life cycle assessment (LCA) study of an Agilent liquid chromatography instrument. LCA is a tool used to assess the environmental impacts linked to a product, process, or activity throughout its entire life cycle. The ERM study will document the most important contributions to our instrument's carbon footprint and identify actionable internal and external levers where we can have the greatest impact in NPI. The pilot will also help us determine essential elements of LCA to integrate into our product design process. The study is expected to conclude in 2023.

To establish a baseline from which to set future goals and targets, we began collecting additional data on sustainable product development by surveying R&D managers on the integration of environmental considerations into their NPI programs' goals. The top three priorities across the NPI portfolio were energy efficiency, waste reduction, and instrument intelligence to enable preventative maintenance and reduce travel needed to service instruments.

Sustainability at Agilent Research Labs

Agilent Research Laboratories power Agilent's growth through breakthrough science and technology. To complement our product line R&D, Agilent Labs looks beyond the evolution of current products and platforms to create the technologies that will underlie tomorrow's breakthroughs, enabling Agilent customers to answer questions at the leading edge of life science, diagnostics, and the applied markets. The group's horizon is broad, encompassing synergies across Agilent and seeding new businesses to create competitive differentiation and compelling value for current and future customers and shareholders.

Sustainability has been an ongoing focus for product line R&D, which has a pipeline of projects to improve the sustainability of existing products within a period of one to three years. Increasingly sustainability is being considered in longer-term research investments of Agilent Research Labs, which can play a pivotal role in finding solutions to persistent environmental challenges that labs face today or will face in the future.

Green Instruments and Product Labeling

We have an ongoing partnership with **My Green Lab**, a non-profit organization dedicated to building a global culture of sustainability in science. My Green Lab's programs provide labs and manufacturers of lab products with third-party guidance and verification processes to implement sustainable strategies into everyday testing and research.

Agilent was the organization's first 'Transformative Level' sponsor and first sponsor of the My Green Lab Certification program – the gold standard for laboratory sustainability best practices. In November 2022, we expanded our support, becoming the inaugural top-level Angel sponsor. The sponsorship provides Agilent with greater access to My Green Lab's strategic counsel on our sustainability initiatives and expertise that we can share with our customers. Over the last few years, My Green Lab's support and outside perspective have been instrumental in helping us shape our sustainable product development culture and approach.

Since 2020, Agilent has participated in My Green Lab's Accountability, Consistency, and Transparency (ACT) label certification process for several Agilent instrument families. The ACT label was designed to address the need for clear, third-party verified information about a laboratory product's environmental impact from manufacturing, use, packaging, and end-of-life, making it easier for customers to choose more sustainable products aligned with their environmental objectives.

Agilent is now a global leader in ACT label certifications for complex analytical instrumentation, and we continue to expand product families that are ACT-certified. In 2022, 35% of Agilent's instrument orders generated were for ACT-labeled products.

We expanded ACT-labeling to spectroscopy in 2022, receiving certification for two new instruments and committing to ACT-label certification for all future NPIs in molecular spectroscopy. In addition to spectroscopy, our ACT-labeled instruments span liquid chromatography, gas chromatography, and mass spectrometry.

The ACT label has served as a valuable tool for Agilent, providing a common standard to benchmark, assess, and externally validate the sustainability of our product design, practices, and instrument performance. The cross-functional team of Agilent experts from R&D, manufacturing, logistics, marketing, and quality who participate in the audit process for certification also benefit tremendously – they become more knowledgeable of the factors influencing the sustainability of our products and are left with a baseline reference that they can use to raise the bar on the next generation of products.

We developed a comprehensive strategic roadmap for implementing ACT labeling across our product portfolio in 2022 – another concrete step to growing our commitment to My Green Lab and continuing to differentiate Agilent products as the industry-leading choice to help customers reduce their environmental footprint.

Agilent Customer Demonstration Labs Achieve My Green Lab Certification

In 2022, Agilent achieved the highest level of My Green Lab Certification for our customer demonstration labs in Waldbronn, Germany; Cheadle, UK; and Santa Clara, U.S.

Our 'green' certified labs signify a sustainability journey. By participating in the My Green Lab Certification program, we demonstrate to our customers that Agilent is an environmentally conscious organization and that we are committed to improving our own sustainability efforts.

When our customers visit our sites, particularly our 'green' certified sites, we can be transparent about our own sustainability journey and where required, showcase our eco-friendly innovations and workflow solutions that will help enable them to optimize their operations without compromising on quality results.

Engineered for Sustainability

We work on continuously supporting our customers by improving the environmental and safety performance of our existing and new products. Our newest instrument releases in 2022 were ACT-label certified, helping our customers make sustainable product choices aligned with their environmental goals and include:

- Agilent 5977C single quadrupole GC/MS
- Agilent 7000E and 7010C triple quadrupole GC/MS
- Agilent 6475 triple quadrupole LC/MS

Our latest GC/MS releases provide accurate analytical measurements for environmental impurities and food testing, chemical analysis, and forensic and pharmaceutical compounds. They can be used for detecting and measuring pesticides in food, volatile and semi-volatile organic compounds in water, phthalates in materials, and residual solvents from manufacturing in pharmaceuticals.

These GC/MS instruments have built-in instrument intelligence and software that prevent downtime and extend the life of products by enabling preventative maintenance through early maintenance feedback, self-guided maintenance, remote monitoring and smart alerts for monitoring system health, self-cleaning hardware, and smart diagnostics.

Agilent also launched the HydroInert Ion Source for GC/MS in 2022, enabling easier switching from helium to hydrogen as the carrier gas. Helium is a finite resource with ongoing, unpredictable supply shortages and price increases. Unlike helium, hydrogen is a low cost, renewable resource, and the best alternative to helium for GC/MS. The Agilent HydroInert prevents lab disruptions from insufficient helium supplies, using an environmentally sustainable alternative.

Agilent's 6475 triple quadrupole LC/MS is used to test for pesticide residues in food, impurities in pharmaceuticals, and PFAS in water and materials, among other applications. It incorporates instrument intelligence that reduces downtime and enables preventative maintenance with smart monitoring and early maintenance feedback. Agilent's VacShield technology reduces maintenance time by 92%, and Agilent's SWARM autotune allows scheduling of machine calibration.

Technology to Reduce Lab Resource Use

There is an increasing need for laboratory optimization. Today most labs have a reactive approach to managing lab operations, which leads to inefficiencies, additional costs, and downtime. Scientists and analysts are often burdened with operational tasks, taking away time from innovation and discovery. They are also often unaware how laboratory optimization and sustainability go hand-in-hand.

An Agilent survey of pharmaceutical lab leaders found:

- 83% believe that their current workflows require optimization.
- 65% indicate that the most important types of laboratory innovations are those that increase efficiency.

Additional survey results showed that only 4% of lab managers are using data intelligence to monitor, analyze, and improve lab performance, while some lab instruments are used only 35% of the time.

The Agilent CrossLab business spans the entire lab with an extensive services portfolio, designed to improve customer outcomes, supporting sustainability initiatives and freeing up scientists to focus on their important work.

CrossLab Connect

Asset performance management is the intersection of traditional asset management with digital techniques. Agilent's CrossLab asset performance management capabilities aim to empower the next-generation laboratory that is digital, smart, and connected, integrating augmented reality, artificial intelligence, data analytics, and robotics. It combines data intelligence technologies with sophisticated analytics that allow proactive management of lab performance.

CrossLab Connect is the digital backbone of a comprehensive asset performance management program in the lab. These digital capabilities optimize lab workflows, addressing a critical need to enhance operational efficiency, increase productivity, and reduce downtime, while minimizing environmental impacts. As a more efficient lab is a more sustainable lab, effective management of laboratory assets helps labs meet business, scientific, and sustainability goals simultaneously. New data intelligence technologies and better industry insight improve lab operational efficiency, producing more output with less energy – a win for both science and the environment.

CrossLab Capabilities	Efficiency Benefits	Sustainability Benefits		
		Energy Reduction	Waste Reduction	Solvent/Reagent Reduction
Asset Monitoring	Enables labwide visibility to capture utilization across all of the workflows compiled in a dashboard to drive insights for improvements.	✓	✓	✓
Power Signature Monitoring	Characterizes power consumption for connected assets.	✓		
Predictive Maintenance Analytics	Offers AI-characterized discrete changes in power patterns over time to identify asset failure risk, enabling proactive maintenance and reducing environmental impact.	✓	✓	
Smart Alerts	Monitors instrument health and provides alerts when maintenance or replacement is needed, minimizing downtime, and reducing resource waste.	✓	✓	
Partner Automated Compliance Engine (ACE)	Facilitates compliance harmonization and streamlines compliance procedures.			✓
iLab (systems access management)	Provides streamlined access management and reduces the need for manual paperwork. Scientific workflow management functionality helps labs enhance their efficiency, minimizing unnecessary steps and waste generation.	✓	✓	
VirtualAssist	Provides augmented reality (AR) into the lab. When an instrument is down, our customers can turn on AR and have an Agilent service engineer over their shoulder to diagnose, and repair where feasible, maximizing uptime and reducing our carbon footprint from travel.	✓	✓	✓

Product End-of-Life Management

Our Certified Pre-Owned (CPO) Instruments Program keeps high-quality instruments out of landfills by putting them back into the lab. The program enables more customers to experience Agilent quality, like-new performance, and reliability while contributing to a more sustainable, circular economy.

CPO is an $85 million business that is part of Agilent's Life Sciences and Applied Markets Group and an important source of strategic value for Agilent. CPO is divided into three arms, including:

- Marketing and Business Development, which markets and sells refurbished instruments to customers.

- Operations, which refurbishes used instruments to like-new condition.

- Sourcing, which ensures we have sufficient un-refurbished instrument inventory to meet CPO demand, sourcing from customers through our Trade-In and Buyback Program, and internally from instruments used during R&D or for customer demos, for example.

Trade-In and Buyback

As our instruments reach the end of their first useful life, we offer customers the opportunity to return used instruments for cash or credit for their next Agilent purchase through our Trade-In and Buyback Program. Agilent makes the return process easy by including labor to deinstall, packaging, and shipping at no additional cost to customers. Products are typically packaged and shipped in a reusable, collapsible, pallet-based system, reducing the cost and environmental impact of shipping empty boxes.

In 2022, the program increased its global reach, expanding from serving the Americas, EU, and China to also serving Singapore, Australia, and South Korea. We plan on further expansion in the Asia Pacific region in the near future.

In addition to expanding geographically, we continued broadening the range of products eligible for Trade-in and Buyback in 2022, which now includes approximately 200 Agilent products. We also accept some products outside of our product portfolio that we do not refurbish and resell.

For some customers, the program provides incentive to transition to the latest technology, while for others, trade-ins and purchasing of a CPO instrument contributes to meeting their sustainability goals. Since officially launching the Trade-In and Buyback Program in 2018, we have served over 1,100 unique customers across the world, with 25% being repeat customers.
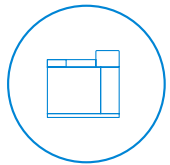
Gas chromatography
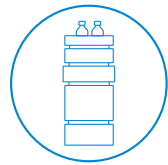
Liquid chromatography
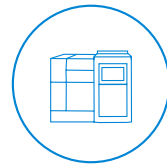
GC/MS
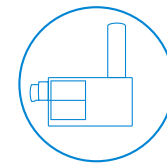
LC/MS
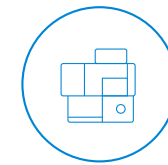
Atomic spectroscopy

Molecular spectroscopy

ICP-MS

Cell analysis and electrophoresis

Automated liquid handling

Automated electrophoresis

Refurbished Instruments

Specially trained Agilent engineers refurbish used instruments and certify them to the same original instrument specifications. They must pass the same final quality tests as a new instrument. CPO instruments ship with up-to-date software, new PCs, start-up tools, and accessories. Every CPO instrument is backed by the same installation, support services, and 12-month warranty as our new instruments.

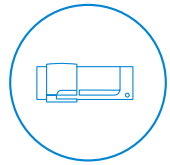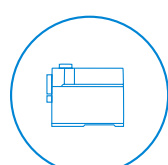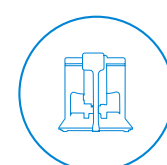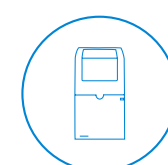In 2022, we had our grand opening of our new refurbishment center at our campus in Singapore, adding to our current capabilities in the Americas and Europe. The ability to refurbish instruments in region will allow the program to grow in Asia Pacific and reduce the environmental impact of shipping returned and refurbished instruments.

Used Instrument Parts

For instruments we cannot refurbish to our highest standards, we harvest usable parts, or liquidate or recycle instruments or parts, with a small portion going to scrap.

While we refurbish most of the systems we take back, parts harvesting and liquidation are important to extending the life of our products and minimizing landfill waste. Our internal teams test and refurbish harvested parts, which are then used by our field service organization as we continue to support customers beyond our ten-year instrument guarantee.

Liquidation through a third-party partner is an important channel for excess inventory or for parts or instruments not in our portfolio. It enables us to provide customers with credit toward an Agilent purchase for competitor instruments as part of our Trade-In Program.

Certified Pre-Owned Instruments Program Impact

In 2022, we:

- Took in 6,600 instruments through our various programs.
- Received 3,000 instruments through our instrument return program.
- Bought back over 2,000 used instruments from our customers.
- Refurbished over 4,300 lab instruments.
- Sold 3,400 Certified Pre-Owned Instruments.

Environment+Energy Leader awarded the Agilent Certified Pre-Owned Instruments Program its 2022 Top Project award for waste reduction.

TOP PROJECT
Environment +Energy
LEADER
AWARDS
2022

Sustainable Packaging

As a part of Agilent's commitment to the environment and our customers, we strive to minimize our post-consumer waste through the design and development of sustainable packaging of our products. We continuously evaluate opportunities to replace existing solutions with sustainable packaging options.

Sustainable Packaging Playbook

Ongoing voice of customer feedback has revealed that customers want to see more sustainable packaging solutions and less packaging material overall. Making such changes to packaging requires significant investments of time and resources, including design changes, system revalidation, and other measures to ensure product quality, safety, and compliance with regulations and standards.

Various product teams at Agilent have been working on identifying more sustainable alternatives to traditional packaging for several years. With more than 1,000 employees at more than 30 sites worldwide, it became evident there was a need to support and harmonize the efforts of our internal teams and external vendors around a common set of guidelines and objectives.

As part of its Sustainability Guidebook, OFS launched the Sustainable Packaging Playbook in 2022, providing a framework for non-packaging SMEs on identifying sustainable packaging options, and guidance on packaging projects that maintain product quality, safety, and integrity, while aligning with our customers' preferences and sustainability goals.

Agilent teams globally use the Sustainable Packaging Playbook, whether we are designing packaging internally or with the expertise of outside vendors. It is designed to be complementary to our existing packaging guidelines, policies, and procedures, such as our Product Protection Test manual that is used for determining, executing, and evaluating tests to assess a package's ability to effectively protect a product when shipped.

Our Three-Pronged Approach

Our approach to more eco-friendly packaging, as outlined in the Playbook, focuses on three key areas: optimizing design, sourcing sustainably, and supporting recycling.

Optimizing Design: "right size" packaging by minimizing the packaging size and volume of materials used, and eliminate unnecessary packaging

Sustainable Sourcing: maximize the use of recycled and sustainably sourced renewable content, enhance material health by removing priority chemicals and other restricted packaging content, and eliminate single-use plastic materials

Supporting Recycling: design packaging that is easy to recycle, incorporate recycled content, and improve customer communication on packaging recyclability

Recent and Ongoing Projects

Optimizing Design: For bulk shipments of materials from Germany to the U.S. requiring temperatures to be maintained between 2-8°C, we transitioned to a third-party solution, **SkyCell 1500C**. The containers are smaller and lightweight, significantly reducing emissions during transport. They are reusable, partially made of recycled materials, and designed to be long-lasting, reducing waste. Advanced materials built into container walls create a sophisticated cooling system that self-charges and, combined with advanced digital technology, improves product quality and safety, and reduces the risk of product loss in challenging transit conditions.

Sustainable Sourcing: The foam cushioning in our GC1 Packed Column Box was replaced with a paper mesh alternative. This environmentally friendly swap provides a co-benefit of $19,000 in cost savings per year.

Sustainable Sourcing: Our Chemistries standards kitted products are packaged in bulky plastic ampoule crackers and clamshells and are being redesigned to reduce packaging size and increase use of recycled and renewable materials. We are also replacing a paper Certificate of Analysis with a digital version accessible by QR code, which enhances the customer experience by providing a more convenient way to access product information. In addition to significant reductions in packaging, labor, and shipping costs, we expect an annual reduction of 3,200 kg of plastic waste.

Optimizing Design, Sustainable Sourcing, Supporting Recycling: Packaging for our Easi portfolio of 116 products used for calibrating chromatography machines have a complex design made entirely out of plastic. We are currently redesigning the packaging to be plastic-free and easier to disassemble and recycle, with an estimated reduction of almost 300 kg of plastic waste a year.

Sustainable Packaging Prototype

Our LC column packaging is being redesigned to reduce its size and to replace polyurethane foam with eco-friendly materials, reducing emissions, waste, and approximately $300,000 in packaging and shipping costs per year.

All three prongs of our sustainable packaging approach are addressed with the redesign:

Optimizing Design, Sustainable Sourcing, Supporting Recycling
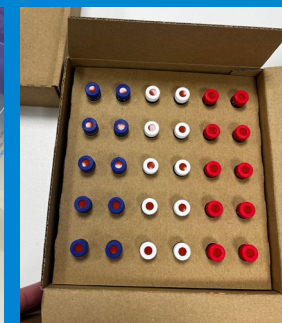
Before   After

Agilent Joins How2Recycle

In 2022, Agilent joined How2Recycle, a standardized labeling system to clearly communicate recycling instructions to the public and a membership platform of companies committed to making their packaging recyclable and empowering consumers to recycle effectively. An outgrowth of the Sustainable Packaging Coalition, and part of the environmental nonprofit, GreenBlue, How2Recycle's mission is to get more materials in the recycling bin by taking the guesswork out of recycling.

By providing clear and concise information on its product packaging, Agilent is empowering our customers to make environmentally conscious choices and helping to improve the recycling ecosystem.

Our Shipping Container Graphics Guidelines now include the use of How2Recycle graphics.

Example for Frozen Food Package

The Recyclability Icon
Indicates the recyclability of the packaging component

Special Instructions
Specific directions for the consumer to ensure successful recycling

Packaging Material
Identifies the material type of the packaging component

how2recycle.info

PAPER BOX | PLASTIC COVER | PLASTIC TRAY

Rinse Before Recycling
Check Locally*

*Not recycled in all communities

Packaging Component
The specific part of the package referenced by the label

Program Website
Provides resources and information on the label, local recyclability and proper recycling

Elements of the How2Recycle Label

Sustainable Operations

Working toward sustainability is an integral part of how we conduct business and respond to our customers' challenges in their quest to move boundaries in scientific research and discovery. Agilent is committed to ensuring our operations, products, and services comply with applicable environmental, health, and safety regulations, implementing appropriate controls, and continually improving our environmental sustainability through recycling, waste minimization, conservation of resources, prevention of pollution, management of hazardous materials, and promotion of environmental responsibility amongst our employees.

World Economic Forum Recognizes Agilent's Singapore Facility

In 2022, the World Economic Forum's Lighthouse Network recognized our facility in **Singapore** as a Fourth Industrial Revolution (4IR) leader for deploying IIoT (industrial internet of things)-powered digital twin, AI, and robotic automation solutions to improve sustainable manufacturing performance.
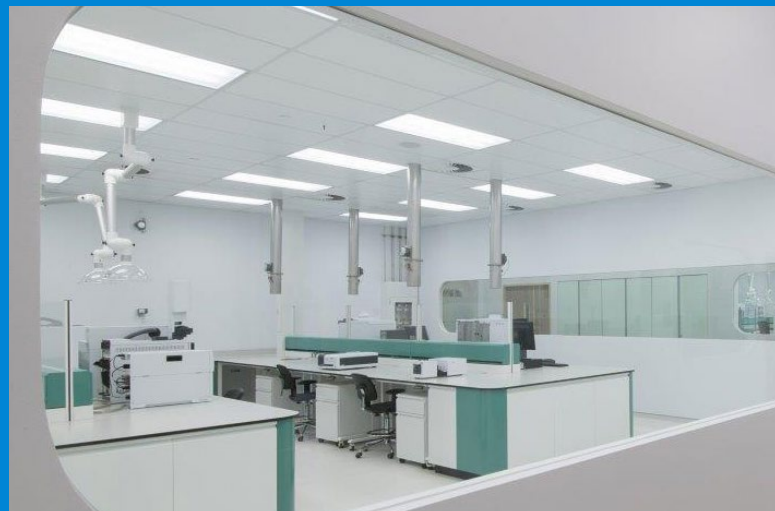
The Lighthouse is an initiative of the World Economic Forum in partnership with McKinsey & Company to showcase models of smart manufacturing enabled by 4IR technologies.

