

# 2022 Diversity & Inclusion report

Building diverse and inclusive teams that deliver exceptional results through allyship



# Our story



# One family, one team: One Agilent

Our success is anchored in our people and sustained by our core values.

At Agilent, we believe that building a diverse workforce and nurturing an inclusive environment are crucial elements of our success. We work hard to be a company where all employees feel good about the work they do and the people with whom they do it.

We are cultivating a One Agilent culture in which leaders at all levels demonstrate their commitment to D&I through their words and actions.

With that in mind, we are excited to share with you the progress we made toward our D&I initiatives in 2022, and also to highlight our incredible employees around the globe who make Agilent such a great place to work.

We hope this report inspires you and others to join us in our commitment to supporting a more diverse and inclusive world.



(COVER, FRONT ROW L-R) Kirthika Nagarajan, Priya Pattada, Vartika Garg;

(COVER, BACK ROW L-R) Yassine Aineb, Steve Moriarty, Jacob Mariante, Ashish Thapa Chhetri, Jeff Peng



# 2022 metrics

# 2022 metrics

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 supplemented our metric for women in leadership roles by adding a category for employees who are Black, Indigenous, and/or Women of Color (BIWOC). This gives us greater visibility to the intersection of gender and race/ethnicity, helping us better manage our pipeline development efforts.

We also strengthened our analytical abilities by upgrading from our traditional employee survey to the one administered by the Great Place to Work Institute. The new survey provides more detailed demographic data, as well as comparative data for other best-in-class organizations.

## Gender, race, and ethnicity

Agilent made incremental but important gains in 2022. We are working to improve upon these gains by focusing on early-career retention and development. Our Learning and Development team has redesigned leadership-training programs, launched mentoring and coaching platforms, and expanded training options to build inclusive-leadership traits.

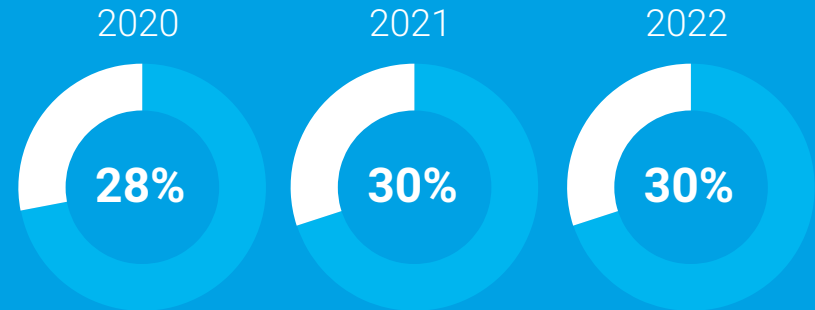
## Black, Indigenous, Women of Color

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

### Women in leadership

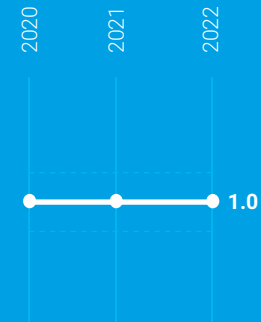
In the aggregate, Agilent's gender representation remains strong. We are committed to maintaining that rate of representation consistently at every level.

Due to the pandemic and other economic issues, more women than men have left management roles over the past several years. However, Agilent has maintained its representation levels at associate vice president and above.



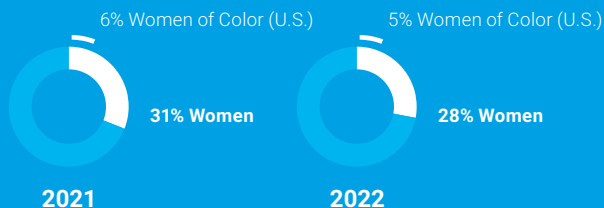
### Ratio of pay equity, by gender

We determine pay equity by gender by calculating 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.



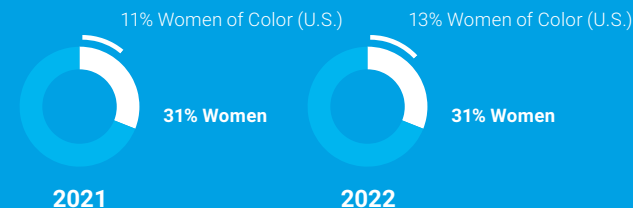
### Global gender, vice president

Goal: Improvement year over year



### Global gender, associate VP

Goal: Improvement year over year



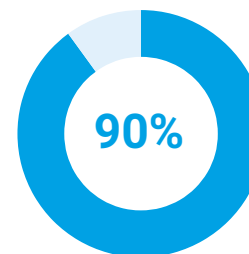
### Employee survey results

|  | White<br>(2,399) | Asian<br>(588) | Hispanic<br>(303) | Two or more races<br>(240) | Black<br>(208) | Native Hawaiian/<br>Pacific Islander<br>(20) | Native American/<br>Alaska Native<br>(14) | Male<br>(7,766) | Female<br>(5,007) |
|--|------------------|----------------|-------------------|----------------------------|----------------|--|---|-----------------|-------------------|
| 'People here are treated fairly regardless of their <i>age</i> .'                | 91%              | 91%            | 88%               | 82%                        | 78%            | 90%  | 93%                                       | 91%             | 90%               |
| 'People here are treated fairly regardless of their <i>race</i> .'               | 96%              | 91%            | 91%               | 86%                        | 73%            | 95%  | 86%                                       | 95%             | 95%               |
| 'People here are treated fairly regardless of their <i>gender</i> .'             | 91%              | 92%            | 89%               | 82%                        | 78%            | 95%  | 79%                                       | 95%             | 91%               |
| 'People here are treated fairly regardless of their <i>sexual orientation</i> .' | 96%              | 95%            | 93%               | 91%                        | 84%            | 100%   | 79%                                       | 96%             | 96%               |
| 'If I am unfairly treated, I believe I'll be given a fair shake if I appeal.'    | 79%              | 79%            | 78%               | 66%                        | 72%            | 74%  | 69%                                       | 83%             | 81%               |

For years, Agilent administered an all-employee survey that measured whether we had the right strategy, right environment, and right team to achieve great results. In 2022 we upgraded our survey to strengthen our focus on employee engagement and the employee experience. The new survey also provides comparative data that allows us to better understand our results compared to other businesses in life sciences and technology.