Our Singapore facility sought to simplify manufacturing of low-volume, high-complexity instruments to meet rising demand. By deploying 4IR technology, we were able to overcome bottlenecks from specialized manpower and transformed our workforce into 4IR generalists. This improved output by 80%, productivity by 60%, cycle time by 30%, and quality cost by 20%, while effectively reducing the facility's environmental impact. Examples of measures that improved sustainability performance include:

- Implementing a building management system that uses IIoT technology to optimize the chiller load and automatic scheduling, reducing energy consumption.

- Creating a big-data analytics platform leveraging the cloud, AI, and machine learning to streamline the factory process, which significantly reduced cycle time, waste, and chemical usage.

- Installing a solar energy system on the factory rooftop that produces 27% of the site's energy, and reduces carbon emissions by more than 1,500 tons per year.

We are expanding the use of advanced digital technologies at our sites across the world, which will also be a key driver to meeting our net-zero goals. For example:

- Our **Waldbronn, Germany** facility continues to implement innovative and smart technologies that reduce its environmental footprint. The flagship project at the five-building, ISO 14001-certified campus is an energy center (EVBZ) and cogeneration unit developed in partnership with the Waldbronn community and EnBW AG. A combined heat and power plant (CHP) provides heating, cooling, and electricity to Agilent, a neighboring industrial company, and the Waldbronn community swimming pool and ice rink. Intelligent networking enables waste heat from Agilent's building cooling units to be used to heat the Waldbronn open-air pool in the summer and our Customer and Technology Center in the winter. Through this partnership, the site can reduce its CO_2 emissions by around 40% compared to using boilers and electricity from the local grid. Other sustainability features at Waldbronn include on-site solar, electric vehicle charging stations, a building maintenance system with smart building technology, optimized and upgraded HVAC system, and rainwater harvesting.

- Agilent's **Shanghai, China** campus is a highly integrated global strategic manufacturing center with R&D, quality assurance, supply chain, and logistics management capability. The facility deploys advanced "smart factory" technologies that include leading edge data analysis, visual inspection systems, the cobot automation system, and AI and machine learning systems. We announced a $20 million expansion of our Shanghai site in 2022, which will enhance our high quality, digital, and smart factory capabilities.

- The planned expansion of our **Frederick, Colorado** U.S. campus, slated to break ground in 2023, will employ advanced automation and engineering enhancements, including water reduction and reclamation, solar energy, and solvent waste capturing and recycling.

Climate Change

The latest climate science from the IPCC shows it is still possible to limit global temperature rise to 1.5°C if rapid and deep emission cuts halve global emissions before 2030 and achieve net-zero emissions before 2050.

Agilent responded to the urgent call for corporate climate action in 2021, committing to align with climate science and net-zero through the Science Based Targets initiative's (SBTi's) Business Ambition for 1.5°C campaign, and to set near-term companywide emission reductions in line with science-based net-zero with the SBTi. We submitted our interim targets to the SBTi for assessment in 2022 and expect to hear back in 2023.

Our interim, net-zero emissions reduction targets cover our direct and indirect emissions, including those from our value chain, which represent most of our total emissions.

2030 Emissions Reductions Targets (2019 Baseline)

Goals	Scope	Focus Areas
Reduce 50% by 2030	**Scope 1** Direct emissions from Agilent-owned or controlled sources **Scope 2** Indirect emissions from energy or heat purchased by Agilent	**Site Operations** On-site fuel combustion, fleet vehicles, and air-conditioning leaks Site purchased energy
Reduce 30% by 2030	**Scope 3** Indirect emissions from our value chain, occurring from sources we do not own or control	Purchased goods and services Capital goods Upstream transportation and distribution Waste generated in operations Business travel Employee commuting Upstream leased assets Downstream transportation and distribution Use of sold products End-of-life treatment of sold products

To achieve these targets, we are looking at how we design our products, how we evaluate and collaborate with our suppliers, and how we manage our internal operations. Equally important, we are investing in the organizational infrastructure needed to stay on track and remain accountable for achieving our goals.

Our emissions reductions strategy includes investing more in renewable energy at our sites and facilities, moving our car fleets from gas to electric, and reducing business travel. We are also exploring moving more freight via sea or rail, and engaging with our supply chain to identify which suppliers have the largest carbon footprint, working with those suppliers to reduce emissions, and factoring carbon footprint into supplier selection decisions.

Agilent's commitment to minimizing our environmental impact extends beyond our operations, enabling us to be a valuable partner in our customers' sustainability journeys. Emissions from our operations and product life cycle contribute to our customers' Scope 3 emissions inventory -- this is a key consideration in our emissions reduction strategy and priorities. We have increased engagement and collaboration with our customers on how we can help meet their emission reduction goals.

We continue to gather information and assess the potential short-, medium-, and long- term impact of climate change on our business. Agilent has adopted the Task Force on Climate-related Financial Disclosures (TCFD) recommendations to provide investors with meaningful information on our climate-related risks, provided in the TCFD Index of this report.

Through continuous innovation, global processes encompassing R&D, procurement, manufacturing, logistics, and quality control, and proactive measures like qualifying multiple suppliers and evaluating regional strategies, Agilent strives for supply chain continuity while minimizing disruptions and enhancing its net-zero efforts. In 2022, net-zero initiatives focused on reducing energy consumption, transportation modalities and associated costs, and building awareness on net-zero approaches internally and among our suppliers.

Targets Oversight

Targets oversight plays a pivotal role in guiding and monitoring the progress of Agilent's sustainability goals, ensuring we have the organizational structure in place to effectively implement, measure, and monitor our progress. Our ESG Working Group focuses on the top-level commitments and strategy, while WPS and OFS are the primary teams responsible for implementing and tracking our progress toward meeting our commitments, in collaboration with additional teams depending on the activities. In addition, various functional and business groups have initiatives to support our goals.

Scopes 1 and 2 GHG Emissions

Energy use is the highest priority material environmental issue for Agilent. Consumption is mainly from electricity, gas, or fuel oil for heating or on-site electricity generation. In 2022, we consumed approximately 167,000 MWh of energy, which generated 49,000 metric tons of Scope 1 and 2 emissions.

Every quarter, we assess our energy use and emissions, making necessary adjustments when negative trends arise, keeping us on track with our annual objectives and long-term goals. We reduced energy consumption per square foot by 9.5% in 2022 against an interim target of 8% (2014 baseline). We have also reduced our site carbon emissions per square foot by 32.7% since 2014.

To achieve these reductions, OFS and WPS worked collaboratively to identify measures that improve the energy efficiency of operational processes and systems and pursue promising opportunities to transition to cleaner sources of energy. Energy efficiency measures included improving space utilization of labs, eliminating redundant energy efficient equipment and square footage used, and incorporating IIoT technology, sensors, and data analytics to increase uptime and energy efficiency. In addition to initiating new on-site solar projects, we launched a project to evaluate opportunities for green energy procurement at 11 sites -- contracts were completed at our sites in Singapore, Denmark, Italy, and the UK.

In 2022, two solar PV projects completed the previous year resulted in a much higher output than was originally estimated.

Site	System Size (kW)	Predicted Output (kWh)	Actual Output (kWh)
Shanghai, China	271	207,000	342,806
Mulgrave, Australia	502	700,150	824,070

Globally, solar PV generation at Agilent sites offset annual GHG emissions by 2,770 MT in 2022.

Scope 3 GHG Emissions

Agilent is focusing on four areas where our carbon footprint is greatest:

- Purchased goods and services
- Capital goods
- Downstream transportation and distribution
- Use of sold products

Scope 3 makes up more than 90% of our GHG emissions, and we recognize that meeting our reduction goals will require close collaboration across our value chain. Our top priority is reducing emissions from purchased goods and services and capital goods, which accounts for 42% of our 2019 baseline Scope 3 emissions, followed by downstream transportation and distribution, which accounts for an additional 18% of our Scope 3 emissions.

In 2022, the Procurement ESG Program team officially launched the first phase of our long-term roadmap for supplier engagement, focused on creating a baseline of supplier emissions contributions, identifying top emitters among our suppliers, and developing next steps through 2023.

Agilent made steady progress in 2022, completing these critical steps on our way to net-zero, including:

- Partnered with TruCost to conduct a baseline analysis of suppliers' GHG contributions and intensity, identifying emission for our top 50 suppliers, representing over 58% of upstream supplier emissions.

- Updated our Supplier Code of Conduct to include Agilent's expectation that suppliers adopt practices aligned with net-zero greenhouse gas emissions, disclose their data, and show their progress.

- Conducted 14 ESG Knowledge Forums with strategic suppliers to communicate our net-zero goals and set expectations; learned 11 strategic suppliers have net-zero goals, and 8 have approved science-based targets.

Alongside supplier engagement activities, we are also working on updates to our procurement processes and documentation, including the supplier selection process and requirements, and establishing metrics to evaluate our progress.

In 2023, we will continue to engage suppliers, targeting the top 50 suppliers with the greatest GHG emissions to identify quick wins, share best practices, and look for opportunities to collaborate to meet Agilent's reduction goals, as well as supporting suppliers to meet theirs.
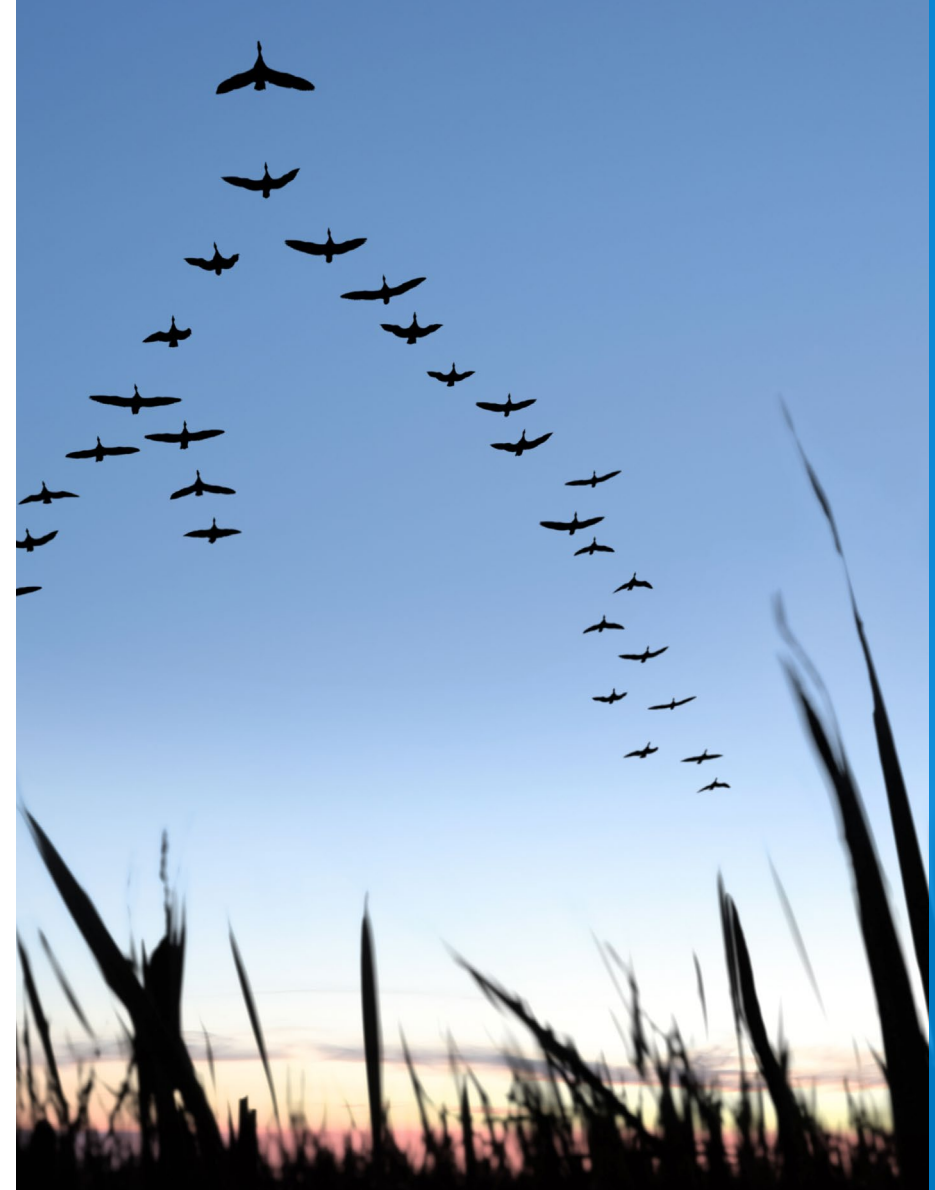
Green Logistics Achievements

To switch from rapid product delivery via air to monthly shipments by ocean requires thinking big—specifically, reinventing how we manage global inventory. Led by the Green Logistics team, the test project has now expanded to include more than 20 suppliers and transit from our factories to our logistic centers. Learnings from this initiative continues to inform strategies that reduce emissions while ensuring products are delivered safely and efficiently.

U.S. Region

- Inbound shipments are handled through air to ground or less-than-truckload (LTL) services, as well as ocean freight.
- Outbound shipments are managed via air to ground or LTL services.

EU Region

- Outbound shipments are facilitated through air freight to ocean transportation.
- Inbound and outbound shipments in the EU region are handled by trucks that operate on liquefied natural gas instead of diesel.
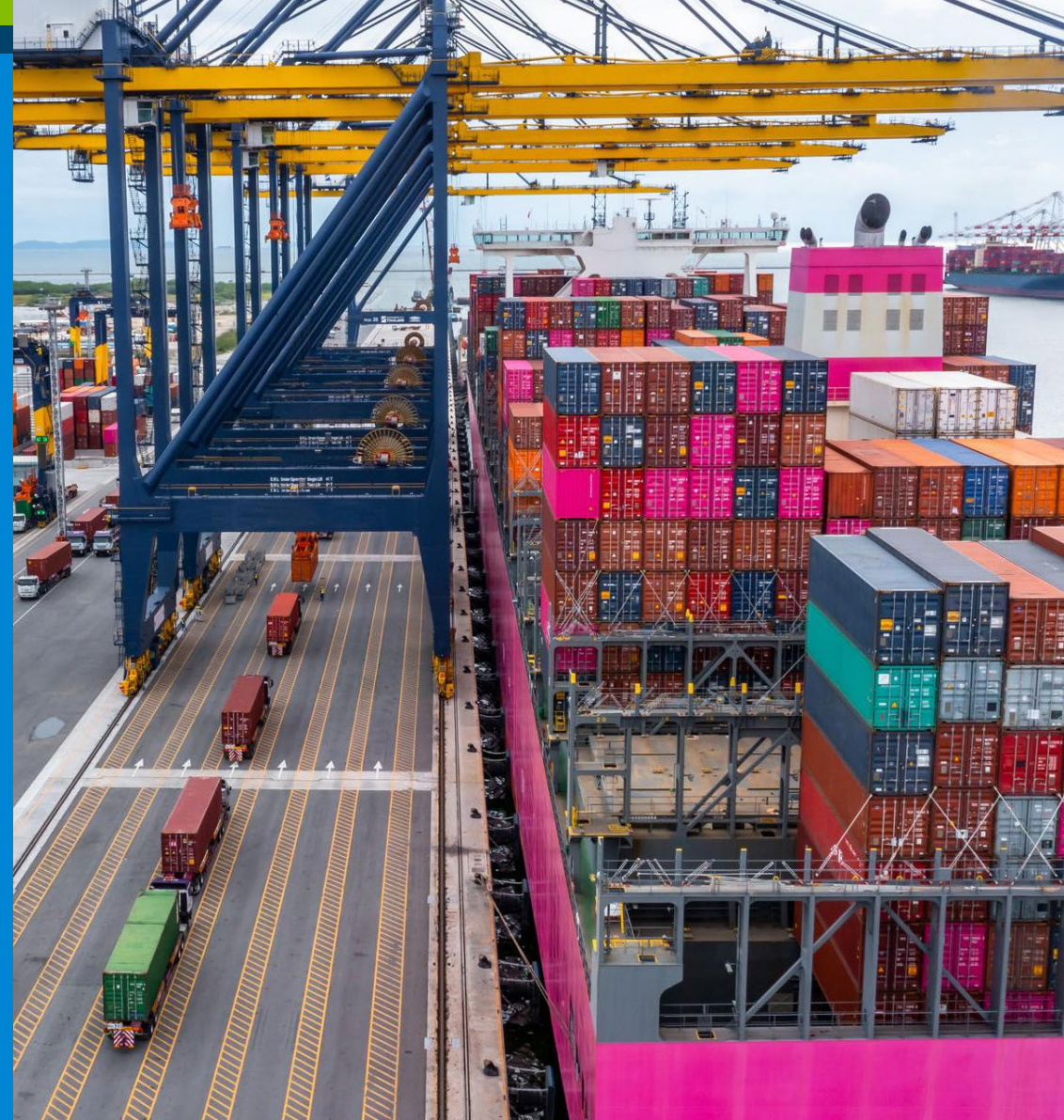
AP Region

- Inbound shipments are handled through air freight to ocean transportation.
- Outbound shipments in the AP region are managed through both air freight and trucks.

Using alternatives to air reduced Agilent's emissions from logistics by 7,706 tons in 2022.

Energy and Emissions Management Progress*

Direct Energy Use	2020	2021	2022
Natural gas	173,305	184,055	188,388
Diesel fuel	304	439	1,481
Propane	2,167	2,026	1,278
Solar PV	16,867	22,855	24,927
Total direct energy use (GJ)	192,643	209,375	216,074
Indirect Energy Use			
Electricity	353,851	356,426	367,494
Heating	20,671	20,863	20,568
Total indirect energy use (GJ)	374,522	377,289	388,062
Total direct and indirect energy use (GJ)	567,165	586,664	604,136
Total direct and indirect energy use (kWh)	159,781,314	162,874,797	167,815,555
Total direct and indirect energy use intensity (kWh/sq ft)	40.04	38.14	39.21

*Approximately 80% of Agilent's site footprint is reported from sites that are included in its annual analysis of energy use.

Scope 1 Emissions	2020	2021	2022
CO_2	9,380	9,561	9,803
CH_4	252	301	307
N_2O	1,329	1,585	1,622
Total Scope 1 (MT CO2e)	10,961	11,447	11,732
Scope 2 Emissions			
Location-based	41,705	36,577	37,555
Total Scope 1 and 2 (MT CO2e)	52,666	48,024	49,287
Total Scope 1 and 2 intensity (MT CO2e/sq ft)	0.0132	0.01124	0.01154
Scope 3 Emissions			
Agilent fleet (U.S. only)	6,911	6,976	7,634
Business travel	6,906	3,640	10,859
Transportation and distribution	101,453	68,753	89,281
Total Scope 3 (MT CO2e)	115,270	79,369	107,774

*About 80% of Agilent's site footprint is reported from the sites included in its annual analysis of carbon emissions.

Waste Management

Agilent prioritizes eliminating and minimizing hazardous and non-hazardous waste from procurement and production; adopts responsible, efficient, and effective waste management practices in compliance with environmental regulations; engages in employee training and communication on waste elimination and minimization; and tracks and monitors metrics to manage performance against our goals throughout the year.

Of the more than 75 sustainability projects undertaken by OFS In 2022, over 20% reduced waste by implementing measures such as:

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

A substantial amount of waste generated at Agilent sites comes from packaging. We incorporate environmental considerations into our Original Equipment Manufacturer and Supplier Packaging Guidelines for inbound procurement. When choosing materials to package items purchased by Agilent, in addition to requirements on hazardous and restricted content, we ask vendors to consider the impact on the environment of discarded packing materials during the packaging design phase, focusing on solutions that are reusable, are recyclable, and use less materials. Alongside our efforts for outbound packaging, we are beginning to engage select vendors on developing packaging solutions that better meet these guidelines.

In 2022, Agilent achieved 94% solid waste diversion, coming close to our ambitious 95% target.

2022 Project Highlights

Chemistries Manufacturing

Vapor Deposition Project

Our Vapor Deposition project involves converting liquid phase chemistry into a gas phase, resulting in a significant reduction in solvent-related waste. This eliminates the need for liquid phase processing, reagent and solvent delivery systems, and waste disposal infrastructure. By utilizing the gas phase process and implementing scrubber systems, we can minimize solvent delivery and effectively capture lesser amounts of chemical waste.

Bio-Reagents Manufacturing

Hazardous Material Alternative

We reduced the consumption of Nonidet P-40 Substitute (NP-40), a raw material used in our EnVision FLEX Target Retrieval Solution High pH buffer, by 33%. NP-40 is listed as a Substance of Very High Concern (SVHC) in EU REACH legislation, and we plan to eliminate use of NP-40 in 2023 by sourcing an effective, less harmful substitute.

Instrument Manufacturing

Precious Metal Recycling

Agilent utilizes gold plating in its GC/MS Quadrupoles. Instead of scrapping Quadrupoles when they fail, we rolled out a new process to reclaim and recycle the gold plating by using an acid bath to strip the gold for recycling. As a result of this program, more than 6 troy ounces of gold are recycled annually, the equivalent of approximately $10,000 returned to the business in 2022.

Waste Management Progress

Non-Hazardous Waste Disposal	2020	2021	2022
Reused (Offsets)*	-	175	220
Composted	154	130	256
Recycled	1,797	1,603	2,032
Incinerated (mass burn)	352	535	576
Landfilled	261	164	187
Total non-hazardous waste (MT)	**2,564**	**2,606**	**3,272**
Landfill diversion rate	**90%**	**94%**	**94%**
Hazardous Waste Disposal	**2020**	**2021**	**2022**
Recycled	1,507	1,611	1,718
Incinerated (mass burn)	2,833	4,512	4,426
Treated	2,837	1,584	1,872
Landfilled	-	4	4
Total hazardous waste (MT)	**7,177**	**7,712**	**8,020**

*Any material that would have been disposed of as a waste that has been diverted by reusing it. The highest and best use of material, which includes creating and keeping materials in a useful loop as long as possible is acceptable as an offset Agilent's data includes two types of offsets: 1) weight of empty chemical totes returned to the manufacturer/supplier for refill that were sent back to Agilent, 2) weight of disposable frocks/lab coats that Agilent lab and manufacturing personnel would have used if reusable alternatives were not available.

Water Management

The intensity of water use varies significantly by site depending on the type of manufacturing. We prioritize ensuring responsible water management practices to avoid water scarcity or depletion to respect local hydrological balance, prioritizing withdrawal from sources not impacted by other extraction operations. Many of our facilities have internal recycling processes in place, such as water reuse for toilet facilities, rainwater harvesting, and water recycling incorporated within internal production processes, but we do not currently measure and report on this activity.

We track and monitor municipal water usage data quarterly, where possible, to monitor performance against goals and take prompt action if any remedial action is necessary at individual sites. Our Turin (Italy) and Manesar (India) sites extract groundwater for operations using local aquifers, unlike Agilent's other sites that use municipal water.

In 2022, we reduced our water consumption per operational square foot by 27.6% against the target of 16%. Agilent's initial target of 20% reduction in municipal water consumption over 10 years from an 2014 baseline will be replaced in 2023 by a more ambitious target.

The discharge of water varies from site to site, but can be attributed to domestic sanitation, production operations and cooling systems. Typically, a small proportion of discharge from an on-site water treatment plant is approved with local permits and consideration for environmental impacts. Surface water discharge is directed toward local surface water infrastructure, ensuring the separation of potential contaminants from our site. When water is discharged into the sewer system, we carefully consider factors such as evaporation and irrigation of site grounds. While we do not currently measure the specific metrics associated with our water discharge, we estimate that 5% of the discharge occurs through evaporation, primarily in areas where evaporative coolers are present.

Water Management Progress

Water Consumption	2020	2021	2022
Groundwater	119	114	116
Third-party water	307	339	315
Total water consumption (1,000 m³)	426	435	431
Total water consumption intensity (1,000 m³/sq ft)	0.121	0.116	0.111

Social

Supporting and Empowering Our People

Human Capital Management

Recruiting and hiring the right people, providing training and development opportunities, creating a positive work environment, and retaining top talent have all been major drivers of Agilent's success. Our Human Capital Management (HCM) initiatives have also helped improve employee engagement, productivity, and organizational performance. We are proud to have developed and implemented effective strategies and technologies to optimize human capital and will continue to seek ways to improve the employee experience while meeting business objectives.

Our goal is to foster a healthy work environment that encourages collaboration and innovation in a global scientific community. We aim to provide a meaningful space where each individual can fulfill their purpose and reach their full potential — supported by a team that sets high standards — in a company that promotes a flexible working environment with employees' well-being in mind.

Accolades and Awards

In 2022, Agilent was certified as a Great Place to Work by the Great Place to Work Institute in more than 20 countries and regions around the world, distinguishing Agilent as a top employer based on an independent survey of its global workforce.

Agilent's numerous accolades received in 2022 are a testament to our commitment to a diverse, inclusive, and supportive work environment that fosters innovation, collaboration, and personal and professional growth for our employees.

- Best Workplaces™
- Ireland, Pharma & Healthcare Companies, Great Place to Work Ireland
- UK, Large Organisations, Great Place to Work UK
- Asia, Small and Medium Companies, Great Place to Work
- World's Top Female-Friendly Companies, Forbes
- Best Workplaces in Healthcare, Forbes
- Singapore's Best Employers, The Straits Times
- Female Friendly, Best Employers for Diversity, Forbes
- Top Workplace in Health Care, Fortune

The One Agilent Way

Our culture reflects what we value as a company. At Agilent, our culture provides a strong work environment for our teams, empowers individuals to be high performers, and supports the outstanding results that the company delivers. It is the collection of behaviors that makes our company such a great place to work.

Values and Culture Refresh

We have a strong culture that drives our success, but we never take that for granted. Periodically we examine our culture to ensure it continues to support superior performance and collaboration across the organization.

In 2021, we asked ourselves:

- How can we make our great culture even better?
- How can we ensure we sustain our culture for the years to come and in ways that reflect our changing world?
- How do we describe our culture to ourselves and others, particularly to our many new colleagues who joined during the pandemic?

Working closely with a firm specialized in enterprise culture assessments, we began to take stock. We selected 32 culture ambassadors who represented different regions, countries, businesses, and functions to help the CEO staff gain insight on needed changes.

With their input, along with feedback from Agilent's annual employee survey, the CEO staff vetted our existing values and behaviors and listened to what our employees were telling us. We realized our recipe wasn't wrong, but a refresh was needed.

We revised and expanded our core values.

Uncompromising Integrity. Focus. Accountability. Innovation. All four remained unchanged. **Trust**, **Respect**, and **Teamwork**, previously grouped into a single value, are now listed individually to give them equal weight with the other values. We removed "Speed" because it was already built into our other values.

Finally, we added a new core value, **Speaking Up**, because we realized we could do better in communicating with candor and listening closely for different perspectives, with a focus on shared outcomes.

For all eight values, we created strengthened definitions and provided deeper clarity on expected behaviors.

The single largest factor affecting organizational culture is leadership. CEO staff introduced the One Agilent Way refresh in 2022, first to our 100 executives, and then to our 2,600 people managers. The introduction to all employees was led by our CEO staff in Agilent's annual Town Hall and webcast at the beginning of 2023. The phased roll-out will continue in 2023 with follow-up sessions at the country and site levels.

Our strengthened values will take time to fully integrate into our day-to-day operations, but progress will be measured through our employee engagement survey. The One Agilent Way will guide and inspire all employees as we work together to make Agilent an even better place to work and continue to achieve great results.

Attraction and Retention

Agilent's dedication to diversity and inclusion has had a positive impact on our workplace, innovation, and business outcomes. Our ability to hire top talent from all over the world helps us maintain our leadership position. We actively recruit talent from under-represented groups and strive to create an inclusive environment that nurtures and retains employees. At Agilent, we value passion for science, results-oriented thinking, and a commitment to serving the greater good. While our employees bring diverse experiences, talents, and drives, we are united under the common ethos of One Agilent.

Recruiting

At Agilent, recruitment is a critical function in attracting and hiring top diverse talent from over 30 countries globally. Our Global Talent team prioritizes:

- Reaching a broad pool of candidates in an open and transparent manner.
- Maintaining a consistent candidate experience.
- Providing candidates with a comprehensive understanding of our company, our culture, and the exceptional quality of work life we offer.

The Global Talent Acquisition and Mobility team maintains close linkages with the Compensation, Benefits, and Learning and Development teams to provide feedback on what they hear from candidates about Agilent's competitiveness in the marketplace.

Internal recruiters and third-party recruiting partners are trained in our processes and standards so that all candidates are evaluated using the same metrics, standards, policies, practices, and guidelines.

Recruiters receive education on the priority Agilent places on recruiting diverse top talent and maintaining an inclusive environment. Managers are similarly educated on their role in inclusive recruiting, such as the importance of assembling diverse interview panels so that candidates can see themselves at Agilent. Managers are also asked to create structured rubrics and concrete scoring guides to ensure a standardized and objective approach to the interview process.

A variety of tools and resources are used to facilitate inclusivity during recruiting, such as:

- Inclusive recruiting tool used by all recruiters throughout the process.
- Textio, a software that replaces language that can be associated with unconscious bias related to gender, age, and ability.
- Manager Toolkits with information and resources on diverse interview pools, slates, and panels.

Agilent Recognized for Gender-Neutral Job Posts

Agilent's Talent Acquisition team was awarded the 2022 Textio Equity Award, an honor that recognizes organizations that excel in writing gender-neutral job posts.

Textio's research suggests that terms such as 'thrive on' tend to attract more male candidates, while women are drawn to words like 'embrace.' The phrase 'continuously learning' conveys a growth mindset, which is appealing to many job seekers. Its software highlights certain words or phrases and suggests gender-neutral alternatives.

It can also be used for other types of targeted recruiting; for example using phrases such as 'try out' for campus recruiting suggests a flexible career path that resonates with students. While the changes may seem subtle, they help us make important improvements to the job description.

The Talent Acquisition team leverages this software editing tool globally as part of the team's overall strategy for attracting more diverse talent. The recruitment team likes the tool because it is simple, but effective. The early results are promising. Our teams in the Asia-Pacific region have been able to attract more female candidates to traditionally male-dominated roles. Our goals include removing all biased language and doing more to communicate our empathic, inclusive, and intentional culture through our job posts.

One of the biggest benefits of this tool is that it prompts important conversations about what diverse and inclusive hiring really looks like.

Diverse Recruiting

A pipeline to diverse talent is mission-critical to our success at Agilent. Gender diversity is a worldwide focus for recruiting, while other types of targeted recruiting vary by country.

In the U.S. — to invest and support our STEM pipeline — we are building long-term relationships with Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs). We post our open positions and hold virtual recruiting events through **HBCU Connect**, the largest social network for students and alumni of HBCUs. In addition to having partnerships with individual institutions, we also work closely with our ENGs to reach diverse talent, either through their members or their personal networks.

To assess the effectiveness of our recruiting efforts, we analyze data related to Diversity Hiring vs. Availability. We review attrition and retention percentages by demographic and the selection process for formal development programming. Lastly, we review social media touch and reach.

Investing in the Future of STEM Leaders at HBCUs

In 2022, the Agilent Foundation partnered with Delaware State University (DSU), a leading historically Black university, to increase the number of underrepresented students entering STEM fields. We pledged $1 million to fund scholarships and on-campus research internships in 2023 for 21 Agilent Scholars pursuing undergraduate and graduate degrees through DSU's College of Agricultural Arts and Technology (CAST). Scholars will receive mentorship opportunities with Agilent scientists, engineers, and researchers.

The Foundation pledged an additional $3.5 million of analytical lab instrumentation, supplies, services, and other infrastructure to equip CAST's new lab, along with Agilent employee volunteers for guest lectures, case study support, lab demos, and more.

Agilent's donation will also contribute to building research capacity of a consortium of HBCUs in the mid-Atlantic region led by Delaware State and encourage more students from these institutions to consider opportunities at Agilent and within the broader life sciences sector.

Gregory MacKenney, the vice president of Agilent's instrument-supplies business, is serving as the executive sponsor of the partnership. "Delaware State is making important contributions to the STEM fields," he said. "This donation will help ensure this historically underinvested and underrepresented community is getting the resources needed to have an even greater impact. It gives me great pride to see my company step up to the plate to make a tangible difference in advancing minority representation and impact in STEM."

Gregory is also a graduate of Morgan State University, a historically black university in Baltimore, Md. The Agilent Foundation contributed $52,000 to the university in 2022 to fund a pilot wellness program for STEM students. The stress of engaging in college level STEM studies combined with the stresses that Morgan State students bring to school — imposter syndrome, financial burdens, disadvantages associated with being a first-generation student — make succeeding difficult, even with financial support. The aim of the program is to optimize students' chances of graduating in good standing by teaching them coping and wellness-building skills.

Helping to Close the Gap of Women Pursuing STEM Research

IHES is a world-renowned foundational mathematics research institute with rich study opportunities for post-doctoral and career mathematicians. Women comprise only 20% of math professionals in France and 10% at IHES because the percentage of women dwindles as education levels (post-doctoral/Ph.D.) rise. The Agilent Foundation contributed 100,000 Euros in 2022 to help IHES create opportunities and advocate for women in mathematics. The Foundation's gift was matched by the Simons Foundation, a leading philanthropic supporter of STEM.

ARCS Foundation is a woman-led nonprofit organization that addresses the U.S. need for new scientists and engineers by providing financial awards to the country's brightest graduate and undergraduate students to complete STEM degrees. The Agilent Foundation contributed $20,000 to support graduate-level scholarly research by women in neural interfaces and nanoscience.

Natsugaku is a summer science camp in Japan that provides opportunities for girls in junior and senior high schools to experience science and technology and to think about their future with women and peers active in the field. An OECD study found that Japan had the lowest share of women studying science among 36 comparable member countries. Each year, 100 Natsugaku applicants are selected from across Japan. The Agilent Foundation provided the organization with $20,000 in 2022 to help program participants learn about diverse career paths related to science and technology through close communication with researchers, engineers, and university students.

Total Rewards

Agilent's total rewards approach is designed to support all aspects of employee well-being.

Our compensation approach is focused on ensuring that all employees are fairly compensated and have the opportunity to participate in the company's financial success. We support financial well-being through competitive base salaries and a range of incentives, including employee equity-ownership, bonuses, and other variable pay. We apply our approach globally to all jobs at all locations including professional, hourly labor, and management. We benchmark our pay programs annually using a mix of local and global compensation surveys to ensure we remain competitive.

Central to our compensation philosophy is the link between pay and performance. The One Agilent Bonus rewards employees with variable pay dependent on the achievement of corporate performance goals. In addition to this companywide bonus, we offer individual performance bonuses for outstanding contributions. Eligible employees may participate in the Employee Stock Purchase Plan (ESPP), which allows purchases of company shares at a discounted rate, providing an opportunity for long-term financial growth.[4]

Our executives are compensated in the same manner, with an emphasis on aligning their pay to stockholder interests, short- and long-term business strategies, and superior earnings per share growth. A majority of their compensation is tied to performance-based, long-term equity awards and annual cash incentives. Our practices also include robust stock ownership guidelines, mandatory holding periods for certain awards, and policies regarding recoupment, anti-hedging, and pledging, among others.

Our Total Rewards Package includes comprehensive health care benefits, retirement programs, and services such as employee assistance programs, employee discounts, and length-of-service awards. Agilent also offers a range of wellness programs to support both mind and body. While the specific programs vary by location, they include fitness centers and outdoor athletic facilities, sports teams and clubs, on-site massage, nutritional guidance, and mental health counseling.

Our regional EHS team leads are part of an HR Emotional Wellness Team, and support-related programs and activities in their regions, including expanding healthy food options, enhancing fitness activities, and promoting mental wellness. They also engage remote workers in wellness activities through virtual programming and email communication. Participation in wellness and health promotion activities at Agilent sites and for remote workers is tracked and monitored by EHS team leads.

4. Employees in Thailand are not eligible for the ESPP due to local regulatory limitations. Employees in all other Agilent locations are eligible.

We believe in a work-life balance that gives employees the space to enjoy life, their families, and friendships, and flexibility to manage job and personal demands. Flexible time off, flexible schedules, telecommuting, and company-sponsored activities are some of the ways we help to demonstrate our commitment. We consider this critical to employee engagement and retention.

We have developed a flexible workplace program designed to promote engaged work sites where employees come together to innovate and collaborate, while maintaining the flexibility for employees to work remotely as needed to attend to personal needs. This enables many employees across Agilent, whose job duties permit, to work from home up to two days a week and in the office the remaining three days. We also provide all Agilent employees with six days per year of paid volunteer time off, pro-rated for part-time employees, to volunteer for causes that are important to them. Please see more about our employee matching gift and volunteer programs in the Employee Engagement section of this report.

Agilent also offers location-specific perks and incentives. For example, in the United States, Agilent provides access to an on-site health clinic, while in India, employees may participate in on-site yoga classes. In China, Agilent has a free shuttle service to help employees commute to and from work, while in Germany, employees receive a transportation allowance to cover the cost of public transportation. These perks and incentives are designed to help employees maintain their health and well-being and achieve a better work-life balance. Agilent's approach to health and wellness is focused on supporting the whole person and creating a positive and healthy work environment for all employees.

Retention

Turnover is one of the most important performance indicators we use to evaluate our human capital management efforts overall. We monitor turnover trends along with other metrics and are proud that our attrition rates regularly track well below market norms. To ensure we quickly identify trends, we use exit interviews to inform our efforts across the employee lifecycle and will review all relevant data when we see attrition rising to ensure we take swift and appropriate action to address any underlying reasons for the trend.

	2020	2021	2022
Voluntary turnover	4.98%	7.24%	8.08%
Involuntary turnover	1.77%	0.86%	1.16%
Total turnover	6.75%	8.11%	9.24%

In addition, our Global Talent team helps to attract and retain top talent by encouraging and enabling internal mobility. An internal job board with all open positions is available to employees globally. Between 20 to 25% of our positions are filled by internal employees who are looking for opportunities to grow their careers at Agilent.

We track additional metrics that provide insights into the quality of our employee experience. For example, on average:

8-10%
of our global hires are former employees

~90%
of individuals who leave Agilent would recommend Agilent to a friend

22-25%
of new hires come through employee referrals

Talent Development

Our investment in our people's growth is an investment in our business and in the retention of our competitive advantage, our edge, and top talents.

Our talent development efforts are critical to Agilent's success and important to our attraction, retention, and growth of all our employees. Our Global Human Resources executive team meets regularly with company officers and Business HR leaders to validate the talent development strategy and gather input on business learning and development needs, gaps, and potential solutions. HR leaders also work closely with CEO staff, particularly around leadership development.

We align our learning and development investments to ensure we are building critical capabilities and skills needed both for the roles we have today and the jobs we are envisioning in the future. While the HR team provides the strategy, resources, and tools for talent development, Agilent leaders, in partnership with their employees, are expected to invest in the development and growth of their teams, which in turn drives retention, helps employees achieve their ambitions, and enables our company to deliver on our results. Ensuring our people are executing flawlessly in their roles today as well as preparing for the role they will take on in the future is vital to our overall talent management strategy.

Our investment in our people starts with the investment in core training programs required of all employees and leaders. This foundation of learning ensures that all employees and leaders have the same baseline knowledge and skills on what it means to work and thrive at Agilent.

Our culture of continuous development instills in our employees the behaviors that bring our values to life every day. We encourage our people to stay up to date on current research and technology, while enhancing their current skills and growing new skills to meet future needs. We also place special emphasis on training managers at all levels to effectively communicate, to mentor, and to reinforce our values and culture. This includes imparting the importance of continuous learning to others.

In the past year, each of our employees has completed an average of over 31 hours of training, underscoring our commitment to supporting their ongoing growth and development.

Learning Management

The Learning and Development Governance Board (L&D Board) at Agilent helps to ensure alignment of our learning strategy and initiatives to the overall Agilent business strategy. Comprised of members from major business areas and functions, the Board meets monthly to coordinate and collaborate on the following key areas:

• Learning Management System (LMS)

• Technology and tools

• Processes

• Best practices, standards, guidelines, and templates

• Communication and marketing

• Vendors

• Reporting and metrics

• Learning assets

Oversight of Agilent's LMS platform is an important focus of the L&D Board. Our LMS ensures centralized tracking of employee training, which is critical for all required training and training tied to regulatory obligations. The Board ensures each group's learning needs are being addressed and met by the LMS. The Board is also responsible for identifying significant enterprisewide issues that impact learning and recommend ways to address them, benchmarks learning processes and results as part of continuous improvement, and measures and reports on learning results that are supportive of business needs.

Members meet quarterly with our Chief Human Resources Officer who serves as the Executive Sponsor of the L&D Board.

Training and Professional Development Programs

Agilent employees can take courses to ensure they are learning best practices for their current position and to advance to other positions. Many of our employees have long and varied careers at Agilent, thanks in part to our comprehensive set of education and training offerings. Programs are offered in a variety of formats: face-to-face classroom experiences, on-the-job learning, virtual classroom events, and self-paced online courses.

Our programs to support the growth and development of our employees are organized into four categories: Onboarding and Orientation, Leadership and Executive Development Programs, Employee and Executive Development Programs, and Coaching and Mentoring.

Onboarding and Orientation. The Onboarding and Orientation program at Agilent is designed to provide new employees with a comprehensive introduction to our organization and culture. This program is a crucial step in ensuring that new employees feel welcomed and supported as they start their journey at Agilent. During onboarding and orientation, new employees gain an understanding of the company's culture, and how it operates. The program also provides new employees with the necessary information and resources to help them succeed in their roles, laying the foundation for a successful and fulfilling career with Agilent.

Leadership and Executive Development. We recognize the importance of leadership development and offer a range of programs to support the growth and development of our managers and leaders. These programs are designed to build critical leadership skills, including communication, decision-making, and strategic thinking, and include:

• Activate Program for our new managers.

• Accelerate Program our middle-level managers.

• Emerging Leaders Program for our high potential leadership candidates.

• Scaling for Growth Program for our senior leaders.

In addition to formal learning programs, we provide resources such as Harvard Business Review materials, online articles, mentoring, coaching, and assessments to support leadership development. Our leaders are invited to attend regular live virtual training webinars to help build their skills as people leaders. An online community for managers is a forum where everyone can share best practices and tips to help grow and develop one another. Through these programs and resources, we foster a culture of continuous learning and development, ensuring that our leaders have the skills and capabilities to drive the organization's success.

Employee and Career Development. Through our Developing@Agilent portal, Agilent provides employees with a comprehensive range of professional development and training resources – including videos, guided online activities, and classes – that align with our daily work and Agilent's expectations, and provide the tools employees need to follow their desired career path.