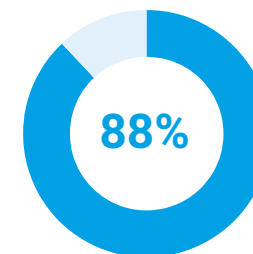
Our survey also includes five questions that comprise what we call our diversity index. We aim for scores of at least 80% on each question, across all demographics, locations, businesses, and functions.

'I would recommend Agilent as a great place to work'



FY21 all-employee survey

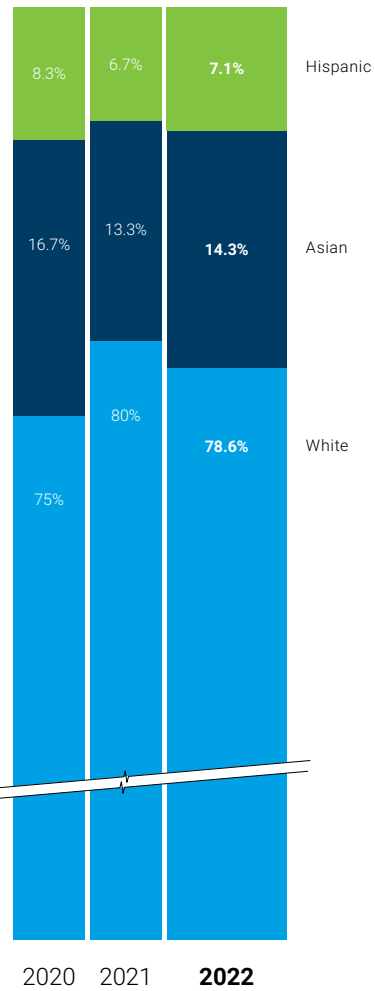
'I would say Agilent is a great place to work.'



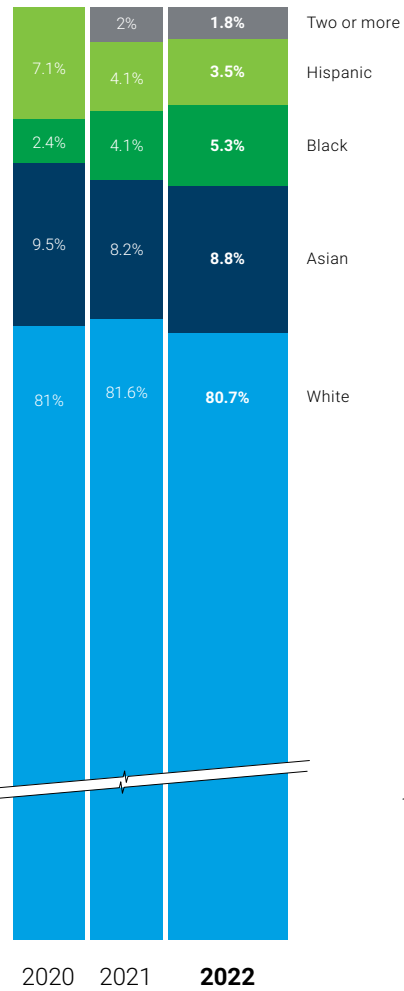
FY22 Great Place to Work survey

# U.S. leadership representation

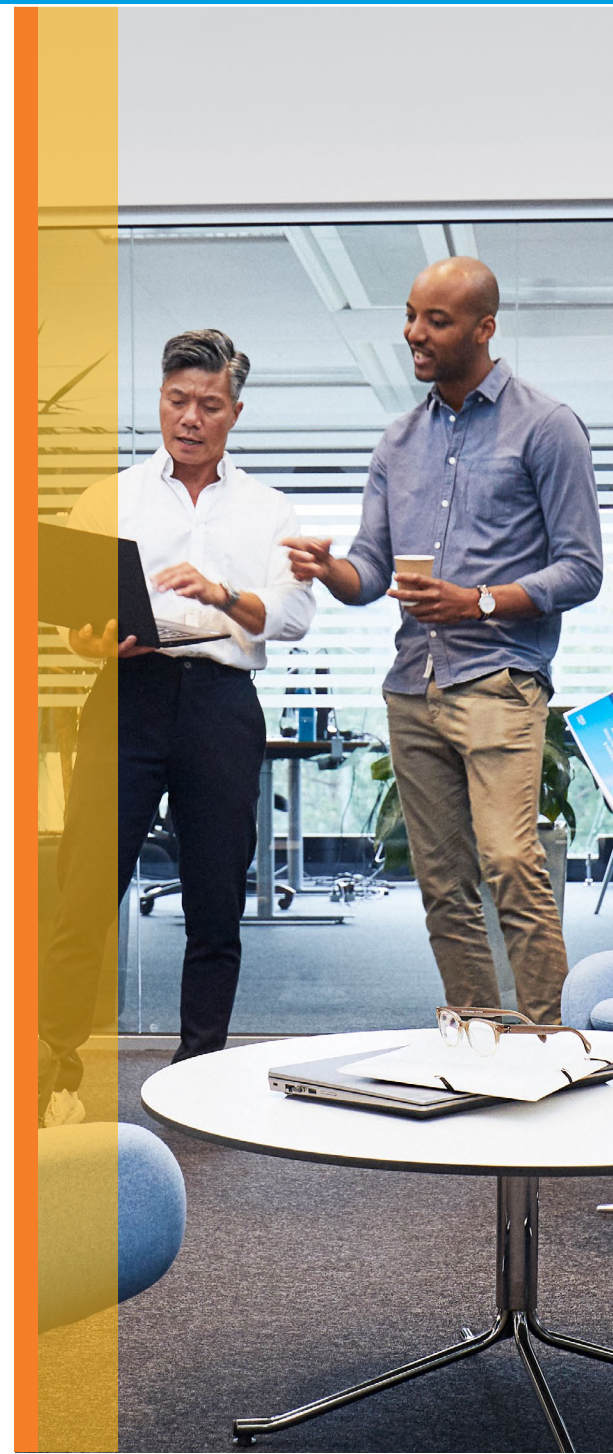
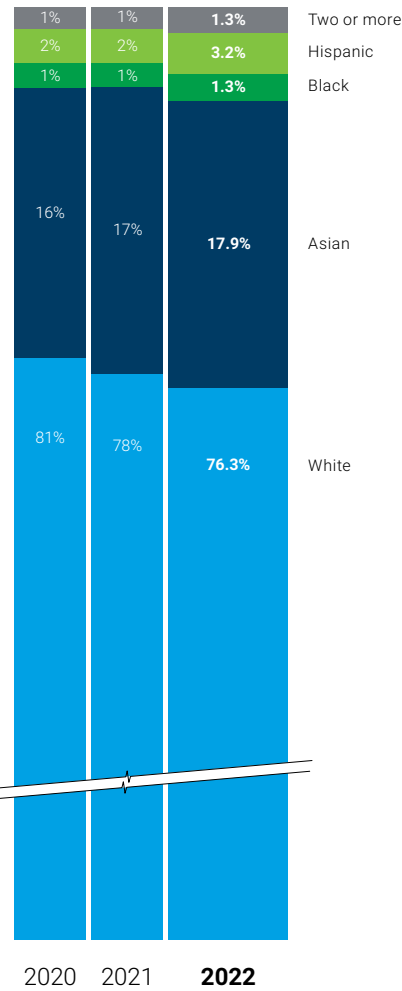
CEO staff & officers