Our job-specific development portals include all our Academies, such as Sales Academy, Marketing Academy, Service Academy, Finance Academy, and Order Fulfillment Academy. These are designed to help employees develop their technical and job-related skills through:

• Leader-led training to build depth in expertise 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 applications.

• Self-study materials for reinforcement.

• Recorded videos to learn from experts.

We also offer professional skills training, such as Crucial Conversations and Project Management Fundamentals, to ensure that employees can build both soft skills and critical capabilities needed for their continued success in their current role or future opportunities they may pursue.

Employees can access our Educational Assistance Program for financial and other assistance to pursue external academic classes or degree programs relevant to Agilent's business needs. They can also take advantage of our partnerships with major universities to enroll in a distance learning degree program.

Coaching and Mentorship. Coaching and mentorship are integral components of our professional development program that allows employees to get tailored and focused one-on-one attention to help them grow.

The mentorship program uses an online professional matchmaking platform that facilitates relationships between Agilent leaders or subject matter experts with employees who are looking to grow based on their development interests, goals, and backgrounds. The platform also provides bird's-eye analytics of mentorship across the organization, including data about participants, mentorship duration, and types of areas where mentees are seeking development, allowing us to monitor and optimize talent development on a global scale beyond just the mentorship program.

Based on the success of the pilot we ran in 2021 with members of our ENGs, we continued rolling out the program in 2022 to our largest organization, Sales and Services, which represents almost 25% of our workforce. This phased approach provides an opportunity for our HR team to solicit feedback from a broader set of employees to ensure the investment is worthwhile for both mentors and mentees, and to learn where we may need to adjust for certain regions or groups–for example, when cultural differences make it harder for some employees to participate because of the way the program is structured or promoted.

Agilent's structured coaching program is available to leaders who are in the development cycle, especially participants in the Emerging Leaders Program. An external vendor matches employees with a certified executive coach based on skill set and needs. Coaches help program participants gain insight into the assumptions and patterns they have developed at work. They then help make participants more effective leaders by building new behaviors and approaches, strengthening their current capabilities, and directing their future growth.

E-Learning

To encourage learning from anywhere at any time for our global workforce, and to meet the needs of our hybrid workforce, we make self-paced e-learning for professional and technical skills development available 24 hours a day, seven days a week through LinkedIn Learning, which about 35% of our employees utilize annually. We also have virtual instructor-led programming. Library@Agilent is an online library filled with access to many trade publications, journals, and online databases to enable research and scientific development for all employees.

Our 2021 expansion of our E-learning studios, which are equipped to broadcast live product training globally with crisp, well-delivered video and audio, including backpack studios that contain a wide-angle-lens camera, 4K camcorder tripod, and portable video mixer, enabling the delivery of a wide variety of interactive training to our field service engineers, wherever they are located.

Talent development is a top priority at Agilent, and a key driver of our success as an organization. We recognize that investing in the development of our employees is crucial for the long-term success of the company. By providing employees with the tools and resources they need to enhance their skills and advance their careers, Agilent fosters a culture of continuous learning and growth.

Performance Management

We rely on our managers to champion employees' career development by guiding them, exploring options, and driving action as they work to achieve their development goals. Career development includes aligning new assignments and helping develop people for next level roles. We ask managers to have conversations with their direct reports that:

- Facilitate insights and awareness.
- Explore possibilities and opportunities.
- Inspire responses that drive employee-owned action.

Goal setting directly aligns each employee's work to the organization's strategic priorities and initiatives. Goal setting is employee-owned at Agilent. Employees develop and initiate conversation with their manager around goals, resulting in a greater sense of ownership and engagement in goal progress and achievement.

Annual goal setting starts with employees developing a first draft, and then working with their managers to finalize. We encourage managers and employees to set and update goals at quarterly check-ins as they work to meet their deliverables for the year.

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

Employee Engagement

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

Engagement Survey

Engagement surveys are a valuable tool used to hear from our constituents and incorporate their feedback into programming, events, development opportunities, best practices, and culture. In 2022, we transitioned from an Agilent-specific leadership survey to the Great Place to Work (GPTW) survey.

After several years of administering an internal leadership survey, we found that we were scoring consistently higher. This meant that we were no longer being challenged by the results any longer despite knowing there were still areas where we had room to grow. Instead of evaluating how leaders are creating a great workplace, GPTW challenges all individuals in our organization to participate in the creation of a great workplace, and ask ourselves:

- Are we respectful to our colleagues and peers?
- Do we welcome people into our teams?
- Are we good at listening to each other?
- Do people of different ethnicities or backgrounds feel like they belong and are included?

The GPTW survey provides valuable insights into the organization's strengths and areas that need improvement. The survey allows us to provide functional, business, and regional leaders at different levels benchmarks of their top and bottom five questions with the highest and lowest scores compared to other groups within Agilent, as well as other companies on a regional and global level.

In our first year of administering the survey companywide, Agilent received certification as a Great Place to Work in over 20 countries, reflecting our ongoing efforts to enhance employee engagement and satisfaction. The survey results were shared with employees by the CEO, group presidents, and managers during regularly scheduled employee engagement meetings. This allowed employees to hear firsthand that their feedback is valued and used to improve the workplace.

In 2022, our participation rate was 74%, globally and 88% of participating employees felt that Agilent is a Great Place to Work. Additionally, Agilent received an overall positive average score of 84%, which compares favorably to the 87% average score of the world's top 25 companies. Agilent's top strengths include a high level of trust in management, recognition of honest mistakes as a part of doing business, and the ability for employees to take time off work, when needed. Additionally, managers are seen as fair and impartial, while employees feel confident that management would only lay off employees as a last resort.

While we are pleased with the initial results, we recognize that there is still more work to be done. In response to the feedback received, managers are asked to work with their teams to identify one or two areas that they can focus on improving in the coming year. This approach helps to ensure that the feedback received is acted upon in a meaningful way and that progress is made toward creating an even more positive and engaging work environment.

Agilent implemented several initiatives in response to feedback received from the GPTW survey in 2022. For example, we enhanced communication so employees had a better understanding of the breadth of our suite of benefits they could access. Additional training and development opportunities were provided to help employees advance their careers and enhance their skills, including expanded mentoring programs targeting employee-network group (ENG) members to ensure these employees were benefiting from professional development opportunities.

Engaging with Leadership

Agilent is committed to ensuring that its employees are engaged and connected to the company's mission and values. One way we strengthen this connection is through regular conversations with leaders. For example, Agilent's CEO hosts annual town halls where employees can ask questions and share their thoughts and concerns, providing a platform for open communication and engagement between employees and leadership. Additionally, group presidents hold quarterly coffee chats where they interact with employees in a more informal setting. These coffee chats offer employees the opportunity to connect with leaders and share their ideas and feedback in a relaxed and comfortable environment.

Employee Recognition

Our employees need to know that we see and value their contributions, big and small, and we make a concerted effort to create a culture of recognition and appreciation. We also want to celebrate both professional and personal achievements and milestones. Agilent's annual engagement survey has reinforced that our recognition programs are important to employees, and we have taken this feedback seriously.

Agilent empowers managers to recognize their employees at their discretion, allowing them to deliver recognition that is tailored to their team's needs and preferences. Managers are given the authority and resources they need to customize recognition activities, including companywide recognition guidelines with a toolkit of ideas. This approach enables managers to recognize their employees in ways that are most meaningful to them, fostering a sense of connection and engagement between employees and with their managers.

Employee Councils

Agilent has established councils that cater to the diverse interests and needs of employees. These councils provide employees with opportunities to connect and share best practices and discuss industry trends with colleagues who are experts in a space or would like to become an expert, and include:

- Creatives Council
- R&D Council
- Product Development Council
- Mechanical Engineering Council
- Electrical Engineering Council
- Project Management Council
- People Connect Council
- Learning Council
- Networking Council

Engagement Through Giving and Volunteerism

Employee engagement is enhanced through meaningful giving and volunteer work. We have implemented various initiatives to promote philanthropy and volunteerism among employees, including volunteer time off, employee matching, and other programs, events, and activities.

These initiatives are supported by the Agilent Foundation, whose mission is to advance the quality of life in areas where the need is great, and the Foundation is 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 in choosing our grantees.

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 toward continual improvement.

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

Employee Giving

The Foundation encourages and honors Agilent employee philanthropic engagement by matching their contributions to a wide range of pre-approved charities through the Benevity giving platform. We also aim to include the diverse philanthropic priorities of our employees by offering matching gift and volunteer opportunities supporting causes that they identify. By communicating our employees' philanthropic activities, we cultivate empathy, awareness, and dialogue that fuels community impact.

Employee giving was significantly expanded in 2022 through the global launch of our matching gift program, which provides no minimum donation requirements and employee rewards, with options to donate to thousands of local, national, and international charities of an employee's choice up to $25,000 per year.

We made several enhancements to our online giving platform in 2022 to make it more user-friendly and inclusive for employees. This included updating the interface, developing engaging content around charitable giving, and responding quickly with helpful philanthropic information when a crisis strikes, such as a natural disaster or humanitarian crises.

Several measures implemented in 2022 helped us to enhance program inclusivity, which successfully increased engagement from diverse employees, including:

- Widening the match eligibility criteria for causes.
- Partnering with ENGs and the Global Communications team.
- Recruiting global volunteer philanthropic ambassadors.
- Launching multiple campaigns benefiting underrepresented or marginalized groups.
- Posting more than 100 globally relevant giving and volunteering opportunities to highlight causes in their own backyards.

Agilent's matching gift program engaged 6,344 employees to support over 3,500 causes in 2022. Annual contributions for the program totaled $3.9 million, of which the Agilent Foundation contributed $1.8 million.
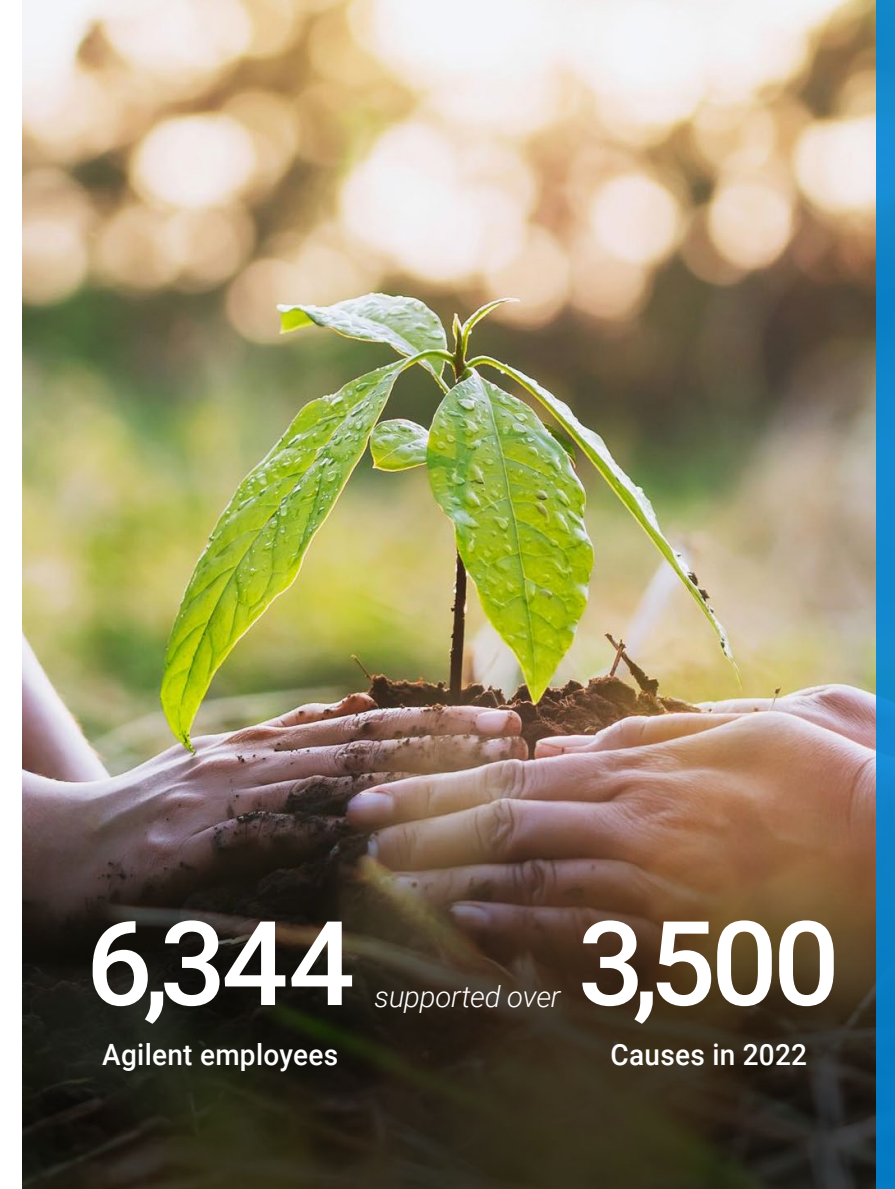
6,344 *supported over* **3,500**

Agilent employees   Causes in 2022

Some of the top charities that were recipients of Agilent's employee matching gift program include:
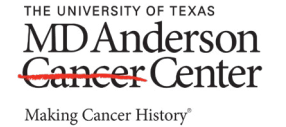
Volunteering

Our volunteer programs encourage employees to get involved in their communities and make a positive impact, fostering a sense of engagement and fulfillment that goes beyond material compensation and benefits, and offering a sense of greater purpose. In addition to all employees being eligible for six days of paid volunteer time off per year, through our Dollars for Doers program, employees who volunteer during non-work hours can earn a credit of $25 per hour that they can donate to an eligible cause of their choice on our giving platform.

Volunteering Locally to Fight Global Food Insecurity

In February 2022, approximately 40 Agilent employees used their volunteer time off to support **Rise Against Hunger (RAH)**, an international hunger relief organization. Meeting in a Philadelphia warehouse, it was the first time many had seen their peers face-to-face in the two years since the start of the pandemic.

The group learned about the realities of food insecurity, while participating in a meal packing event as part of a volunteer-based program that coordinates the assembly-line packaging of highly nutritious, dehydrated meals, used primarily for school feeding programs in developing countries.

John DiMare, a 29-year Agilent employee and event organizer, encouraged the team to learn more about the hunger movement, a cause that is key to his personal mission. In 2022, John also contributed financially to RAH through Agilent's matching gift program, supporting a $3 million shipment of critical medical supplies for a Haitian hospital battling a cholera outbreak during a period of civil unrest and insecurity. Agilent commends John for being a champion for RAH and its important mission to end hunger by providing food and life-saving aid to the world's most vulnerable.

Agilent Women Helping Women Enter the STEM Workforce

Nvolve is an all-volunteer, non-profit organization with the mission to address the STEM gender gap and bridge the transition from STEM education to successful early STEM careers. This is especially important for students from underrepresented backgrounds: first-generation college students, women of color, and those experiencing economic challenges. In collaboration with academic and industry partners, Nvolve has designed a year-round program that uses unique approaches to mentoring, professional skill-building, and experiential learning.

A group of Agilent employees supported the program in 2022 through volunteering time, sharing expertise, and contributing financially through our employee matching gift program.

Heather Lustig, Agilent Director of Sales, was a member of Nvolve's first mentoring cohort and currently serves on its Advisory Board.

Seven Agilent employees volunteered as mentors to Nvolve scholars, signing on to a two-year commitment to coach college women of diverse backgrounds until they graduate with a STEM bachelor's degree and transition to the next step in their career.

Linh Dinh-Nguyen
Online Technical Support

Julie Hagel
Customer Support Engineer, LC Team Lead

Elizabeth Ray
LC/MS Field Service Engineer

Kathleen Raymond
GC Curriculum Manager

Maureen Sharon
Customer Service Organization Portfolio Manager

Suneetha Tippireddy
Services Business Operations Director

Diluka Wijesinghe
Global Quality and Regulatory Affairs Data Analyst

Heather Lustig
Director of Sales

Diversity and Inclusion

At Agilent, diversity and inclusion (D&I) are at the core of how we operate. Across all levels, we welcome diversity of backgrounds, beliefs, and ideas. We also foster an atmosphere of inclusion so every employee can feel comfortable being their true selves at work.

Our people are our strength, and we know we are strongest when we all contribute our unique and individual perspectives. Diversity and inclusion are rooted in our One Agilent values and are critical in achieving our mission to advance the quality of life.

Our growth as an organization is dependent on a continued emphasis of D&I principles. As such, we are working toward a future with:

- Increased diverse representation at all levels of the organization.
- Culture that supports and values all dimensions of identity.
- Leaders who continue to deepen their understanding and execution of inclusivity.
- Even more robust selection of D&I tools and resources for personal and professional growth.
- Wide recognition as an employer of choice for talent across all dimensions of diversity.

D&I Approach and Strategy

We drive inclusion and a sense of belonging by infusing D&I into our organization at all levels.

With 18,000 employees across 36 countries, multiple feedback channels inform the work of our Diversity Office. This includes presenting and participating in leadership and team meetings, where they hear directly from employees at all levels of the organization.

The Diversity Office meets regularly with our ENG D&I Council, Executive D&I Council, and grassroots D&I councils, gathering additional perspectives from diverse employees around the world. In addition, our annual all-employee survey provides individual and aggregate insight from a large number of employees across the company, adding further depth to our understanding of the employee experience as a whole and by demographic and geography. The insights gathered underpin our strategy and guide enhancements to our programming and practices.

Our Diversity Office sets our enterprise strategy and curates tools and resources for business and functional leaders to drive implementation of the strategy based on the specific needs of their groups, geographies, and cultures. Remaining constant is the overarching focus of our efforts, which is to build a sense of connection and belonging as Agilent attracts and develops extraordinary talent.

In 2021, we rolled out our five-pillar D&I strategy:

Attract – 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 and visibility to leaders

To create holistic change, the tactical elements are consistent worldwide and are customized for each local region and group leveraging a toolkit curated by the Diversity Office.

Toolkit by Pillar

Attract	Retain	Engage	Develop	Highlight
Inclusive Recruitment Toolkits	Workday D&I Reports for Leaders Onboarding Team Channel	Diversity Month Activities Inclusive Language Guide Conference Room Renaming Cohort Driven Learning Materials	D&I Resources for Leaders: • Allyship • Unconscious Bias • Inclusive Leadership • Emerging Leader Program • Gender Reassignment Guidelines	D&I Council Annual Diversity Report Sustainability Council D&I Communication Plan

2022 Objective: Building a Foundation of Awareness

Representation has a direct impact on how an organization looks and feels for each employee.

The rollout of a new human resources reporting tool in 2020 allowed us to provide leaders with more granular group-level diversity data. This in turn drove awareness of gaps in representation, which helped leaders better understand and target areas where greater focus is needed for their teams, tailoring D&I programming accordingly. We set the expectation that each leader is responsible for proactive representation and development of a diverse pipeline, as well as integration of D&I into their business strategy. We are gratified to see how leaders have risen to the challenge with support from the Diversity Office.

Leaders and managers at Agilent must take an in-depth unconscious bias course before undertaking any people leader responsibilities. They can also participate in robust curricula including:

- Allyship in Action
- Inclusive Leadership
- Emerging Leader Program (D&I component)

Employee-Network Groups

ENGs are an important – and growing – part of the Agilent culture.

Agilent employees launched two ENGs in 2022: API for Asian and Pacific Islander employees and La Chispa for Hispanic and Latino employees, bringing our total number of ENGs to seven.

Our ENGs bring together employees who share a dimension of identity. Run by employees, with direct support from our CEO staff, the groups serve their members and allies through career panels, networking events, lectures featuring executives and special guests, and opportunities for professional development.

They also provide valuable emotional support. For example, after the racially motivated shooting in Buffalo, New York, CoBE, our ENG for Black employees, organized virtual hangouts to provide a safe space for members to share their thoughts. And when the U.S. saw an uptick in violence against people of Asian descent, our API group collaborated with allies to produce videos and other forms of supportive outreach.

ENGs at Agilent now include:

API	Veterans@ Agilent	CoBE	La Chispa	Rainbow Spark	SWE@Agilent	Women@ Agilent
Asian Pacific Islander employees	Military veterans	Black employees	Hispanic and Latino employees	LGBTQIA+ employees	Society of Women Engineers	

Allyship at Agilent

Allyship is a fundamental trait that strengthens Agilent's culture of inclusion.

In 2022, our Diversity Office curated a learning path called Allyship in Action to help managers understand what allyship means and how to leverage it in transformational ways. Completed in cohorts of 3-5 people, the program included activities and discussions that encouraged meaningful self-reflection.

We piloted the program with 100+ volunteer leaders and employees. Participants told us they came away with a better understanding of how allyship can make employees feel more engaged and connected.

Scores for the two program levels piloted in 2022 indicated a significant increase in understanding allyship. Based on the success of the pilot, we will continue to rollout the program more broadly in 2023.

Allyship Learning Path Scores

Level	Pre-Assessment Median Score	Post-Assessment Median Score	Median increase
1	73%	93%	+20 ppt
2	60%	93%	+33 ppt

2023 Programs

We are proud of the momentum our Diversity Office developed in 2022. Here's how we plan to build upon those successes in 2023.

Inclusive Leadership

Level Up is our program for developing inclusive-leadership skills across the company.

Specifically, we have curated an engaging learning path for leaders that is self-driven and easy to incorporate into a busy day. We will start with 2,000+ people leaders and eventually roll out the program across the organization.

Participants will learn how to develop a growth mindset, provide inclusive feedback, understand diverse cultures, and more.

Gender Identity

The Diversity Office is working with our HR and Legal teams to review and revise any policies related to gender identity and identity affirmation. Our aim in 2023 is to make sure our HR team and people managers have the resources they need to support any employees who are considering or in the process of identity affirmation.

These resources include guidelines, articles, learning paths, and communication templates. Our goal is to ensure any employee choosing to share their identity intentions with a manager and/or HR are treated with dignity, respect, and compassion.

Inclusive Language

In 2023 the Diversity Office will deliver a learning path and guide that addresses questions around inclusive language. The materials will be available to all employees through our D&I intranet site.

Measuring our Progress

The Agilent Diversity Office uses three legacy metrics to track our D&I progress: the number of women in leadership roles, pay equity by gender, and the results of our annual all-employee survey. This year, we have supplemented our metric for women in leadership by adding a category for employees who are Black, Indigenous, and/or women of color (BIWOC). This gives us greater visibility as to the intersection of gender and race/ethnicity, helping us better manage our pipeline development efforts.

We broadened our pay-equity goal to include compa-ratio measures by race/ethnicity. This helps us identify whether there is a significant difference in the pay rate for a specific demographic relative to the overall wage potential for a role.

We also improved our ability to gain insights into the employee experience from our annual employee survey by upgrading from our internal employee survey to one administered by the Great Place to Work Institute. Among its many benefits, the new survey provides more detailed demographic data, as well as comparative data for other best-in-class organizations.

Employee Engagement Survey

Our employee engagement survey includes five questions that comprise what we call our Diversity and Inclusion Index. We aim for scores of at least 80% on each question, across all demographics, locations, businesses, and functions.

Our 2022 D&I Index scores using the Great Place to Work survey questions were **90% favorable**, while our 2021 D&I index scores using Agilent's internal leadership survey were **88% favorable**.

Pay Equity

To determine pay equity by gender, we calculate the ratio of women's salaries to those of men in similar roles and responsibilities. We target a ratio of 1.0, which would mean women and men are being paid equally.[6]

Employee Category	2020	2021	2022
Non-technical	1.0	1.0	1.0
Technical	1.0	1.0	1.0
Senior leaders	1.0	1.0	1.0

6. Pay equity data represents the salary ratios by employee category. The ratios shown were calculated by determining the average compa-ratio of pay in each employee category, then dividing the average compa-ratio. Within Agilent, we use three major employee categories to calculate pay equity. People Managers are the senior-level people managers in each organization.

Women in Leadership

In the aggregate, Agilent's gender representation remains strong. We are committed to maintaining that rate of representation consistently at every level.

Due to the pandemic and other economic issues, we have seen more women than men leave management roles over the past several years. However, Agilent has been able to maintain our representation levels at associate vice president and above.

	2020	2021	2022
Global female leaders	28%	30%	30%

Among U.S. employees, we have broadened our goal for the number of women in leadership to incorporate the intersection of gender and race. This helps us ensure equitable distribution of development opportunities and visibility to mentors and sponsors. It also helps us explore solutions toward mitigating bias in the practices and procedures that drive internal mobility.

	2021	2022
BIWOC U.S. leaders	9.50%	10.41%
BIWOC U.S. female leaders	28.20%	31.39%

Diverse Representation

We made incremental but important gains in 2022. We are working to improve upon these gains by focusing on early-career retention and development. To that end, our Learning and Development team has redesigned leadership-training programs, launched mentoring and coaching platforms, and expanded training options to build inclusive-leadership traits.
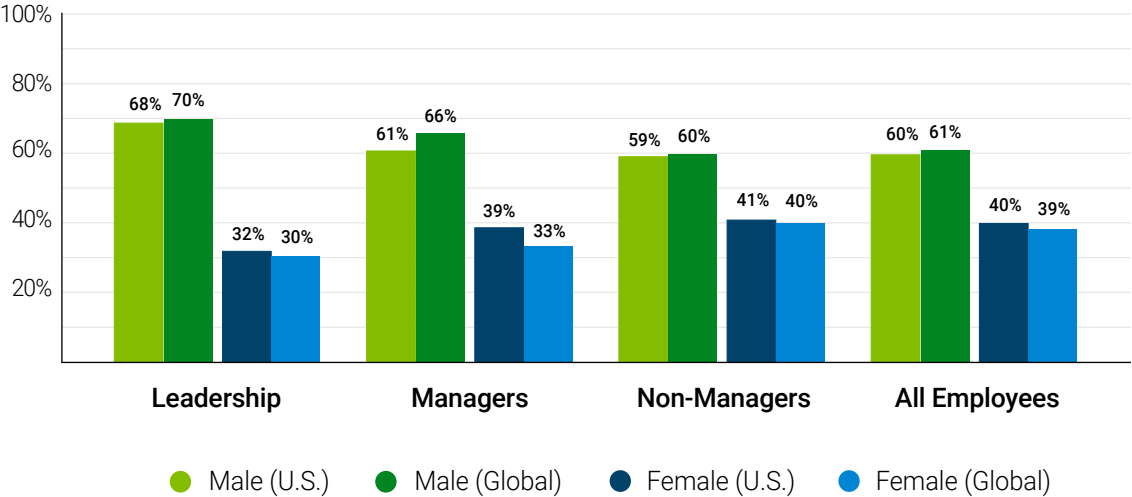
2022 U.S. Employee Racial/Ethnic Diversity

	Leadership	Managers	Non-Managers	All Employees
White	77%	70%	62%	63%
Asian	16%	16%	18%	18%
Hispanic or Latino	4%	7%	10%	9%
Two or More Races	1%	1%	3%	2%
Black or African American	2%	5%	7%	7%
Native Hawaiian or Other Pacific Islander		1%		

Legend:
- White
- Asian
- Hispanic or Latino
- Two or More Races
- Black or African American
- Native Hawaiian or Other Pacific Islander
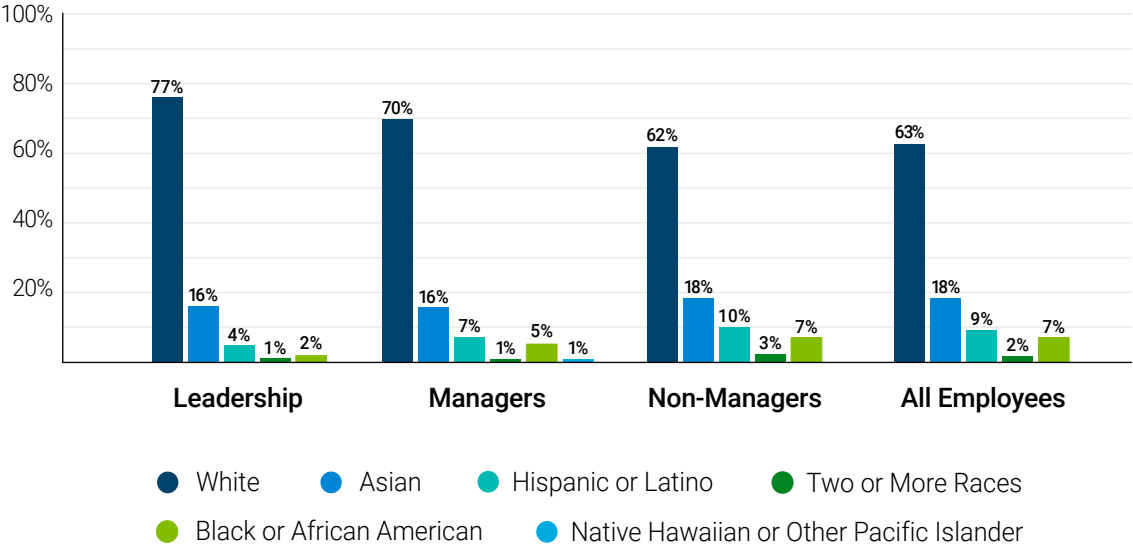
2022 U.S. and Global Employee Gender Diversity

	Leadership	Managers	Non-Managers	All Employees
Male (U.S.)	68%	61%	59%	60%
Male (Global)	70%	66%	60%	61%
Female (U.S.)	32%	39%	41%	40%
Female (Global)	30%	33%	40%	39%

Legend:
- Male (U.S.)
- Male (Global)
- Female (U.S.)
- Female (Global)

Occupational Health and Safety

As part of our mission to advance the quality of life, protecting the health and safety of our employees, contractors, customers, and communities is a top priority. Agilent's EHS policy outlines a fundamental corporate commitment to providing healthy and safe work environments and processes that enable our people to work injury and illness free while operating in an environmentally responsible manner. We ensure managers and employees are trained and accountable for preventing work-related injuries and provide wellness programs that contribute to the productivity, health, and well-being of employees.

OHS Management System

The EHSMS is aligned to ISO 45001, with our site in Beijing having external certification. Occupational health and safety (OHS) documents are used by Agilent personnel and contractors responsible for implementing appropriate programs at all organizational levels, including global, business, region, country, geography, and site.

All Agilent sites are required to comply with regulations and Agilent's EHS standards and are subject to regular internal audits and program assessments. Agilent's staff of EHS professionals conduct and oversee risk assessments of operations, including all new or changed operations and exposures, 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.

New employee orientation and training includes instruction to report hazards and circumstances they consider might be unsafe. Employees are instructed to refuse work or remove themselves from work environments that they perceive to be unsafe and report their concerns and the circumstances to their manager who then initiates appropriate corrective and preventative action (CAPA) and involves EHS, as necessary.

CAPAs are also developed based on an evaluation of results from risk assessments, inspections, program reviews, and accident investigations. Internal and external EHS audits along with periodic management reviews supplement the ongoing continuous improvement processes. Data developed from EHS training and CAPAs are monitored quarterly and reviewed with executive management semi-annually.

Safety Emphasis Areas

Chemical Management

Operations pursue improvements to reduce chemical usage and provide engineering and administrative controls to minimize the risks and impacts associated with chemical usage. Effective processes, controls, and documentation are in place. Professional EHS staff formally review new chemical use and complete exposure assessments. Regular training is conducted for affected personnel. Action Levels are set at 50% of regulatory exposure limits. Agilent's main manufacturing and R&D sites are ISO 14001:2015 certified with chemical management being a principal element in the ISO 14001 requirements. Initiatives on sustainability include chemical management areas and are an integral part of Agilent's continual improvement efforts.

Our research and development, manufacturing, and distribution operations involve the use of hazardous substances and are regulated under international, federal, state, and local laws governing health and safety and the environment. We apply strict standards for protection of the environment and occupational health and safety to sites inside and outside the U.S., even if not subject to regulation imposed by foreign governments.

Ergonomics

Office ergonomics and manual material handling represent a significant exposure area. Concerted efforts have been and continue to be made to provide optimal office ergonomics equipment and configurations, including work from home. Training and assessments are required for computer use of more than two hours per day. Assessments are also required for manual material handling tasks and training is provided for personnel with those exposures. A Certified Professional Ergonomist oversees our ergonomic program development, with sites tailoring specific elements to best fit their exposures.

Safety Culture

A significant factor in Agilent's safety performance is the organizational culture that places a high level of importance on safety. This culture has grown over years of building our safety processes as part of continuous improvement. The focus on safety is reflected in the planning, design, and implementation of safe work methods, facilities, and equipment. Employees are actively engaged in improving our processes.

All employees receive a safety orientation when hired. Managers and EHS staff complete a Training Needs Assessment for their teams and are responsible for employee EHS training.

EHS training is typically provided through classroom instruction, online courses, written procedures, and on-the-job training. A suite of online exposure-specific safety training courses such as Hazard Communication and Chemical Safety, Safe Lifting, PPE, and Managers' EHS Responsibilities is maintained in our Learning Management System.

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

Workers are encouraged to provide ideas and suggestions for further improvement in our EHS processes. All employees and directly supervised non-Agilent workers receive safety indoctrination as part of the onboarding process. Periodic communications and exposure-specific safety and health training and refresher training are provided depending on job roles/exposures. Personnel understand the importance of and expectations for safety in all operations, which is an integral part of the organization's culture.

OHS Programs

Agilent offers numerous programs and educational opportunities aimed at managing the health, safety, and well-being of employees, their families, and community members. The Agilent Human Resources and Benefits organizations provide comprehensive health care plans and other benefits to employee and family members that assist in managing their personal medical, and other health and wellness needs. These plans include counseling services and risk-based health coaching.

Some of the occupational health services and activities provided by the EHS team, or in partnership with the HR team, include:

- Injury prevention education
- COVID-19 vaccination information and on-site vaccine clinics
- Ergonomic "playbook" resource for home workstation assessments
- Care for work-related injuries and illnesses
- Hearing conservation program
- Respiratory protection program
- Wellness activities
- Site fitness centers

OHS Progress

Work-related incidents are investigated by managers and EHS staff to identify causes. Correctives are developed using the hierarchy of controls and Agilent's guidance document for incident reporting, investigation, and corrective actions, and are tracked to closure. We continued our downward trend for occupational health and safety incidents in 2022, with a 0.17 total recordable injury rate, against an industry benchmark of 1.0.[7]

Injuries and Fatalities	2020	2021	2022
Number of recordable work-related injuries	55	65	44
Rate of recordable work-related injuries	0.31	0.27	0.17
Number of high-consequence work-related injuries	0	0	0
Rate of high-consequence work-related injuries	0.01	0	0
Number of fatalities	0	0	0

*Incident data includes non-Agilent workers who Agilent teams directly supervise.

7. Benchmarking data is for Agilent's primary NAICS code and industry, 334516 Analytical laboratory instrument manufacturing, based on U.S. Bureau of Labor Statistics, Survey of Occupational Injuries and Illnesses Data, 2021 Summary Tables, Table 1, https://www.bls.gov/iif/nonfatal-injuries-and-illnesses-tables.htm

Product Quality and Safety

Our work enables scientists, engineers, and researchers to make breakthrough discoveries, and helps lab technicians ensure the safety and quality of products and the environments we live in. Our customers depend not only on our leading-edge technologies, but also on the high quality that underlies all our products, services, and support.

We maintain policies, procedures, processes, and systems that ensure consistent quality of our products, the protection of the health and safety of customers and patients, and compliance with applicable standards and regulations where our products are sold.

Quality Management

Agilent is committed to providing high quality products and services that deliver trusted answers through an unwavering focus on patient safety, fulfilling customer expectations, ensuring regulatory compliance, and fostering a culture of continuous improvement.

Agilent's Quality Policy sets the foundation of our Quality Management System (QMS), which is designed to fulfill our unwavering commitment to providing safe and high-quality products and services for our customers and patients. Dedication to quality and safety management is a vital component of our mission to provide innovative solutions that contribute to the advancement of science and healthcare.

Our QMS encompasses all aspects of our business, including design and development, manufacturing, distribution, marketing, service, and support. This system is regularly monitored and updated to ensure it remains adequate, effective, and fully aligned with our company policy. By following and adhering to our QMS, we aim to consistently exceed customer expectations, minimize risks associated with our products and processes, and enhance operational efficiency. We expect the same from our suppliers, partners, and contractors that support our businesses.

We maintain external quality certifications, as relevant and required by jurisdiction. Our enterprise-level ISO 9001 certification covers all our products and services across our sites globally, apart from three locations that maintain site- and product-level ISO 9001 certification. Locations that sell and manufacture medical devices also maintain ISO 13485 certification. Other quality-related certifications we maintain include ISO/IEC 17025-1 for testing and calibration laboratories, ISO 17034 for the production of reference materials, ISO 14001 for environmental management systems, ISO 27001 for information security management systems, and Cyber Essentials certification for protections against cyber threats. Copies of all relevant certifications are available on Agilent's website.

The Global Quality and Regulatory Affairs team ensures that Agilent's overall quality objectives are met, and the company Quality Policy, Quality Manual, and QMS are regularly reviewed and maintained.

Regularly scheduled Quality Management Reviews ensure that all quality-related requirements, including the defined quality objectives, are being met. Identified deficiencies are corrected and monitored to ensure that the One Agilent Quality Management System across the business continues to be effective in meeting Agilent's stated Quality Policy and customer requirements. Quality Management Reviews happen at all relevant levels of the organization, including regular Executive Quality Management Review (EQMR) with the Agilent's CEO and the Executive Leadership Team.

Celebrating World Quality Week

When it comes to quality, everyone at Agilent has a role. When people feel ownership of their work, maintain focus on continuous improvement, and have the training and resources for their growth and development, we strengthen our culture of quality.

World Quality Week is the Chartered Quality Institute's annual campaign to raise awareness of the quality management profession. The 2022 theme for World Quality Week was "Quality Conscience: Doing the right thing." We celebrated World Quality Week by communicating with employees about what a Quality Conscience means, as part of our awareness activities to further establish quality as part of our day-to-day.

Conscience is "the inner voice that tells us what is right and wrong." It is the part of us that leads us to do the right thing, even when no one is looking.

Having a quality conscience means being aware – and taking actions to ensure the quality in all you do – not just because it's the right thing to do, but because it's what you want to do.

Some of the characteristics of having a quality conscience include:

- *Taking on and learning from new challenges–even if you fail.*
- *Innovating, and looking for new ways to constantly improve.*
- *Proactively anticipating customer needs and resolving issues.*
- *Communicating well with, and respecting views of others.*
- *Adhering to the highest ethical standards because anything less is unacceptable.*
- *Making and keeping commitments.*
- *Taking pride in your work.*
- *Bringing your best self to work each day.*

If these things look and feel familiar, it is because these characteristics are woven into and throughout Agilent's values. They are the foundation of who we are as a company, and of the work we do every day.

Product Safety

The Vigilance (Product Safety) group sits under the Office of the Chief Medical Officer (OCMO) where the voice of the patient is integrated into Agilent's innovative solutions to advance the quality of life. Safety and vigilance are also integrated into our Quality Policy. Our QMS complies with the U.S. FDA Quality System Regulation, and similar regulations in other jurisdictions that are intended to ensure medical devices are safe and effective for use in clinical settings. Our products used for testing and diagnostics are critical to patient health outcomes, ensuring patients receive an accurate and timely diagnosis and appropriate treatment.

The Head of Vigilance is responsible for setting the strategy, leading our Vigilance organization, and ensuring our vigilance function is robust, well-connected to our businesses, and focused on the safety of patients and users of our instruments. Serving as a key member of the OCMO's executive leadership team, the Head of Vigilance also plays a key governance role as part of Agilent's Safety Board.

The Vigilance organization collaborates with clinical, medical, quality, and regulatory counterparts and others across the business to provide input and oversight for all safety issues, including review of medical device reporting and any other vigilance issues. In addition, the Vigilance team is responsible for:

- Developing programs and processes aligned with regulatory requirements in collaboration with other internal functions.
- Aggregating and interpreting reporting and signal detection, and maintaining and updating risk-benefit profiles.
- Ensuring high quality case processing consistent with quality performance metrics.
- Participating in audits with health authorities and notified bodies.