Vice presidents

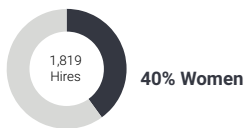


Associate vice presidents

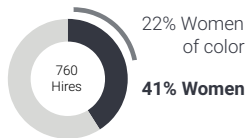


# Recruiting and development

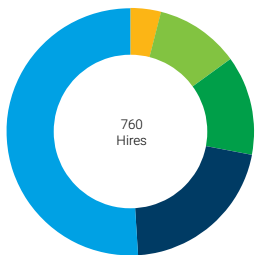
## Gender hiring (global)



## Gender hiring (U.S.)



## Diversity hiring (U.S.)



- 3% Native American/Pacific Islander
- 11% Hispanic
- 13% Black
- 21% Asian
- 51% White

One of Agilent’s most beloved leaders is Dr. Darlene Solomon, our chief technology officer for 17 years. In addition to being an influential driver of innovation at Agilent, she is impassioned about empowering employees at all levels.



For example, she organized our first Technical Women’s Conference; she is an executive sponsor for the Society for Women Engineers; and she works closely with universities to promote STEM education.

“I’ve done my best to provide a work environment that’s authentic to our values – especially trust, respect, teamwork, and innovation,” she said. She certainly has – and Agilent employees aren’t the only beneficiaries. In 2022 we worked with FeMS (Females in Mass Spectrometry) to create the Darlene Solomon Award, which recognizes early-career female scientists around the world.

More recently, Agilent celebrated Darlene’s 39-year career by naming one of our conference rooms for her, a rare honor for an employee. Now her name joins such luminaries as Rosalind Franklin, Alan Turing, and Marie Curie.

As CEO Mike McMullen told Darlene, “If there’s anybody who deserves this type of lasting recognition as the spiritual innovation leader of Agilent, it’s you. Your track record, your legacy, will be unmatched.”



*“I am blessed to have colleagues, mentors, and allies who have guided my path as a leader in Agilent. My mentors have directed me toward development opportunities that I would not have known about otherwise, and they check in with me frequently to see how they can continue to support my career growth. Their constant support gives me confidence and strength as I continue forward.”*

**Yan Kah Leng**  
Country sales manager  
Malaysia





# 2022 accomplishments

# 2022 accomplishments



Certified as a Great Place to Work in 21 countries/territories



Named a Fourth Industrial Revolution Leader



Ranked among the Best Workplaces in Health Care



Named to 'World's Top Female-Friendly Companies' list



Recognized as one of the 100 best ESG companies in 2022



2022 Sustainability Award



'Top Project' award for reducing waste



**Dominique Grau**

Senior vice president, Human Resources and Global Communications

*"Agilent has always been steadfast in driving diversity across all dimensions of identity. We work hard to build a culture where inclusion, connection, and belonging are core to who we are, what we are, and how we do business."*



(L-R): Lynn Metrulas, Lauren Duffey, Dominique Grau, Jenipher Dalton, Sam Raha, Rick Burdsall

## Recruiting and development

Diversity recruiting is a major point of emphasis at Agilent. We provide significant training and resources for our hiring managers around the world.

Our strategy begins with training our managers and recruiters to write inclusive job descriptions that attract a wider range of qualified candidates. We also use technology to review our job descriptions to ensure they attract diverse applicants.

Next, we teach managers how to create structured interviews and diverse interview panels. We also train them on how to build and manage diverse teams.

Along the way, our internal recruiting teams and partners guide our managers through every step of the recruiting process.

We continuously evaluate our sourcing channels to ensure we are attracting a significantly diverse pool of candidates. These channels include career fairs (both in-person and virtual), partnering with diversity-focused organizations, and posting jobs on websites and job boards that cater to diverse audiences.

### Erica Wright

Vice president, HR Global Talent



Diversity recruitment plays an important role in promoting a diverse and inclusive workplace.