Agilent takes patient safety seriously and the OCMO group increases the profile of the patient impact as Agilent moves further into healthcare. We create proactive risk assessments with medical overview in diagnostic products.
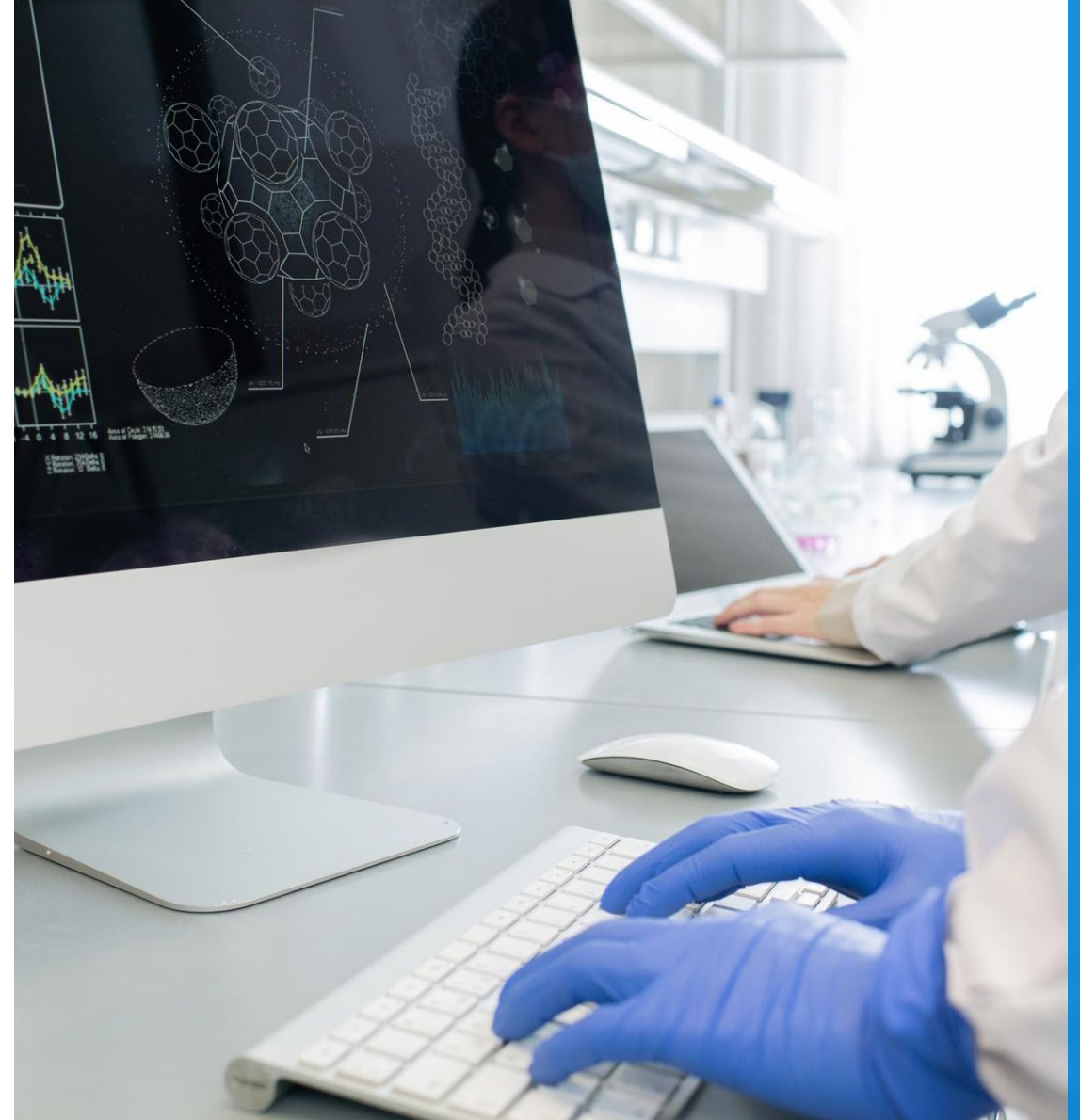
To ensure compliance to health authorities globally, we adhere to the following vigilance regulations, among others:

- IVDR EU 2017/746 European Union In-vitro Medical Device Regulation
- FDA 21 CFR Part 803 U.S. Federal Code of Regulations Medical Device Reporting
- FDA 21 CFR Part 812 U.S. Federal Code of Regulation Investigational Device Exemptions
- ISO 14971 Application of Risk Management to Medical Devices
- ISO 13485 Medical Device Quality Management System

Product complaints are reviewed with patient and user safety in mind. The Vigilance team investigates cases with potential safety implications to get to the root cause and will report to Health Authorities all serious adverse events (SAE) and malfunctions that could cause SAEs. These reports are available on the U.S. FDA Manufacturer and User Facility Device Experience (MAUDE) database and will also be publicly available on the European Database on Medical Devices (EUDAMED) at the end of 2024.

We are committed to continuous improvement of our products and processes. With the Quality organization, the Vigilance organization maintains a post-market surveillance and vigilance system to analyze, evaluate, monitor, and control the risk of adverse events and malfunctions that could lead to adverse events related to our products, and study feedback from our customers about product performance.

Post-market surveillance for monitoring product performance allows us to:

- Detect and evaluate problems early.
- Address problems that may emerge during actual use.
- Monitor known risks.
- Minimize patient risks.

This is accomplished in large part by maintaining procedures for receiving, reviewing, and investigating complaints in a timely and uniform manner, and reporting any potential issues to regulatory authorities as necessary. Trending of complaints allows Agilent to identify issues early, thereby helping to keep customers and patients safe.

Agilent's Field Service and Sales organizations have established feedback channels to identify and address any of our customers' product or service needs. All service personnel must be trained in identifying product complaints and potential safety issues and the corresponding procedural documents.

For any complaints and reports of potential adverse incidents received, the Complaints Management Team and the Vigilance Team work in close collaboration with field service engineers, product support, R&D, and manufacturing organizations to ensure complaints are thoroughly investigated, and addressed in compliance with national, regional, and global regulations, company policies, and business objectives.

Transition to EU IVD Regulation

The EU's In Vitro Diagnostic Regulation (IVDR) (EU) 2017/746 is a new, harmonized regulatory framework established to ensure the present and future safety and performance of in vitro diagnostic (IVD) medical devices in the EU. It replaces the previous IVD Directive (IVDD) 78/79/EC, under which many Agilent products have been CE-IVD marked, certifying compliance. Given the timelines and complexities of developing IVD medical devices and receiving regulatory approval, the European Commission adopted a progressive rollout of the Regulation, establishing new transitional periods according to device risk classes.

At Agilent, we recognized that this new IVDR framework would not only affect us as a manufacturer of in vitro diagnostics, but it would also have significant impact on our customers who use our portfolio of products in their diagnostic laboratories. Our multi-disciplinary team came together to make this a seamless transition for our customers as we endeavored to fulfill IVDR requirements within the established timelines.

In June 2022, we announced that our previously CE-IVD marked Class A instruments, kits, and reagents were released under IVDR in compliance with the new Regulation. This ensured that EU laboratories reliant on Agilent IVD products for their diagnostic workflows were able to continue to use these products without disruption. Since then, we have been working diligently to meet the remaining IVDR timelines.

Supplier ESG Standards and Compliance

Agilent collaborates with thousands of suppliers of goods and services around the world—our relationships with suppliers are of great strategic importance. Common sense, good judgement, and the highest standards of integrity are what we use in working with suppliers. We expect our suppliers to act with uncompromising integrity and 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. Long-term working relationships with suppliers is our priority achieved through mutual performance expectations and measures, performance feedback, and performance improvement plans.

Agilent's Supplier Code of Conduct outlines requirements we expect suppliers to follow. Agilent Procurement works with its functional partners to ensure all the appropriate laws and regulations are encapsulated within the Code of Conduct, which is reviewed and updated annually. Suppliers must be able to comply with our policies and standards outlined in the Code, including those related to:

• Quality

• Regulatory

• Environment and Sustainability

• Health and Safety

• Human Rights and Employment Practices

• Anti-Corruption and Anti-Bribery

• Supply Chain Security

• Privacy and IT Security

Agilent's 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.

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. These requirements cover environmental requirements related to product content, packaging, product labeling and marketing, and chemical registration, among others, as well as content and substance restrictions.

We continually monitor and evaluate the status of various ESG issues and impacts around the world that may be relevant to our business, assessing potential changes to risks in our supply chain and new or enhanced laws and regulations. This information is used to ensure our supplier requirements are current, appropriate actions to detect and mitigate risks are being taken, and our employee training is updated accordingly.

More details about our supplier requirements can be found on our website.

Procurement ESG Program

The Procurement ESG Program was launched in 2020 to expand our approach to supplier sustainability, diversity, and compliance, and engage and collaborate with suppliers on our Scope 3 emissions reduction goals.

Supplier Onboarding, Assessment and Audits

Agilent is committed to sourcing from organizations that share our values around human rights, ethics, product quality and safety, and environmental responsibility. Who we do business with matters.

New suppliers are identified, evaluated, and selected based on their ability to meet pre-defined requirements and provide the best overall value to Agilent.

During the onboarding process, suppliers are provided Agilent's Supplier Code of Conduct, which communicates our expectation regarding compliance with our requirements.

Communicating our ESG expectations is just the first step. Once selected, new suppliers exceeding estimated annual spend thresholds and/or belonging to certain industry sectors are invited to access our supplier portal and complete a business assessment questionnaire regarding the supplier's financial performance, legal and regulatory compliance, and sustainability practices. Select suppliers are requested to undergo our Supplier Compliance Assessment process. Both processes identify potential areas of risk. As needed, mitigation steps are defined and must be implemented prior to onboarding the supplier.

Agilent also performs an annual Supplier Compliance Assessment to ensure select existing suppliers are meeting the requirements and expectations outlined in our Supplier Code of Conduct. Suppliers are identified based on criteria including strategic importance to Agilent, spend, industry sector, country, and other relevant criteria. After suppliers complete a compliance assessment questionnaire, responses are evaluated and suppliers are assigned a risk level. Risk mitigation steps are in place for any supplier identified as high or medium risk—any high-risk supplier is put on an audit list for further evaluation through an on-site audit conducted by a third-party partner.[10] Non-conformances require a remediation plan and are re-audited upon completion of remediation.

Identify Suppliers → Distribute Supplier Compliance Questionnaire → Evaluate Supplier Responses → Assign Risk Levels and Flag High-Risk Suppliers → Conduct External On-site Verifications

Suppliers are re-evaluated based on the above segmentation and regulatory or other requirements. In 2022, 142 supplier assessments were completed.

In 2023, Agilent will begin using new technology that automates the assessment process. This will help us meet changing regulations and increase our capacity to assess more suppliers. In addition to assessments, we conduct Supplier Relationship Management (SRM) reviews with our strategic suppliers. SRM reviews are designed to evaluate KPIs, collaborate on innovation, and discuss other relevant topics that enhance the strategic business relationship.

10. Agilent receives an annual Supplier EHSSR Audit Assurance Statement from DEKRA, certifying the prior year's supplier audits, attesting that DEKRA can provide reasonable assurance the claims regarding environmental, health, safety, and social responsibility (EHS&SR) for our third-party audits. Certification means that suppliers were found to be in compliance with, or have provided corrective action plans to become compliant with, Agilent's stated EHS&SR program, including but not limited to: policies regarding worker safety, environmental safety, ozone depleting compounds, and policies that strictly forbid and prevent any and all acts of human trafficking or slavery.

Employee Training

All Agilent employees are required to participate in annual Standards of Business Conduct training, which outlines expectations for dealing with customers and suppliers and conduct in the workplace. Procurement professionals are also required to take updated Supplier Code of Conduct training annually.

Other courses are reviewed and rolled out for Procurement professionals as we identify risks, such as:

- Protecting Trade Secrets
- Financial Fraud Prevention
- Social Networking-Engage Responsibility
- Eliminating Forced Labor, Slavery, and Human Trafficking from the Global Supply Chain
- Understanding the Foreign Corrupt Practices Act
- Global Corruption and Bribery-What You Need to Know

Trainings for different teams and regions are reviewed annually. New trainings in 2022 included topics such as supplier diversity, supplier engagement, sustainability, and changes in regulatory compliance.

In addition to internally developed training, Procurement professionals participate in advisory council webinars, roundtables, and panel discussions enhancing their knowledge both internally and with external industry groups.

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 addition to Agilent's existing Small Business Program, our Supplier Diversity Program – launched in 2021 – aims to increase our procurement of goods and services from diverse suppliers. To accomplish this, we have developed a three-year plan, focused on:

- Actively seeking out certified diverse suppliers that can provide competitive, high-quality goods and services.
- Ensuring the inclusion of diverse suppliers as part of our strategic sourcing and procurement process.
- Communicating the value of supplier diversity to internal stakeholders.
- Training our Procurement professionals.

Over the last two years, we have created a broader internal awareness of supplier diversity and its benefits. We promoted supplier diversity through engaging with functional VPs and their staff, meeting with ENGs, conducting "think tank" sessions with our procurement teams, and including enterprise communications in Agilent's employee newsletter.

Agilent's 2022 spend with certified U.S. diverse suppliers was $100.4 million, a 47% increase from the previous year. Our percentage of spend with diverse suppliers was 7.5% in 2022, up 1.4% from 2021. In 2022, total small and diverse spend was $164 million, a 23% increase over 2021.

To increase diverse spend, we conducted over 20 RFPs that targeted diverse suppliers, with 25% resulting in contract awards to diverse suppliers. We also successfully piloted capturing Tier 2 diverse spend — the diverse spend our Tier 1 suppliers employ in delivering goods and service to Agilent. We plan to launch Tier 2 reporting in 2023 with 11 suppliers.

In 2023, we will also continue to focus on growing spend with diverse suppliers, particularly in seeking out certified LGBTQIA+ suppliers that can meet Agilent's business needs. We will accomplish this by continuing to educate our procurement teams on supplier diversity, and by presenting business partners with opportunities to consider new diverse suppliers or increase the scope of services with existing diverse suppliers. In addition, we will begin to investigate expanding our Supplier Diversity Program beyond the U.S. to other countries, such as Canada, the U.K., and India.

Human Rights and Labor Protections

Agilent's core values and culture reflect a commitment to ethical business practices and good corporate citizenship wherever we operate in the world. This includes a commitment to ensuring there is no modern day slavery or human trafficking in our supply chains or in any part of our businesses.

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 sourcing components and materials from organizations that share our values, and do not knowingly conduct business with any individual or company that participates in the exploitation of children, physical punishment, forced labor, or human trafficking.

Agilent sources components and assemblies for our products from suppliers around the world, each with its own laws and regulations. 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 or exceed the United Nations Universal Declaration of Human Rights, International Labour Organization Convention, with policies and procedures covering all country-specific modern slavery acts in which they operate.

Our Supplier Code of Conduct requires our suppliers to support and promote fundamental human rights and worker protections.[8] Our supplier compliance assessments include questions on human rights and employment practices, with responses to these questions factored into assigning of risk levels and determining need for an on-site audit.

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

Agilent expects suppliers to provide conflict free materials that have not originated in the Democratic Republic of the Congo or adjoining countries. We expect suppliers to adopt policies and management systems with respect to conflict minerals to ensure conflict-free supply chains.[9] Agilent supports the goal of ending violence, human rights violations, and environmental devastation in the covered countries and is committed to complying with all applicable requirements under the U.S. Dodd-Frank Act Conflict Minerals Rule.

8. More information about our supplier human rights requirements can be found on our website
9. See our Conflict Minerals Policy Statement on our website.

Privacy and Security

Data Protection and Privacy

At Agilent, we recognize the importance of data protection and privacy. We are committed to acting in accord with our values, particularly those of Uncompromising Integrity and Accountability, in handling the personal data of customers, employees, and partners, and being a responsible data steward in this digital and global business environment, as outlined in Agilent's Privacy Statement.

Through our Data Protection and Privacy Program, we actively monitor and adapt our program to the emerging privacy and security regulations around the globe and the unparalleled shift to digital interactions. Agilent continues to build upon our comprehensive principles-based data protection and privacy program, emphasizing the provision of appropriate privacy notices, acting with transparency and in accordance with our notices. We are also 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.

With a global presence, workforce, and comprehensive product and solution portfolio, Agilent takes an integrated approach to deploying privacy and security standards and controls to address legal and regulatory requirements we are subject to, including:

- Brazil's Lei Geral de Proteção de Dados Pessoais
- California's Consumer Privacy Act
- China's Personal Information Protection Law and Data Security Law
- EU General Data Protection Regulation
- U.S. Health Insurance Portability and Accountability Act

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

Agilent's Data Protection and Privacy Program governance strategy includes a Data Privacy Board with Senior Management across the entire business, complemented by dedicated Privacy Champions in each function, responsible for acting as the voice of privacy in their functional area, as well as appointing Data Protection Officers where required around the globe. We will continue to leverage and expand our program's processes and governance strategy to address newly emerging privacy regulations.

Cybersecurity

Security is a companywide priority at Agilent, and we continuously invest in our people, processes, and tools to strengthen our security posture to protect Agilent's, our employees', and our customers' data.

Our security program is based on industry standards, including ISO 27002 Code of Practice, NIST, and the COBIT 5 framework. We also maintain ISO 27001 certification for our Data Center Activities and Systems Infrastructure Operations.[11]

Our policies, standards, and operating procedures provide a comprehensive approach to maintain the confidentiality, security, integrity, and availability of the data and systems in our environment. These procedures include organizational requirements of acceptable use and apply to Agilent employees and non-employees. The requirements are also applicable to all information and information processing facilities that are accessed, processed, and communicated to or managed by external or third parties and must be protected from any misuse and unauthorized activity.

We have a dedicated IT Information Security and Risk Management department that is accountable for the following:

- Policy, standards, and operating procedures
- IT compliance
- Security operations
- Risk management
- Threat and vulnerability management
- Security awareness

Our overall security approach focuses on five key areas:

Identify: Identify systems, data, data flows, and regulatory requirements and determine appropriate risk management approach

Protect: Implement measures to protect the environment

Detect: Monitor the environment and alert appropriately

Respond: Processes and people in place to address issues and incidents

Recover: Plans and systems to recover from events

Our Corporate IT Security Incident Response Team (CITSIRT) makes contact information publicly available on our website for reporting security issues or concerns related to our services, products, or websites and has procedures and processes in place to respond, investigate, and take action as needed.

Employee Training and Security Awareness

All Agilent employees and non-employees that have access to Agilent systems must complete security awareness and privacy training at the time of onboarding. Updated annual security awareness training must also be completed to retain system access. Additional role-specific security and privacy training is administered, as needed.

Awareness activities are completed throughout the year to reinforce training, including internal phishing campaigns/tests, articles, videos, and direct communications. Agilent's embedded Functional Privacy Champions share newsletters with key updates about data protection and privacy across the company, with further activities and outreach conducted annually, including for Data Protection Week, using a consistently updated internal hub to share information across the company.

11. Our ISO 27001 and Cyber Essentials assurance certificates are available on our website.

Governance

Being Accountable to Our Stakeholders

Corporate Governance

Agilent's Board of Directors is committed to sound and effective governance practices that promote long-term stockholder value and strengthen Board and management accountability to our shareholders, customers, and other stakeholders.

The following highlights many of our key governance practices.

Ten of our eleven directors are independent	**Annual Board self-assessment process, including peer evaluations**
Independent standing Board committees	**Majority voting and director resignation policy in uncontested director elections**
Strong independent Chairperson	**Continued assessment of highly qualified, diverse, and independent candidates for nomination to the Board**
Regular meetings of our independent directors without management present	**Strong focus on pay-for-performance**
Diverse Board with an effective mix of skills, experience, and perspectives	**Proactive stockholder engagement**
Five new independent directors added during the past five years	**Policies prohibiting hedging, short selling and pledging of our common stock**
Varied lengths of Board tenure with an average tenure of nine years	**Stock ownership guidelines for executive officers and directors**
Proxy access for our stockholders	**Robust enterprise risk management approach, overseen by the Board through its Audit and Finance Committee**

Board Committees

Our Board met six times in 2022, and held separate meetings for its three standing committees, which include:

- The Audit and Finance Committee is responsible for the quality and integrity of our financial reporting, effectiveness of system of internal controls over financial reporting, and compliance with legal and regulatory requirements, including our Standards of Business Conduct. In 2022, the committee met 11 times.

- The Compensation Committee is responsible for evaluating and approving executive compensation, monitors and approves our employee benefit offerings, and oversees the administration of incentive compensation, variable play, and stock programs.

- The Nominating/Corporate Governance Committee is responsible for providing recommendations on Board composition selecting and evaluating Board members, reviewing the impacts of ESG issues, and overseeing our ESG programs and their alignment with our corporate strategy.

Board Composition

Our Nominating/Corporate Governance Committee considers a number of factors when evaluating director candidates. Minimum requirements include integrity, experience, judgment, independence, and ability to commit sufficient time and attention to Board activities. In addition, the Committee considers whether a candidate's skills are complementary to the existing Board members' skills. It also considers the diversity of the Board related to factors such as age, race, gender, national origins, experience in technology, manufacturing, finance and marketing, international experience, and culture, as well as the Board's needs for specific operational, management, or other expertise.

The members of our Board have a diversity of experience and a wide variety of backgrounds, skills, qualifications, and viewpoints that strengthen their ability to carry out their oversight role. We regularly review the attributes required of Board members to better facilitate our long-term goals and operational performance, enhance our corporate culture, and promote diversity and inclusion.

We are also mindful of refreshing the Board to ensure it is balanced with newer and more tenured directors. We welcomed a new Board member, Otis Brawley, M.D. in November 2021, shortly following the onboarding of another new member, Mikael Dolsten, M.D., Ph.D. in September 2021.
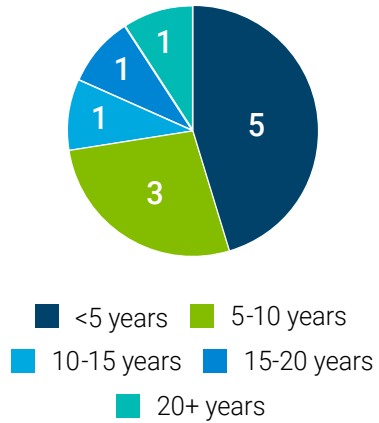
We annually evaluate the performance of the Board and its committees. The Board believes it is important to assess both its overall performance and the performance of its committees and to solicit and act upon feedback received, where appropriate. As part of the Board's self-assessment process, directors consider assorted topics related to Board composition, structure, effectiveness, and responsibilities, as well as the overall mix of director skills, experience, and backgrounds. From time to time, these evaluations are conducted by an independent third party to refresh the process.

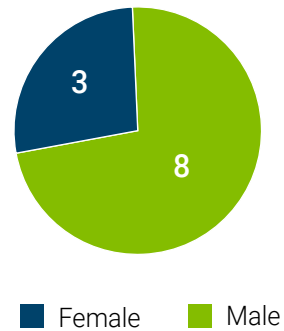**The following matrix illustrates the knowledge, skills, and experience of the directors that serve on our Board.**

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		✓	✓	✓		✓		✓	✓	✓	✓

2022 Board Diversity

Board Tenure

- ■ <5 years
- ■ 5-10 years
- ■ 10-15 years
- ■ 15-20 years
- ■ 20+ years

Gender Diversity

- ■ Female
- ■ Male

Racial/Ethnic Diversity

- ■ Asian/Pacific Islander
- ■ African American
- ■ Caucasian

Age Diversity

- ■ <60 years
- ■ 60-70 years
- ■ 70+ years

CEO Letter **Our Company** **Our ESG Approach** **Innovating & Collaborating** **Environmental** **Social** **Governance** **Appendix**
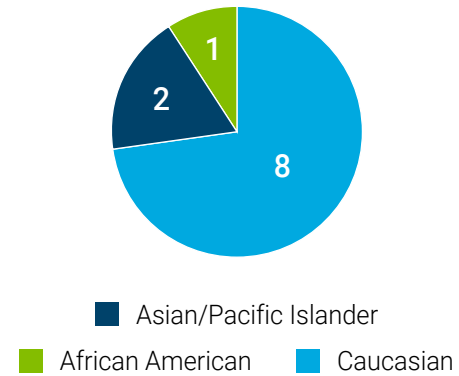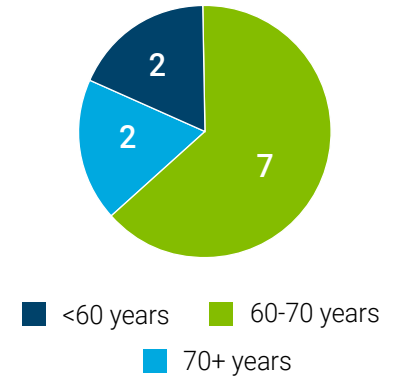
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Enterprise Risk Management

The Agilent Enterprise Risk Management (ERM) program provides a framework for identifying material risks across the company, determining ownership of the risks, and supporting the creation and maintenance of business continuity plans. It ensures the adequacy of plans across key business flows, including appropriate testing/drills 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.

Risk Oversight

The ERM program is managed within Agilent's Global Infrastructure Services organization by our vice president of Workplace Services who reports directly to our CEO on our progress. 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 that the program has identified the correct principal risk areas to focus on.

Our Board engages with management on our strategy, strategic planning process, and business-related priorities. As we navigate an evolving industry environment, they take into consideration industry trends, our competitive position, technological developments, and stakeholder-related developments relevant to our business. The Board conducts a comprehensive annual review of the company's strategic plans and overall business, working with management to evaluate potential opportunities and risks and assess our progress in meeting various strategic goals.

The Board has the ultimate responsibility for, and is actively engaged in, oversight of our 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 ERM program, which encompasses, among others, risks related to:

- Compliance and regulatory
- Information technology and cybersecurity
- Environmental and sustainability, including climate change
- Business continuity
- Health and safety

The Audit and Finance Committee receives updates from our vice president of WPS and discusses individual and overall risk areas during its meetings, including our financial risk assessments, risk management policies, and major financial risk exposures and the steps management has taken to monitor and control such exposures. In addition, the committee oversees our annual ERM assessment, reviewing the risks facing the company, including any new or emerging risks that may have risen in prominence during the previous year.

The Compensation Committee oversees risks associated with our compensation policies and practices regarding executive compensation and compensation generally. The Compensation Committee receives reports and discusses whether our compensation policies and practices create risks that are reasonably likely to have a material adverse effect on the company. The Compensation Committee also oversees risks relating to organization talent, culture, and human capital management, including diversity and inclusion programs and initiatives.

The Nominating/Corporate Governance Committee oversees the management of risks related to corporate governance matters, including director independence, Board composition and succession, and overall Board effectiveness, as well as risks and opportunities associated with ESG matters. More information on ESG Governance can be found in the ESG Approach section of this report.

Climate Risk

Climate change was identified as a key risk in 2022 and incorporated into our ERM. Climate change risks include 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.

As part of our ISO 14001 program, a comprehensive Global Environmental Risk Register is maintained and reviewed at least annually by senior management. The risk register review process includes an in-depth consideration of potential internal and external environmental aspects and impacts. Potential risks are evaluated on their inherent impacts, and the overall effectiveness of Agilent's mitigating actions. Any significant residual risk is prioritized, and mitigation is actioned as part of Agilent's strategic environmental governance. For more information, please see the TCFD Index of this report.

Ethics and Compliance

Among Agilent's core values are uncompromising integrity, accountability, and trust. These values form the basis of our commitment to compliance with applicable laws, regulations, and the standards and policies outlined in our Standards of Business Conduct (SBC).

We utilize the standard seven fundamental elements of an effective compliance program, including:

- Written policies, procedures, and standards of conduct.
- Designation of a compliance officer and committees.
- Training and education.
- Clear and effective internal communication.
- Conducting internal monitoring and auditing.
- Enforcement of policies, procedures, and standards.
- Detection of and prompt response to prohibited behavior.

Written Policies, Procedures, and Standards of Conduct

We maintain the Agilent SBC and other policies and procedures related to ethical and compliant conduct that apply to all employees, contractors, agents, and business partners. These include, among others, Agilent's Global Anti-Corruption Policy and Human Rights and Labor Policy.

Designation of a Compliance Officer and Committees

Agilent's compliance program is overseen by the Chief Compliance Officer, with input from executive management through the Compliance Committee. The program is operated and monitored by experienced regional and functional compliance professionals. The Chief Compliance Officer reports to the Audit and Finance Committee of the Board of Directors, which is responsible for oversight of compliance with legal and regulatory requirements, including our SBC.

Agilent managers are responsible for actively promoting awareness of and enforcing compliance with our SBC and related policies among their teams and must not actively or passively authorize or ignore unethical or non-compliant activities in their organization.

Training and Education

Our SBC helps to protect our reputation as an ethical corporate citizen. Agilent expects every employee, contractor, agent, and representative to become familiar with and comply with our SBC and other related policies.

Agilent provides comprehensive training (online and live) on its SBC and training to relevant audiences on healthcare compliance, anti-corruption, privacy, and related subjects. Agilent requires its employees, agents, and representatives in all countries to participate in training sessions and periodically certify compliance with our SBC and related policies. Annually, employees above certain levels are required to complete Ethics and Anti-Bribery and Anti-Corruption trainings and acknowledge they have read and reviewed the SBC.

Clear and Effective Internal Communication

We strive to implement clear, easy, and actionable compliance guidance. We communicate our ethical policies through various channels, including posting our SBC and other ethics and compliance policies on our website and internal Agilent web portals for employees and suppliers. Communication about our ethical standards is part of the onboarding process for employees, suppliers, and other business partners. We updated our SBC in 2022 with our updated values, which include Speaking Up.

Agilent has an open-door policy that allows employees to report their concerns to any level of management. Employees are trained and 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, or the Global Compliance team, or through Agilent's Integrity Helpline, available 24 hours a day, seven days a week.

Agilent's hotline provides an avenue for employees and members of the public to 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 for those in North America, sending a text message. Reports can be made in over 100 languages. Additionally, questions or concerns related to accounting, internal controls, or auditing matters can be raised directly to the Audit and Finance Committee of the Board of Directors.

We have procedures to manage reports to ensure consistent investigation and response across incident types and reporting channels. The information reported is handled confidentially within the small group necessary to conduct a review of the allegation. Serious violations are reviewed by senior management.

Agilent adheres to a zero tolerance non-retaliation policy. We want individuals filing a report to feel safe when bringing their concerns to the organization. Therefore, we do not tolerate retaliation against any person making a report or involved in an investigation and allow for reports to be made without providing a name and contact information, preserving anonymity.

Our Agilent culture is based on strong values, including Accountability and Uncompromising Integrity, and we are committed to doing business in a way that reflects and upholds these values. The Agilent Compliance Helpline provides a way for employees and others to raise questions or concerns about Agilent's business interactions. When compliance concerns are brought to our attention, they provide us with an opportunity to review situations, reflect on shortfalls, and improve our organization.

An infographic available on our ethics reporting page website provides transparent and easy to understand information about the reporting process to encourage **Speaking Up**.
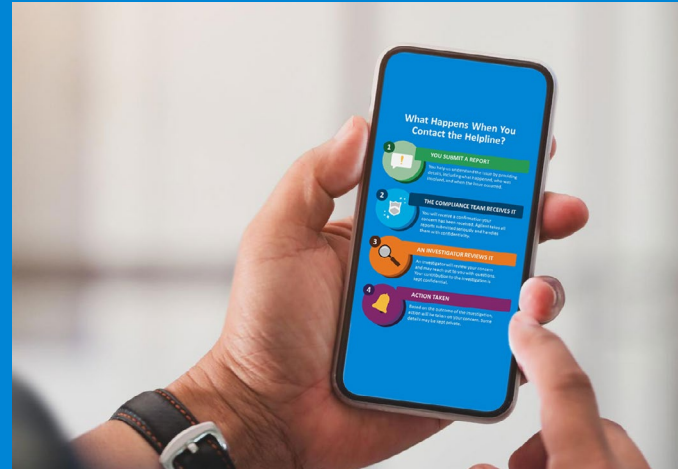
What Happens When You Contact the Helpline?

1 YOU SUBMIT A REPORT

You help us understand the issue by providing details, including what happened, who was involved, and when the issue occurred.

2 THE COMPLIANCE TEAM RECEIVES IT

You will receive a confirmation your concern has been received. Agilent takes all reports submitted seriously and handles them with confidentiality.

3 AN INVESTIGATOR REVIEWS IT

An investigator will review your concern and may reach out to you with questions. Your contribution to the investigation is kept confidential.

4 ACTION TAKEN

Based on the outcome of the investigation, action will be taken on your concern. Some details may be kept private.

Internal Monitoring and Auditing

The Chief Compliance Officer reports to the Audit and Finance Committee on a regular basis regarding the effectiveness of our global compliance program.

On a routine basis, Agilent conducts internal audits, risk assessments, and targeted monitoring activities to identify potential issues, control gaps, and seek opportunities for improvements to policies, procedures, and processes. Internal Audit regularly assesses the effectiveness of our compliance program through routine and targeted audits of business functions and/or sales affiliates using a risk-based audit plan. Every year, Internal Audit selects a priority list of business divisions, operations, and countries in which we operate to assess compliance with controls, policies, and procedures and re-testing to ensure compliance standards are satisfied.

Each year between July and September, Internal Audit conducts a risk assessment process that results in the plan for operations audits to be performed in the following fiscal year. The process involves meeting with senior management, including most of the CEO and CFO staff and select vice presidents, for the purposes of (i) identifying key areas of risk across our businesses and (ii) determining the operational audit theme prior to each applicable audit period. In November, this audit plan is formally approved by the Audit and Finance Committee.

Enforcement of Policies, Procedures, and Standards

Agilent has implemented processes for addressing compliance violations. All reported compliance concerns are investigated objectively, fairly, and promptly. Where appropriate, corrective action plans are implemented to remediate or improve existing policies, procedures, and processes. Failure to comply with Agilent policies, procedures, and ethical standards can lead to disciplinary action up to and including termination of employment or contract.

Detection of and Prompt Response to Prohibited Behavior

We implement a robust set of controls from the top down, starting with the Board of Directors, Audit Committee, and senior management overseeing Agilent's compliance framework. Agilent has three lines of defense against unethical business practices: 1) internal controls, 2) functional experts, including legal and compliance support, and 3) internal audit and external auditors and regulators.

Agilent maintains a system of internal accounting controls reasonably designed to detect and prevent unethical conduct. When issues are identified in continuous auditing, they are addressed promptly according to pre-defined policies.

Appendix

SASB Index

SASB Metric	Disclosure Location/Response	SASB Code
Affordability and Pricing		
Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. 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. Our Standards of Business Conduct also addresses ethical sales, marketing, and pricing practices that all employees, contracts, and partners must follow.	HC-MS-240a.2
Product Safety		
Number of recalls issued; total units recalled	One recall, 60 units destroyed (details below): • Class 3 recall for Anti-FITC-AP CISH Accessory Kit (Dako Omnis) related to label generation/expiration date error. Agilent filed reports with the U.S. FDA, Health Canada, and TGA (Australia), executed field action, verified, and closed. • 59 kits were returned to Agilent and destroyed. One kit was destroyed at the customer site.	HC-MS-250a.1
List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	There have been zero products listed.	HC-MS-250a.2
Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience database	There have been zero fatalities.	HC-MS-250a.3
Number of FDA 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

Ethical Marketing		
Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	Agilent had no monetary losses in 2022 due to legal proceedings associated with false marketing claims.	HC-MS-240a.1
Description of code of ethics governing promotion of off-label use of products	Agilent's Standards of Business Conduct outlines expectations related to ethical business practices and provides guidance for the promotion of and use of our products. See more on page 24 of our Standards of Business Conduct. In addition, Agilent's Global Healthcare Compliance Policy provides guidance on interactions with healthcare organizations and healthcare professionals by Agilent around the world, including marketing, research and development perspective. Our US Healthcare Compliance Code is based on the AdvaMed Code of Ethics and identifies relevant healthcare compliance laws and codes applicable to Agilent's business, including those related to the communication with health care professionals on unapproved or uncleared uses of our medical devices.	HC-MS-240a.2

Product Design and Lifecycle Management		
Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Agilent's Environmental Policy is to act in an environmentally responsible manner regarding our operations, products, and services. Agilent expects employees and managers to support the implementation of 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. See the 2022 ESG Report, Sustainable Lab Solutions section for more information.	HC-MS-410a.1

Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Available data from our Certified Pre-Owned Instruments Program can be found in the <u>Product End-of-Life Management</u> section of the 2022 ESG Report.	HC-MS-410a.2

Supply Chain Management

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 at least once every three years by Registrars. 2. Agilent does not currently report the percentage of Tier 1 supplier facilities participating in third-party audit programs for manufacturing or product quality. At the time of supplier on-boarding, Agilent requests ISO certificates or evidence of a Quality Management System from suppliers.	HC-MS-430a.1
Description of efforts to maintain traceability within the distribution chain	Agilent maintains traceability through all stages of manufacturing through distribution using our ERP system. Traceability is maintained based on part number, serial number and/or lot number.	HC-MS-430a.2
Description of the management of risks associated with the use of critical materials	Agilent monitors risk through a number of different processes. This includes but is not limited to: • Dangerous Goods are stored, transported, and disposed of based upon the applicable Transportation and EHS regulations. • Agilent has a Conflict Minerals Position Statement and abides by all requirements of the Dodd-Frank Act, including filing 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

Business Ethics

Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	Agilent had no monetary losses in 2022 due to legal proceedings associated with corruption and bribery.	HC-BP-510a.1

Activity Metric

Number of units sold by product category	Agilent does not disclose the number of units sold by product category.	HC-MS-000.A

TCFD Index

Governance
Disclose the organization's governance around climate-related risks and opportunities.

a) Describe the board's oversight of climate-related risks and opportunities.
b) Describe management's role in assessing and managing climate-related risks and opportunities.

See the ESG Governance, and Enterprise Risk Management sections of Agilent's 2022 ESG Report.

Strategy
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.

a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.
c) Describe the resilience of the organization's strategy, taking into consideration different climate- related scenarios, including a 2°C or lower scenario.

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	Risk Type
Operations continuity	Moderate

S&P Global Sustainable1 analyzed the potential physical risks that may impact Agilent's operations, considering different scenarios of climate change by 2050. 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, cold waves, and wildfires. The small increase in composite physical risk score from the moderate to high scenario is associated with increased wildfire and heatwave risk as global temperatures rise.
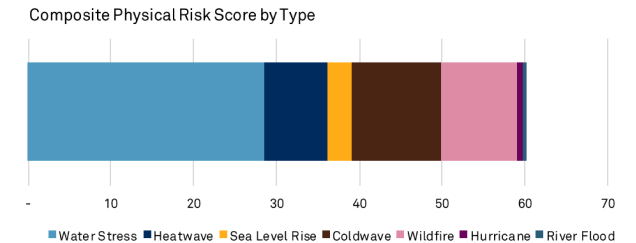
Mitigation Strategy

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.

Scenario Reference (IPCC)	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°C 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°C 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°C by 2100.

*RCP - Representative Concentration Pathway - RCP 4.5 is described by the Intergovernmental Panel on Climate Change (IPCC) as a moderate scenario in which emissions peak around 2040 and then decline. RCP 8.5 is the highest baseline emissions scenario in which emissions continue to rise throughout the twenty-first century. RCP 2. 6 represents a pathway where greenhouse gas emissions are strongly reduced, resulting in a best estimate global average temperature rise of 1.6°C by 2100 compared to the pre- industrial period

Physical Risk Exposure for Operations

2050 Composite Physical Risk Scores: Equal Weighted

Low Scenario	Moderate Scenario	High Scenario
60/100	**60/100**	61/100
Moderate Risk	**Moderate Risk**	Moderate Risk

Composite Physical Risk Score by Type

Water Stress ■Heatwave ■Sea Level Rise ■Coldwave ■Wildfire ■Hurricane ■River Flood

Transition Risk	Risk Type
Policy Risk Exposure	Low to Moderate

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 include:

- S&P Global TruCost carbon price data and scenarios
- Agilent's Scope 1 and 2 GHG emissions and location data by facility
- Agilent's Scope 3 emissions data per category
- Agilent's Scope 1, 2 and 3 GHG targets

The sources 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 TCFD identifies increased pricing of GHG emissions and increased operating costs (e.g., higher compliance costs) as examples of climate-related policy risk. The emergence of increasing taxes on fuel or GHG emissions may leave Agilent with increased expenses which it may choose to pass on to customers, absorb, or invest in lowering its emissions.

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

More information can be found in the Climate Change section of the ESG report.

Transition Risk	Time Horizon
Market Risk Exposure: Suppliers	Short- and medium-term

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 and 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.

Overall, five of Agilent's suppliers have market risk (EBITDA) exposure above the sector average with all others being at or below the sector average.

Mitigation

We are evaluating suppliers who are most at risk and will collaborate with our strategic suppliers on their risk mitigation plans.

Other mitigating actions may include engagement with suppliers who are most at risk of eroded operating margins due to their exposure to increased carbon pricing and examination of the materiality of the high-risk suppliers to Agilent's business by overlaying the data with information on supplier expenditure.

More information on how we are engaging with our suppliers on Scope 3 emissions can be found in the Climate Change section of the ESG report.

Transition Risk	Time Horizon
Market Risk Exposure: Customers	Short- and medium-term

Agilent's customers are increasing their engagement with Agilent's sales and operations personnel on sustainability matters. Significant focus is now on GHG emissions, water use, and other issues related to the UN Sustainable Development Goals to meet evolving ESG expectations and goals. Mitigation of climate change is typically high on customers' sustainability agenda and insufficient commitment and progress toward reducing emissions and other root causes of climate change may jeopardize business from key customers. Core environmental sustainability metrics are being subjected to increasing scrutiny.

Mitigation

Agilent reviews current and emerging customer expectations and has responded with public commitments to help mitigate the impacts of climate change. Agilent's net-zero commitment is one such example, and core environmental sustainability metrics are publicly disclosed and audited by a third-party assurance body. Refer to Agilent's Environmental Data Assurance Statement

More information about how we engage our customers can be found in the Stakeholder Engagement, Sustainable Lab Solutions, and Climate Change sections of the ESG report.

Risk Management
Disclose how the organization identifies, assesses, and manages climate-related risks.

a) Describe the organization's processes for identifying and assessing climate-related risks.
b) Describe the organization's processes for managing climate-related risks.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.

More information about our approach to risk management can be found in the ESG Governance, Climate Change, and Enterprise Risk Management sections of the ESG report.

Metrics and Targets
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

a) Disclose the metrics used by the organization to assess climate- related risks and opportunities in line with its strategy and risk management process.
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.
c) Describe the targets used by the organization to manage climate- related risks and opportunities and performance against targets.

More information about our goals, targets, and progress can be found in the Climate Change section of the ESG report.

Global Reporting Index

Statement of use	Agilent has reported in accordance with the GRI Standards for the period November 1, 2021 to October 31, 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

General Disclosures

DISCLOSURE #	DISCLOSURE TOPIC	REFERENCE
GRI 2: General Disclosures 2021		
2-1	Organizational details	2022 Form 10-K, page 3
2-2	Entities included in the organization's sustainability reporting	2022 Form 10-K, page 61 All legal entities are included in line with Agilent's financial reporting,
2-3	Reporting period, frequency and contact point	This annual ESG report covers the fiscal year starting November 1, 2021 and ending October 31, 2022.
2-4	Restatements of information	Agilent has not made any material restatements from the prior year.
2-5	External assurance	External Assurance Statement
2-6	Activities, value chain and other business relationships	2022 Form 10-K, pages 3-15

2-7 Employees

2022 Employees

Employee Status by Region	Female	Male	Other*	Not Disclosed	Total
Global					
Total	6,917	11,153	4	8	18,079
Full-time	6,664	11,067	4	8	17,743
Part-time	251	85	0	0	336
Permanent	6,915	11,152	0	8	18,079
Americas					
Total	2,777	4,183	4	3	6,967
Full-time	2,754	4,171	4	3	6,932
Part-time	23	12	0	0	35
Permanent	2,777	4,183	4	3	6,967
Asia Pacific					
Total	2,567	4,187	0	0	6,754
Full-time	2,557	4,183	0	0	6,740
Part-time	10	4	0	0	14
Permanent	2,567	4,187	0	0	6,754
Europe					
Total	1,571	2,782	0	5	4,358
Full-time	1,353	2,713	0	5	4,071
Part-time	218	69	0	0	287
Permanent	1,571	2,782	0	5	4,358

*As specified by employee
**We do not have any non-guaranteed hours employees
***We report headcount, not FTE - so a part-time employee is counted as one.