Agilent's success in diversity recruitment is rooted in our unwavering commitment to diversity and inclusion.

We prioritize this through comprehensive training for managers and recruiters, equipping them with the skills to embrace D&I principles in their recruitment practices and ensuring an inclusive recruitment process for all.

Our employee-network groups also play a pivotal role in fostering an inclusive workplace. The Agilent Diversity Office actively supports our ENGs, enlisting them as trusted partners in our recruitment efforts.

By always keeping diversity at the forefront, we have cultivated a diverse talent pool that drives innovation and fuels our overall success.

### Jyoti Khanna

Talent acquisition leader, India



*"Born and raised in Sénégal, West Africa, I could not find a better mentor than Sonu. We have so much in common, being immigrants in the U.S. and sharing a perspective on allyship. During monthly meetings, we worked on projects and shared knowledges in our respective fields. The most insightful aspect of this mentorship relation was learning each other's backgrounds and what we value in our respective cultures. I am delighted to consider Sonu an ally!"*

### Ibrahima Gueye

Global business process analyst  
U.S.



*"I first met Ibrahima when he was hired for his new role. We used to have regular meetings where I helped him in his professional development – but over time I realized he was helping me see the organization from a different perspective. Over time our conversations evolved to learning more about each other's backgrounds, culture, and festivals – Diwali for me and Eid for Ibrahima. Stronger together, I am very fortunate to call Ibrahima my ally!"*

### Sonu Kaul

Product manager  
U.S.



**Patrice Jimerson**

Associate VP,  
Diversity and  
Inclusion

**Allyship** is about speaking up for other people— but even more important, it is about **making space for people to speak for themselves.**

At Agilent, allyship involves actively listening to and learning from those who have different experiences and perspectives. It is an ongoing process that requires reflection, education, and a willingness to challenge our biases and assumptions.

Because allyship involves a deep level of empathy and action, we have invested substantially to strengthen those skills in our leaders and employees. Our newest learning path helps managers and employees become more aware of their belief systems while also teaching them about microaggressions, how to mitigate bias, and how to demonstrate behaviors that more effectively advocate for others.

This report documents our commitment to allyship, and highlights the power of collective support in fostering an inclusive and equitable workplace for all.

## Encouraging allyship at all levels

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

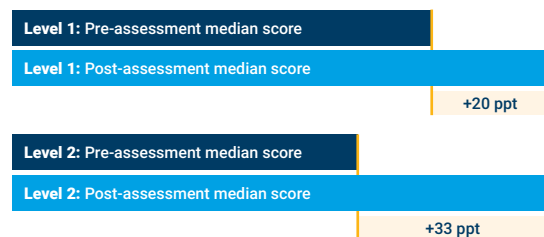
In 2022 our Diversity Office curated a learning path called **Allyship in Action** to help managers understand what allyship means and how to leverage it in transformational ways. Completed in cohorts of 3-5 people, it included activities and discussions that encouraged meaningful self-reflection.

For example, in a discussion on privilege, managers were asked to think about advantages they may have had that others do not, and to consider how to use those advantages to elevate others. Many participants were surprised to realize that opportunities they had always taken for granted were highly coveted by others who may not have had the same access.

We piloted the program with 100+ leaders and employees. We are continuing to roll it out more broadly in 2023.

As one employee told us, “What a valuable learning experience – **I always thought I knew what allyship was until I took the training.**”

The chart below shows the scores for the two levels piloted in 2022. The results indicate a significant increase in understanding allyship.



Level 1 covers the basic terminology and concepts related to allyship.

Level 2 covers the specific skills and behaviors related to effective allyship.



*“Earlier in my career I felt that as a woman, few gave me the opportunity to demonstrate my potential. Today things have changed for the better. However, I don’t want the new generation of employees to go through what I did: I want everyone to feel heard, seen, and accepted.*

*Agilent helps make this possible through Women@ Agilent, La Chispa, and other ENGs. I’m proud to be part of a company that’s working toward a better world!”*

**Sandy Pérez Celis**

Inside-sales  
account manager  
Mexico



## Agilent Foundation

The Agilent Foundation, our independent philanthropic arm, has a twofold mission: to support STEM education, particularly for students from underrepresented communities, and to support environmental sustainability.

The Foundation advances these missions through grants, employee philanthropy, and donation matching.

**Grants:** In 2022, we gave \$526,000 in grants, including:

- **\$150,000** to support Indigenous students in STEM at the University of Melbourne in Australia
- **\$100,000** to fund female researchers at Institut des Hautes Études Scientifiques, a math research institute in Paris
- A pledge of **\$1 million** to Delaware State University, a historically Black college/university (HBCU). (Note: The pledge will be funded in 2023.)

**Employee philanthropy:** The Foundation partnered with our seven employee-network groups to promote giving and volunteering campaigns.

Our ENGs supported women and Black students in STEM, raised funds for reproductive and LGBTQIA+ rights, and more. Thanks to their efforts, Agilent's donations to civil rights-related causes in 2022 were triple what they were in 2021.

**Donation matching:** We expanded our donation platform from two countries (the U.S. and Canada) to 25. We also offered more volunteer and giving opportunities that appealed to donors from underrepresented communities. These efforts raised participation rates for Black employees by 1,400%, and for Hispanic employees by 800%.

Overall, the number of employees who volunteered or donated money in 2022 increased to 35%, up from 6% the previous year. Donations and Foundation matches totaled **\$3.9 million**, nearly twice the \$2.2 million we donated in 2021.

Here are some other highlights:

- The Agilent team gave generously to support Ukraine relief efforts. We raised over **\$530,000** in employee and matching donations, and we also donated **\$100,000** to the International Rescue Committee.
- Eligible employees receive six days of paid volunteer time off per year to perform community service during the workday. In 2022, our employees used VTO to donate blood, deliver food to unhoused people, clean up beaches, and build homes for low-income families.
- For volunteer work done on their own time, employees receive a credit of \$25 per hour, which can be donated to a charity of their choice. Employees reported over 16,000 volunteer hours in 2022 and donated over \$250,000 in credits.



*"As a white male manager in the U.S., allyship to me means understanding that my privilege is not shared by all and can subject me to blind spots. Our employee-network groups have helped me learn more about what I can improve upon to build a stronger team. For instance, I have learned to select diverse interview panels, helping me to minimize bias so I can purely focus on finding the best fit for the team."*

### Matt Dello Buono

Inside-sales manager  
U.S.



*"I grew up in Brazil, the daughter of an Italian mother and Japanese father. My husband is from Bosnia and Herzegovina, and we live in Barcelona. Growing up in such a diverse environment taught me to be flexible, respectful, and honest. That's why I'm so proud to work here. At Agilent, people from many cultural backgrounds work together and understand and respect each other. We celebrate our diversity in every meeting, every call, every talk. Agilent truly is a great place to work."*

### Mirna Della

Business data steward  
Spain

## Agilent's partnership with Delaware State University

The Agilent Foundation's most significant partnership of 2022 was with Delaware State University, an HBCU near our site in Little Falls.

The Foundation donated \$1 million to DSU to help fund a scholarship program for 21 students pursuing STEM degrees. We also equipped the school's labs with Agilent instruments, and launched an internship program for STEM students.

The goal of our investment is to encourage more Black students to pursue careers in STEM, and also to provide them with mentorship from Agilent's scientist and engineers.

Here's what DSU officials, a student, and an Agilent employee had to say about the impact Agilent's donation will have.

*"Great companies like Agilent understand the work we are doing, and are connecting with our system for the long term. Our partnership with Agilent is about making the HBCU difference today, tomorrow, and for generations to come."*

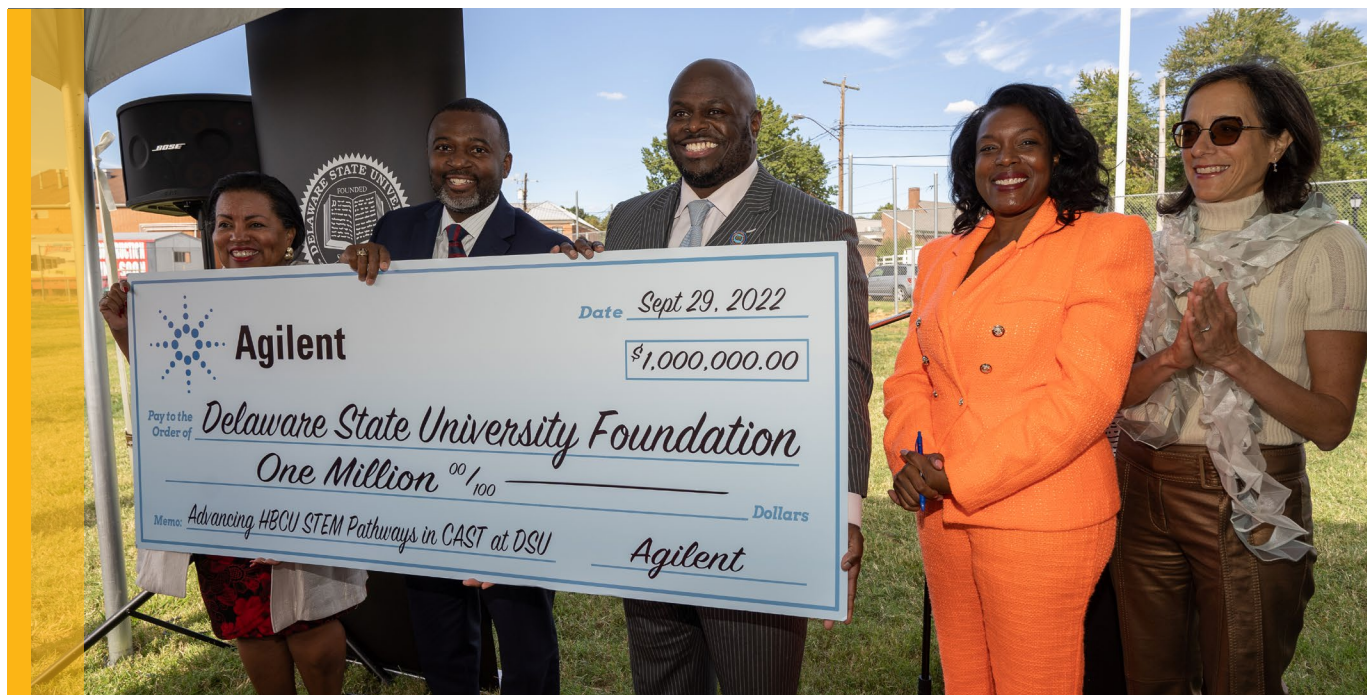
**Dr. Tony Allen**, DSU president

*"I got teary-eyed. Now our students will be trained on state-of-the-art equipment. The impact on first-generation students will be incredible."*

**Dr. Cherese Winstead**, dean of DSU's College of Agriculture, Science, and Technology

*"Seeing a Black man like Greg [MacKenney] as a representation of what people like us can do — really succeed in this field — that's important, because you don't see that too often. I'm a kid from Maryland. I'm just glad I have somebody supporting me, somebody in my corner."*

**Jalen Saunders**, a rising junior and our first Agilent Scholar



(TOP, L-R): Devona Williams (DSU), Greg MacKenney (Agilent), Tony Allen (DSU), Cherese Winstead (DSU), Sally Frank (Agilent)

*"This donation will help ensure this historically underinvested and underrepresented community is getting the resources it needs to have an even greater impact."*