2-8		Workers who are not employees	7,054
2-9		Governance structure and composition	2023 Proxy Statement, pages 4, 6-12, 15-16
			2022 ESG Report, ESG Governance, Corporate Governance
2-10		Nomination and selection of the highest governance body	2023 Proxy Statement, pages 17-18
2-11		Chair of the highest governance body	2023 Proxy Statement, page 15
2-12		Role of the highest governance body in overseeing the management of impacts	2022 ESG Report; ESG Governance, Enterprise Risk Management, Ethics and Compliance
			2023 Proxy Statement, pages 4, 15-16, 19-20
2-13		Delegation of responsibility for managing impacts	2022 ESG Report; ESG Governance, Enterprise Risk Management, Ethics and Compliance
2-14		Role of the highest governance body in sustainability reporting	2022 ESG Report; ESG Governance, Enterprise Risk Management, Ethics and Compliance
			2023 Proxy Statement, pages 4, 15-16, 19-20
2-15		Conflicts of interest	2023 Proxy Statement, pages 20-21
2-16		Communication of critical concerns	2022 ESG Report, Stakeholder Engagement, Enterprise Risk Management, Ethics and Compliance
			2023 Proxy Statement, pages 19-20
			Standards of Business Conduct
2-17		Collective knowledge of the highest governance body	2022 ESG Report, ESG Governance
			Senior management provides the Board and its committees with periodic reports and updates on sustainable development, including but not limited to ESG-related regulatory and market trends, the company's ESG program and overall strategy, and actions taken in light of evolving trends and regulatory developments.
2-18		Evaluation of the performance of the highest governance body	2023 Proxy Statement, pages 4 and 15
			Corporate Governance Standards, page 4
2-19		Remuneration policies	2023 Proxy Statement, pages 23-51

2-20		Process to determine remuneration	2023 Proxy Statement, pages 27-30
			The Compensation Committee of the Board administers Agilent's executive compensation program. The Committee—composed entirely of independent, non-employee directors--is responsible for approving and reporting to the Board on all elements of compensation for the executive officers.
			We received 91% support for our 2022 Say-on-Pay proposal and continue to engage with stockholders regarding our executive pay program.
2-21		Annual total compensation ratio	Annual total compensation ratio: 220:1 Change in the annual total compensation ratio: 14%
2-22		Statement on sustainable development strategy	2022 ESG Report, CEO Letter
2-23		Policy commitments	Standards of Business Conduct
			Code of Ethics for a Director on the Board
			Supplier Code of Conduct
			Human Rights and Labor Policy
			CTISCA Statement
			Conflict Minerals Policy
2-24		Embedding policy commitments	2022 ESG Report; ESG Governance, Supplier ESG Standards and Compliance, Enterprise Risk Management, Ethics and Compliance
2-25		Processes to remediate negative impacts	2022 ESG Report; Enterprise Risk Management, Ethics and Compliance
			Standards of Business Conduct
2-26		Mechanisms for seeking advice and raising concerns	2022 ESG Report, Stakeholder Engagement, Enterprise Risk Management, Ethics and Compliance
			Standards of Business Conduct, pages 7-8
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	2022 ESG Report, Collaborating to Advance Industry Innovation
2-29		Approach to stakeholder engagement	2022 ESG Report; Stakeholder Engagement

| 2-30 | Collective bargaining agreements |

Employees Covered by a CBA	Employees not Covered by a CBA	Other
Global		
12.9% of all Agilent employees are covered by a collective bargaining agreement (CBA).	All Agilent employees have terms and conditions of employment set according to detailed local benchmarking and best practices.	
Asia Pacific		
399 employees covered by CBA Australia: 26 Japan: 373	In Australia, all monthly Australian and New Zealand employees not covered by a 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 ensures we exceed these conditions and provide a package of benefits to support employees.	
Europe		
1,697 employees covered by a CBA Austria: 24 Belgium: 135 Denmark: 251 France: 277 Italy: 440 Spain: 570 All employees located in the above countries are covered by a CBA, except for Denmark where only some are covered.	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." This affects all 30 employees in Finland.	All 1,393 employees in Germany plus all 186 employees in Netherlands (not covered by a CBA) have terms and conditions of employment set by reference to internal Works Council Agreements, which are binding. This means a total of 1,579 employees in Europe are not covered by a CBA, but have terms and conditions of employment set by reference to internal Works Council Agreements.
Americas		
236 employees Brazil: 236 All employees located in Brazil are covered by a CBA	In Brazil, an agreement between employer and employee union describes all benefits offered to employees in line with local country requirements. These benefits are beyond what is mandatory. Legal increases are announced through the agreement.	

Material Topics

DISCLOSURE #	DISCLOSURE TOPIC	REFERENCE
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2022 ESG Report, Materiality Assessment
3-2	List of material topics	2022 ESG Report, Materiality Assessment
		• Air Quality • Chemicals and Hazardous Materials • Climate Change and Energy • Community Engagement and Relations • Corporate Governance and Leadership • Customer Satisfaction and Engagement • Diversity and Inclusion • Economic Performance • Ethical Business Conduct • Innovation and Research and Development • Labor Practices • Market Presence and Pricing • Occupational Health and Safety • Product Safety and Quality • Product Sustainability • Supply Chain Sustainability and Responsible Sourcing • Talent Attraction, Development and Retention • Waste Management • Water and Effluents
3-3	Management of material topics	Management of each material topic is addressed within relevant sections of the 2022 ESG report, including ESG Approach.
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	2022 Form 10-K, pages 53-60
201-2	Financial implications and other risks and opportunities due to climate change	2022 TCFD Index
201-3	Defined benefit plan obligations and other retirement plans	2022 Form 10-K, pages 91-106 Percentage of salary contributed by employee and employer varies by country. Separate funds exist in some countries to pay the plan's pension liabilities. Agilent does not track participation in either mandatory or voluntary retirement/pension programs in each country in which we do business.
201-4	Financial assistance received from government	2022 Form 10-K, page 40

GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	The significant location of operations used for the ratio of employee entry level wage to local minimum wages is the United States. Local minimum wage is variable. Federal minimum wage of $7.25 was used to calculate Agilent's ratio of entry-level wage to minimum wage, which was 2.62:1 in 2022
202-2	Proportion of senior management hired from the local community	In 2022, the percentage of senior management at significant locations of operation hired from the local community out of: • All senior management hired: 97% • Total population (existing and new hires) of senior management: 72% Definitions: • Senior management: Associate VP and above • Local: Within 50 miles of office location • Significant locations of operation: More than 100 employees based at the site
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	2022 ESG Report, Our ESG Strategy and Alignment with the SDGs, Innovating and Collaborating for a Better World, Attraction and Retention, Engagement Through Giving and Volunteerism, Supplier Diversity
203-2	Significant indirect economic impacts	2022 ESG Report, Our ESG Strategy and Alignment with the SDGs, Innovating and Collaborating for a Better World, Attraction and Retention, Engagement Through Giving and Volunteerism, Supplier Diversity
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Agilent does not track this information

GRI 205: Anti-corruption 2016

205-1	Operations assessed for risks related to corruption	We have assessed 100% of our operations, including our three business units for risks related to corruption. The most significant risk related to corruption was identified as third parties, particularly those interacting with government officials in countries with a high corruption perception index score.

205-2 — Communication and training about anti-corruption policies and procedures

Agilent communicates its anti-corruption policies in various forms, including:

- Standards of Business Conduct
- Supplier Code of Conduct
- Agilent Global Anti-Corruption Policy
- Anti-Corruption and Bribery page within the Agilent Supplier website section

Additional detailed policies and procedures are provided to employees, contractors, third-party partners, and suppliers.

All employees, including non-Agilent workers, are required to participate in anti-corruption training through the Agilent Standards of Business Conduct training or the Agilent Anti-Corruption training.

	Governance Body Members	Employees*	Business Partners
Communication on anti-corruption policies and procedures	11 (100%)	21,444 (100%)	22,799 (100%)
Training on anti-corruption	0	19,786 (92%)	

*Employee data includes non-Agilent workers; excluding these workers, 98% of full-time Agilent employees completed anti-corruption.

205-3 — Confirmed incidents of corruption and actions taken

For the nature of confirmed incidents of corruption, following internal detection and investigations, there were two confirmed instances of misconduct in violation of our policies against corruption, for which employees and business partners were disciplined and/or terminated.

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

- Total number of confirmed incidents of corruption: 2
  - Number in which employees were dismissed or disciplined for corruption: 2
  - Number when contracts with business partners were not renewed due to violations related to corruption: 2
- Public legal cases regarding corruption brought against the organization or its employees: 0

GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Agilent policies forbid anti-competitive behavior, antitrust, and monopolistic practices. In the reporting period, there were no legal actions for antitrust or anti-competitive behavior.
GRI 203: Indirect Economic Impacts 2016		
207-1	Approach to tax	Agilent Global Tax partners with our business organizations to provide tax planning that aligns with our business operations, manages tax risks, and enhances value. We do not engage in aggressive tax planning strategies that are inconsistent with our core values. Any tax planning strategies are approved by the CFO in conjunction with the VP of Tax and broader tax team.
207-2	Tax governance, control, and risk management	Agilent complies with tax requirements in every jurisdiction where we operate. Our tax professionals worldwide are committed to the highest compliance standards and are well versed in relevant tax laws and regulations. Agilent maintains robust internal policies and procedures supporting its tax control framework.
207-3	Stakeholder engagement and management of concerns related to tax	Agilent operates with consistently high accounting, tax filing, and tax reporting standards. We value transparency and cooperation with tax authorities and are committed to engaging with the tax authorities in all countries in which we operate in a professional, courteous, honest, and collaborative manner regarding all tax matters. We work constructively with tax authorities to attempt to resolve any issues that may arise in a timely manner through appropriate methods of dispute resolution. We seek to be a valued partner to governments and advocate for tax legislation that provides clarity and encourages innovation and growth. The broad tax topics are discussed with the Audit and Finance Committee.
207-4	Country-by-country reporting	Agilent reports financial, economic, and tax-related information at the enterprise level in its Form 10-K. Agilent does not publicly report financial information for local tax jurisdictions.

GRI 302: Energy 2016

302-1	Energy consumption within the organization	2022 ESG Report, Climate Change
302-2	Energy consumption outside of the organization	2022 ESG Report, Climate Change
302-3	Energy intensity	2022 ESG Report, Climate Change
302-4	Reduction of energy consumption	2022 ESG Report, Climate Change
302-5	Reductions in energy requirements of products and services	2022 ESG Report, Sustainable Lab Solutions

GRI 303: Water and Effluents 2018

303-1	Interactions with water as a shared resource	2022 ESG Report, Water Management
303-2	Management of water discharge	2022 ESG Report, Water Management
303-3	Water withdrawal	2022 ESG Report, Water Management
303-4	Water discharge	2022 ESG Report, Water Management
303-5	Water consumption	2022 ESG Report, Water Management

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.

GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	2022 ESG Report, Climate Change
305-2	Energy indirect (Scope 2) GHG emissions	2022 ESG Report, Climate Change
305-3	Other indirect (Scope 3) GHG emissions	2022 ESG Report, Climate Change
305-4	GHG emissions intensity	2022 ESG Report, Climate Change
305-5	Reduction of GHG emissions	2022 ESG Report, Climate Change
305-6	Emissions of ozone	Agilent does not use, produce, import, or export Ozone Depleting Substances (ODS) prohibited under the Montreal Protocol on Substances that Deplete the Ozone Layer. Agilent uses very small amounts in the formulation of analytical standards which are largely used as references by analytical labs in the pursuit of their detection in the environment. • Agilent eliminated chlorofluorocarbons (CFCs), carbon tetrachloride and 1,1,1-trichloroethane use in worldwide manufacturing processes during 1993. • Agilent has also eliminated Class I, II and III ODSs in its air conditioning systems, process chillers and environmental chambers. Procurement practices are in place to prevent the inadvertent reintroduction of ODSs into processes where they have been eliminated. • Under Agilent's product supplier agreements, suppliers warrant that goods and their packaging shall comply with applicable environmental, health and safety laws, rules, and regulations, including Agilent's General Specification for the Environment (GSE). • The small quantities of ODSs contained in some of Agilent's analytical standards comply with international legislation for their manufacture, use and product labeling. • Agilent modifies its program as needed to address amendments to the Montreal Protocol, U.S., European and other international requirements. • Guidance for eliminating and managing the use of ODSs at Agilent sites is contained in the Agilent ODS Elimination Guideline. • Procurement practices are in place to prevent the inadvertent reintroduction of ODSs into processes where they have been eliminated.

305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			

Emission Types	2022	2021	2020
NOx emissions (metric tons)	1,922	1,861	1,329
NOx intensity (metric tons/sq ft)	0.000450	0.000436	0.000333

GRI 306: Waste 2020		
306-1	Waste generation and significant waste	2022 ESG Report, Waste Management
306-2	Management of significant waste	2022 ESG Report, Waste Management
306-3	Waste generated	2022 ESG Report, Waste Management
306-4	Waste diverted from disposal	2022 ESG Report, Waste Management
306-5	Waste directed to disposal	2022 ESG Report, Waste Management
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	2022 ESG Report, Supplier ESG Standards and Compliance
308-2	Negative environmental impacts in the supply chain and actions taken	2022 ESG Report, Supplier ESG Standards and Compliance Based on responses to our supplier compliance assessment questionnaire, no suppliers were identified as having high environmental risk. No major instances of non-compliance were identified in 2022 as a result of on-site supplier audits. All minor non-conformances have been remediated.

GRI 401: Employment 2016

401-1   New employee hires and employee turnover

	All age groups	Under 30 years old	Between 30 and 50 years old	Over 50 years old
Terminations				
Female #	666	107	373	186
Female Rate	9.6%	12.7%	8.2%	12.3%
Male #	957	160	548	249
Male Rate	8.6%	13.7%	7.8%	8.5%
Others/Undisclosed	3	0	3	0
Others/Undisclosed Rate	25%	0%	33.3%	0%
Total Terminations #	1,626	267	924	435
Total Terminations Rate	9.0%	13.3%	8.0%	9.8%
Hires				
Female #	1,054	347	620	87
Female Rate	15.2%	41.2%	13.6%	5.8%
Male #	1,540	552	838	150
Male Rate	13.8%	47.3%	11.9%	5.1%
Others/Undisclosed #	5	2	3	0
Others/Undisclosed Rate	41.7%	66.7%	33.3%	0%
Total Hires #	**2,594**	**901**	**1,461**	**237**
Total Hires Rate	**14.4%**	**44.8%**	**12.6%**	**5.3%**
Total Employees				
Female # (as of FYE 2022)	6,915	842	4,560	1,513
Male # (as of FYE 2022)	11,152	1,167	7,049	2,936
Total Employees # (as of FYE 2022)	**18,079**	**2,012**	**11,618**	**4,449**

* Rate is based on related total global regular active headcount on Oct 31, 2022.   ** Agilent reports headcount, not FTE, so a part-time employee is counted as one.

401-2	Benefits provided to full-time employees	2022 ESG Report, Total Rewards
		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.
		Agilent aims to deliver a rewards portfolio that is competitive with life sciences, diagnostics and applied markets companies, representative of the diverse industries and markets within which Agilent operates.
		Our rewards are offered to eligible employees and comply with local legal requirements. Our Total Pay program includes base pay; variable pay, such as the One Agilent Bonus and Individual Performance Bonus; and sales incentive compensation.
		Pay is differentiated based on company and individual performance. Benefits such as health and welfare benefits, retirement plans, and time off provide a foundation to support employee well-being and financial security.
		Equity programs align employee and shareholder interests. Programs include an Employee Stock Purchase Plan and long-term incentives such as restricted stock units.
401-3	Parental leave	Agilent's U.S. parental leave policy covers all 6,517 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.
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	2022 ESG Report, Occupational Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	2022 ESG Report, Occupational Health and Safety

403-3	Occupational health services	2022 ESG Report, Occupational Health and Safety
		Agilent does not have workers with high incidence or high risk of work-related disease. Agilent provides several programs and educational opportunities aimed at managing serious diseases and medical situations for employees as well as family and community members.
		Agilent environmental, health and safety (EHS) standards maintain employee exposure levels for harmful agents in the workplace well below regulatory requirements. Agilent provides training to employees as a precautionary measure to prevent blood borne diseases.
		Agilent Workplace Services has both Emergency Action and Disaster Recovery Plans that address serious medical events or disease outbreaks (e.g., pandemic events).
403-4	Worker participation, consultation, and communication on occupational health and safety	2022 ESG Report, Occupational Health and Safety
403-5	Worker training on occupational health and safety	2022 ESG Report, Occupational Health and Safety
403-6	Promotion of worker health	2022 ESG Report, Occupational Health and Safety, Total Rewards
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	EHS Policy Supplier Code of Conduct Contract Requirements

403-8	Workers covered by an occupational health and safety management system		

Employees Covered by OHS Management System	2022
OHSMS	
Employees Covered #	13,764
Employees Covered %	54%
Internally Audited OHSMS	
Employees Covered #	8,894
Employees Covered %	35%
Externally Audited OHSMS	
Employees Covered #	4,870
Employees Covered %	19%

*Number and percentage of employees covered includes contingent workers.

403-9	Work-related injuries	2022 ESG Report, Occupational Health and Safety
403-10	Work-related ill health	2022 ESG Report, Occupational Health and Safety

Agilent provides several programs and educational opportunities aimed at managing serious diseases and medical situations for employees as well as family and community members. Agilent EHS standards maintain employee exposure levels for harmful agents in the workplace well below regulatory requirements. Agilent provides training to employees as a precautionary measure to prevent blood borne diseases. Agilent Workplace Services has both Emergency Action and Disaster Recovery Plans that address serious medical events or disease outbreaks (e.g., pandemic events).

GRI 404: Training and Education 2016

404-1	Average hours of training per year per employee	In 2022, approximately 99% of Agilent employees completed an average of 31 hours of training.
404-2	Programs for upgrading employee skills and transition assistance programs	2022 ESG Report, Talent Development
404-3	Percentage of employees receiving regular performance and career development reviews	100% of Agilent employees receive regular performance reviews.

GRI 405: Diversity and Equal Opportunity 2016

405-1   Diversity of governance bodies and employees   2022 ESG Report, Diversity and Inclusion, Corporate Governance

	GENDER		AGE		
	Male	Female	<30 yrs old	30-50 yrs old	>50 yrs old
All Employees	62%	38%	11%	62%	27%
Managers	68%	32%	1%	61%	38%

| 405-2 | Ratio of basic salary and remuneration of women to men | 2022 ESG Report, Diversity and Inclusion |

GRI 406: Non-discrimination 2016

406-1   Incidents of discrimination and corrective actions taken   Standards of Business Conduct, pages 7-8

We reported three 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   Human Rights and Labor Policy

CTISCA Statement

Agilent respects the rights of employees to organize in labor unions in accordance with local laws and established practice, if desired. There are no Agilent operations or geographic locations where worker's rights are at risk.

GRI 408: Child Labor 2016

408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights and Labor Policy CTISCA Statement Agilent is unaware of any operations or suppliers identified as having significant risk for incidents of child labor.

GRI 409: Forced or Compulsory Labor 2016

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2022 ESG Report, Supplier ESG Standards and Compliance CTISCA Statement Supplier Code of Conduct 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	Security personnel are offered Learning Management System online training upon new hire orientation. Compliance expectation is set at 100%. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security are 100%

GRI 413: Local Communities 2016

413-1	Operations with local community engagement, impact assessments, and development programs	2022 ESG Report, Engagement Through Giving and Volunteerism
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 2022, 17% of new suppliers were screened using sustainability criteria.
414-2	Negative social impacts in the supply chain and actions taken	Based on responses to our supplier compliance assessment questionnaire, 2 suppliers were identified as having the potential for high social risk. Agilent discontinued to work with those suppliers
GRI 415: Public Policy 2016		
415-1	Political contributions	Agilent's Political Contributions & Public Policy
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	2022 ESG Report, Product Quality and Safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Agilent did not receive any regulatory non-compliance notices for the reporting period.
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	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 and 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 conducted a voluntary recall on Anti-FITC-AP CISH Accessory Kit due to incorrect expiration date on labels. This recall impacted two customers and was classified as a Class III recall by the FDA. All actions have been completed to address the root cause of this issue and termination of the recall is underway with the FDA.
417-3	Incidents of non-compliance concerning marketing communications	Agilent had no incidents of marketing non-compliance during the reporting period.
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Agilent is unaware of any complaints regarding breaches of customer privacy or loss of data in the period. Agilent's Global Data Protection and Privacy Program includes data breach management policies and procedures to address the handling of breaches that involve unauthorized or unintended loss, change or transmission of personal data. These policies and procedures are scalable to respond to the rapidly changing regulatory environment across the globe.

Reporting Period

November 1, 2021 to October 31, 2022 unless otherwise noted. This aligns with Agilent's fiscal year (FY).

Scope and Boundaries

We report on our subsidiaries and affiliates where we have direct operational control unless otherwise noted. Approximately 80% of Agilent's site energy footprint is reported from the sites included in its annual analysis of energy use and carbon emissions.

See Agilent's annual environmental data assurance statement for the 2022 ESG report at
https://www.agilent.com/environment/Agilent_Assurance_Statement.pdf

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

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