— **Greg MacKenney**  
Agilent vice president,  
Instrument-supply business



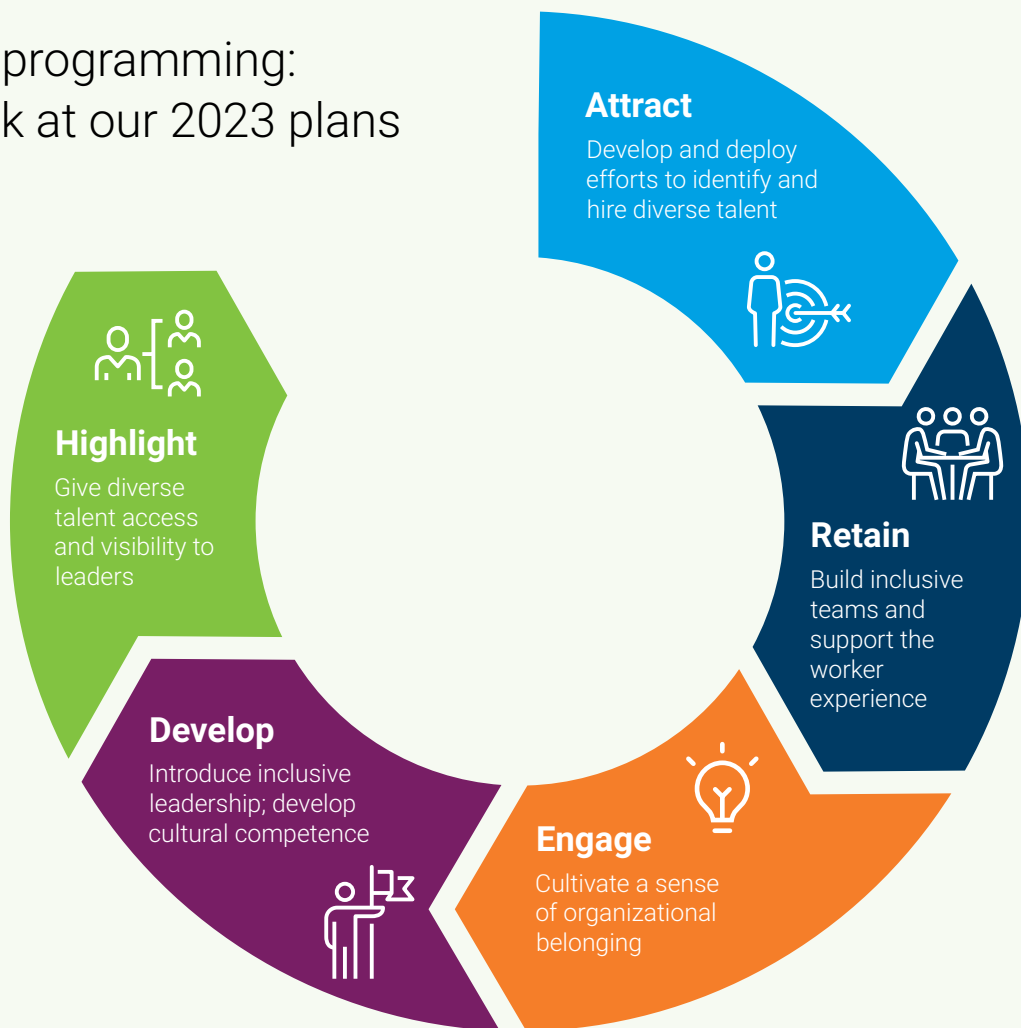
(BOTTOM, L-R): Patrice Jimerson (Agilent), Layle Barbacci (Agilent), Greg MacKenney (Agilent), Jalen Saunders (DSU), Shanah Roberts (DSU)

# Looking forward



# Looking forward: Our five key elements

New programming:  
A look at our 2023 plans



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

**Building inclusive leadership with Level Up**

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

With Level Up, we have curated a learning path that is self-driven and easy to incorporate. We are starting with 2,000+ leaders and will eventually roll out the program across the organization.

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

**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. We are ensuring that our HR team and 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 make sure that any employees who choose 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 that addresses questions around pronouns and other inclusive language.





*"As a Southeast Asian, I have experienced different cultures throughout my life. In my career I have not always had the inclusion and respect of my voice. At Agilent I am included, my voice is empowered, and I am respected by my colleagues. Agilent has a diverse, respectful, environment that encourages allyship. I feel inspired to bring my authentic self to work, as I know Agilent provides equal opportunities to all."*

**Fei Chuin Taylor-Lew**

Sales manager  
Singapore



*"In Brazil, discussing race is not always easy. So speaking up and occupying a position of social minority come with a lot of challenges. And that's when allyship shows its importance. For me, allyship is synonymous with ownership. Issues of diversity concern all of society, so when we all take ownership, it makes it so much easier to spread the message in a more impactful way."*

**Luana Siqueira**

Implementation specialist  
Brazil



*"When I joined our finance team, our work areas were so diverse that it was hard to find common work-related points for discussion. But our management team strengthened our team culture through meetings, icebreakers, brainstorming sessions, and daily connect meetings during Covid. Now we are so well-connected that we all contribute as equals. Being in the office with such a team feels like a daily celebration!"*

**Shipra Bhalla**

Corporate finance  
India



*"I joined one year ago, and I am grateful for the allyship from colleagues who helped me integrate quickly into the team and learn our businesses and company processes.*

*I give special mention to Women@Agilent Global Community and API, two ENG's that made me feel welcomed, supported, and understood.*

*At Agilent, there are lots of teams that support you, no matter your location, organization, gender, or race – that's Allyship @Agilent."*

**Tiffany Kang**

Strategic Program Office  
China

*"Being in the office with such a team feels like a daily celebration!"*

– Shipra Bhalla



Nida Dehari



# Beyond the numbers



# Beyond the numbers

Employee-network groups are an important – and growing – part of the Agilent culture.

Our employees launched two employee-network groups 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.

These groups bring together employees who share a common dimension of identity. Run by employees with support from our CEO staff, ENGs serve their members and allies through career panels, networking events, executive lectures, and opportunities for professional development.

They also provide valuable emotional support. For example, after the racially motivated shooting in Buffalo, N.Y., 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.

Here are a few highlights from our vibrant ENGs.



*"In 2015 I adopted my daughter, Agatha, who was 9 months old. As she is Black, this made me even more aware of the issue of racism.*

*I am proud to be a leader in CoBE in Brazil, where I have a renewed sense of urgency to have an impact on not just our culture and on Agilent's colleagues, but the entire company that I can. I would like to uplift the Black voice!"*

**Leandro Loureiro**

Account manager  
Brazil

(TOP, L-R): Beth Erickson, Giovanna Morandi, Sharon Basil;  
(MIDDLE, L-R): Guillermo Gualino, Lolita Figueroa; (BOTTOM): Vanessa Hsieh.



## Supporting Hispanic/Latino employees and allies

La Chispa, which means “the spark” in Spanish, is named for Agilent’s spark logo. La Chispa launched in 2022 as a community for Hispanic and Latino employees.

In its first year, the group organized networking events that highlighted members’ unique cultures and stories. For example, one employee shared how a fellow Mexican-American agreed to mentor her, inspiring her in turn to mentor the next generation of Hispanic professionals.

The group also featured a presentation by Dr. Lydia Villa-Komaroff, a renowned molecular biologist and one of the first Hispanic women in STEM research. She discussed how her career was affected by implicit bias, and she shared advice on how we can overcome it in our own lives.



## For Asian Pacific Islander employees and allies

API formed in late 2022 to offer Asian and Pacific Islander employees a safe space to offer support and share their concerns after an increase in anti-Asian violence across the U.S.

As part of its inaugural event, members shared stories about navigating cultural differences in the workplace. One speaker recalled how moving to a different country made him realize the value of cultural exchange, and another talked about how learning a new style of communication improved both his confidence and his research.



## Representing Black employees and allies

CoBE entered its second year with the goal of fostering allyship and increasing representation for Black employees at Agilent.

The group opened a Brazil chapter in 2022, welcoming 11 employees into the group.

CoBE facilitated several philanthropic events, including the #HBCUProud campaign that raised over \$47,000 in support of HBCUs. Members also collected almost 900 winter coats and other clothing as part of a charity clothing drive.

CoBE hosted career-development forums and a podcast series featuring Black leadership. One of its most notable events was a webcast with Amber Cabral, the author of “Allies and Advocates,” who discussed how allies can use their privilege to meaningfully support their Black colleagues.



## A safe space for LGBTQIA+ employees and allies

Rainbow Spark continued its efforts to increase visibility for LGBTQIA+\* employees and help Agilent show public support for the community.

Rainbow Spark led Agilent’s debut at Pride celebrations in California and Spain, where we sponsored booths and gathered in support of LGBTQIA+ colleagues and community.

Other activities included panel discussions with transgender employees and a video montage celebrating the coming-out stories of queer employees, including some executives. Rainbow Spark also led our initiative to fly Pride flags at Agilent sites around the world during Pride month.

\* LGBTQIA+: Lesbian, gay, bisexual, transgender, queer/questioning, intersex, asexual, plus other members of the community.



## Bringing together Agilent veterans and allies

Veterans@Agilent offers a supportive environment for U.S. military veterans to find career-development opportunities, and brings awareness to veteran-specific issues.

The group has helped us create veteran-specific recruitment opportunities and highlight the skills and value that veterans can offer. In 2022, Veterans@Agilent teamed up with RallyPoint, a social-media platform that helps companies connect with the veteran community in the U.S.

Veterans@Agilent also partnered with Blue Star Families and similar organizations to sponsor civic events that bring awareness to the challenges that military families face.



## A community for Agilent women and allies

Women@Agilent is a community for professional women to network and collaborate. It also focuses on diversifying Agilent's recruiting pool to attract top female talent, and supporting girls as they prepare for the STEM careers.

In 2022, Women@Agilent added chapters in Delaware and our order-fulfillment business, for a total of 16 chapters and 3,500+ Agilent members worldwide.

Several chapters organized philanthropic events. For example, members of Women@Agilent Italy volunteered for a food drive, sorted through clothing donations, and served hot meals to over 1,000 people at a shelter for unhoused people.



## Agilent's chapter of the Society of Women Engineers

The Agilent chapter of this national organization is a community where women in tech can network, collaborate, and develop their leadership skills. SWE has over 200 Agilent members across nine sites.

SWE hosts a quarterly book club where employees discuss books such as "How Remarkable Women Lead," by Joanna Barsh and "The Power of a Positive No," by William Ury.

In 2022, about 30 members attended the national Society of Women Engineers conference in Houston, where they participated in workshops on leadership and engineering, and networked with thousands of other women in the industry.



*"We all know that diversity and inclusion lie at the heart of a successful company. Being a part of Agilent's D&I committee gives me a sense of belonging that I have never felt elsewhere. Being heard, seen, and respected as a gay man in a multinational organization reinforces that my personal values are intimately connected to Agilent's values. That's why I work so hard as an LGBTQIA+ leader in Brazil to educate our organization and reinforce our inclusive environment."*

### **Miro Batista**

Business process engineer  
Brazil



*"As a woman and an Asian, I am excited to have embarked on Agilent's Ally'ship'. I'm now part of an adventurous community that fosters goodwill and brings great science to life. I am part of Women@Agilent and our Asian Pacific Islander employee-network groups. Not only have I increased my network, but I am also learning how to give back to my colleagues. In addition, I am learning about different cultures while also advancing inclusion – a real win-win experience."*

**Geraldine Haner-Nelms**

Senior sales manager  
U.S.



*"My internship period ended during the coronavirus outbreak. Because of shutdowns and global uncertainties, together with having non-EU citizenship and requiring work-permit sponsorship, I had almost no expectations that I would get a full-time offer. Happily, I was wrong. My manager could have given up on me. Instead, she fought on my behalf so that I wouldn't be disadvantaged due to my nationality. I will always be grateful for her allyship."*

**Dea Suluashvili**

Compliance specialist  
Spain



*"I'm a core member of our Asian Pacific Islander group and I can honestly say I found my allies! I had the honor of talking about my native Philippine traditions at our inaugural event on cultural fluency and awareness. Having come from a culture where self-promotion is nonexistent, it was refreshing to talk about my heritage with pride. This group made me realize that I should celebrate my uniqueness instead!"*

**Lorna De Leoz**

Global food  
segment manager  
U.S.



*"To me, allyship means being authentic: communicating openly and honestly and being mindful of cultural and individual differences. It means listening actively and showing empathy. It means fostering open and respectful communication and learning about different cultures and their unique contributions. And it means being open and honest about my cultural background without imposing my cultural beliefs on others."*

**Radhey Shyam**

Application engineer  
India

*"To me, allyship means being authentic: communicating openly and honestly and being mindful of cultural and individual differences."*

– Radhey Shyam



Anjana Devi



# One Agilent

# Letter from the president

Celebrating the power of allyship and teamwork



At Agilent, our people are our strength. We know that we are more creative when we have diversity of perspectives; we are more engaged when we bring diversity of experience; and we are more innovative when we encourage diversity of thought.

As we shared in this report, we are committed to building a culture of allyship that supports a sustained and intentional D&I strategy.

The strategy that we outlined over the past three years continues to bear fruit. We continue to strengthen our internal pipeline of diverse candidates, we are improving how we recruit talent, and we continue to support, with money and time, charities and other causes that are aligned with our own commitment to equity and equality.

While these efforts were also led by Agilent's Diversity Office, our successes were driven by leaders who continue to demonstrate allyship and advocacy. Together we're building a diverse, dynamic workforce and a culture of belonging.

As we move forward, we will continue to evolve our networking, mentoring, and performance-evaluation practices as needed to ensure that employees always feel engaged and connected.

We will also continue to invest in our employee-network groups. Our five established ENGs and our two new ones have been valuable partners in our success, and my staff and I are committed to providing them with active and intentional support.

We remain proud of how far the One Agilent team has advanced along our D&I journey in 2022. We will build on this foundation as we continue to deliver on our mission of advancing the quality of life. That is why, as the Agilent team has heard me say many times, the best is yet to come.

**Mike McMullen**

President and chief executive officer,  
Agilent Technologies Inc.

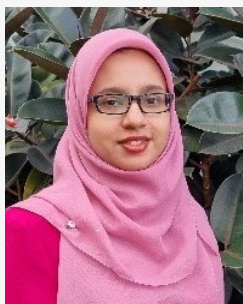




*"I am originally from Mexico, but I've been living in the U.S. for the past 15 years. My dual citizenship has taught me to recognize that every culture/individual has their own way of tackling issues. At Agilent, I'm fortunate to work with a global team that exposes me to different cultures and ways of thinking. I'm proud to be a member of a company that appreciates and celebrate our many cultures."*

**Luis Serrano**

Strategic program manager  
U.S.



*"Agilent is a fantastic workplace with a multicultural environment. Our lab has eight employees from four cultures, and we often share opinions or suggestions for development. I find it meaningful to talk to co-workers from different cultures because everyone thinks and judges the world in their own unique way. This allows us to think more creatively, learn from each other, and grow as a professional team."*

**Azlinah Mohd Sulaiman**

Biochemist  
Malaysia



*"I helped launch CoBE Brazil with the help of the CoBE leadership team. It is so rewarding to join with people with whom we share our time and tasks, and have a safe and comfortable space to open up and share our culture, feelings, and background. To allow yourself to be your true self, without worrying of judgments, is beautiful and healthy. I'm very glad to help my colleagues to experience this in their workplace!"*

**Daniel de Souza**

Inside-sales intern  
Brazil



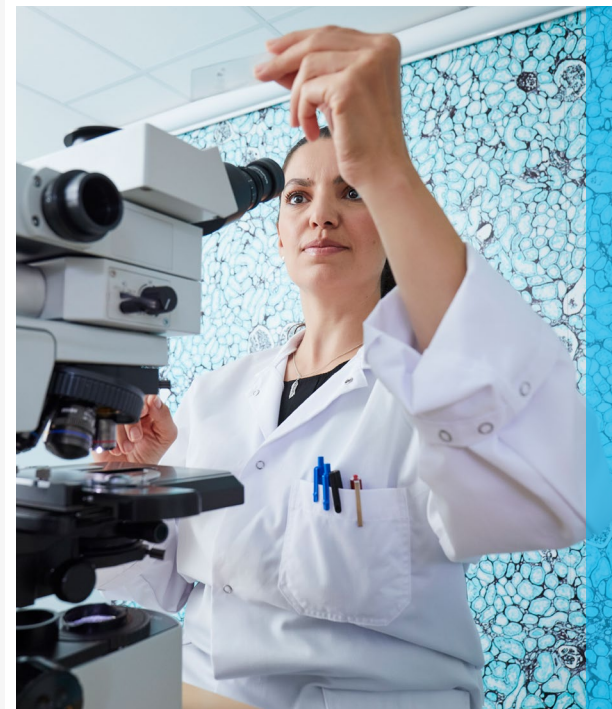
*"My team is diverse in many ways. We celebrate by sharing stories about our cultures, learning about different festivals, and sharing photos of family, food, and places. We feel comfortable asking questions, sharing opinions, and seeking feedback. This has created a fulfilling environment where each of us feels supported and valued."*

**Garima Arora**

Quality and control manager  
Australia

*"I'm proud to be member of a company that appreciates and celebrate our many cultures."*

– Luis Serrano



Bahareh Yardid



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Published August 9, 2023