

**AZENTA**  
LIFE SCIENCES

# 2022 ESG REPORT



**ENVIRONMENTAL**



**SOCIAL**



**GOVERNANCE**



# TABLE OF CONTENTS

- Message From our CEO ..... 2
- Corporate Overview ..... 4
- Our Core Values ..... 8
- Our Approach to ESG ..... 10
- Strategic Priorities ..... 11
- ESG Governance ..... 12
- Stakeholder Engagement ..... 13
- About This Report ..... 14
  
- ENVIRONMENTAL PROTECTION ..... 16**
  - Carbon Footprint of our Operations, Products, and Services ..... 17
  - Environmental Management & Climate Risk ..... 20
  - Resource and Waste Management ..... 21
  - Sustainable Innovation ..... 22
  
- SOCIAL IMPACT ..... 24**
  - Community Vitality & STEM Education ..... 26
  - Equitable Health Outcomes ..... 27
  - Diversity, Equity, and Inclusion (“DE&I”) ..... 28
  - Employee Health, Safety, and Well-being ..... 31
  - Talent Attraction and Retention ..... 34
  - Workforce Learning and Development ..... 36
  
- RESPONSIBLE OPERATIONS ..... 38**
  - Corporate Governance ..... 40
  - Enterprise Risk Management (ERM) ..... 41
  - Security, Cybersecurity, and Data Privacy ..... 42
  - Ethics, Risk, and Compliance ..... 43
  - Product Safety & Quality ..... 44
  - Quality Management ..... 45
  - Responsible Supply Chain ..... 46
  
- ESG SPOTLIGHT ON B MEDICAL AND BARKEY ..... 48**
  
- APPENDIX - SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX ..... 52**

# MESSAGE FROM OUR CEO

I am pleased to present Azenta's 2022 Environmental, Social, and Governance ("ESG") Report. We accomplished a great deal in 2022 as we successfully completed the transition from Brooks Automation to Azenta Life Sciences ("Azenta" or the "Company"), a standalone life sciences company. We continued to drive top line growth in a market environment that is still navigating a post-pandemic world. We also continued to execute on broadening our portfolio of world-class capabilities through internal development. In addition, we added Barkey and B Medical to Azenta. Both companies extend our critical products and services offerings to new markets and new customers, and further enhance our mission and purpose, which will be further highlighted in this report.

In line with our purpose to "enable life sciences companies to bring impactful breakthrough therapies to market faster," we take our responsibility to society seriously. We are committed to taking action on the issues that matter most to our business and stakeholders. At Azenta, we approach ESG issues in a holistic manner, integrating socially responsible and sustainable practices into all aspects of our business.

To better understand the issues and opportunities that are critical to the long-term sustainability of our business, we conducted our first materiality assessment in 2022 to identify the environmental, social, and governance issues that are most relevant to our Company and our stakeholders. The outcomes from this assessment inform our corporate responsibility strategy, commitments, and goals. We are taking steps

to increase transparency in managing and reporting on these issues, and they will be reflected in this and future reports.

Our approach to ESG is based on our Core Values and focuses on three main pillars:

- Environmental protection
- Social impact
- Responsible operations

By prioritizing these areas, we believe we can have the most significant impact. We will continue to exercise our Core Values not only by saying who we are but by living those values and, in doing so, defining the culture of Azenta.

Our commitment to environmental protection extends to conducting our business in an environmentally responsible manner. We are making progress in this area by targeting the reduction of energy use in our facilities, developing more sustainable products, and supporting our customers in achieving their own environmental goals.

Our focus on social impact involves creating an inclusive, engaging, and rewarding work environment, including supporting our employees and their families and promoting the well-being of our local communities. Throughout our transformative year, our teams have remained flexible and are working together to make tangible progress in key areas while also prioritizing diversity and inclusion in the workplace. Our culture values the unique backgrounds and perspectives of our employees, and we strive to inspire them to do their best work. We actively listen to and act on our employees' feedback to continually improve our culture and work environment.

## Operating with ethics and integrity while prioritizing our responsibility to make the world a better place benefits us and allows us to be better partners to all our stakeholders

Operating with ethics and integrity while prioritizing our responsibility to make the world a better place benefits us and allows us to be better partners to all our stakeholders. In 2022, Azenta formed a new dedicated ESG Committee of our Board of Directors, formalizing Azenta's ongoing commitment to the oversight of our ESG practices. We believe in transparency, and we are developing various external disclosures, including this report, to provide clear and frequent information regarding our ESG performance.

Today's challenges are complex and offer companies like Azenta the opportunity to make a positive impact on our shared future. I want to express my gratitude to the more than 3,500

Azenta employees worldwide, whose passion drives our success as a responsible corporate citizen. Additionally, the Azenta team thanks our stakeholders and the communities in which we serve for their support and inspiration to continue striving for excellence.

While we are proud of the progress we have made towards our ESG goals and aspirations, we also recognize that we still have some work to do. Our path forward as Azenta presents a world of opportunity to grow as a company and advance our impact. We are excited for what the future holds as we continue to enhance and expand key initiatives. Above all, our commitment to being a responsible corporate citizen has been a hallmark of our Company and will continue to be critical to our continued success. I am very excited and optimistic about the future of Azenta.



Steve Schwartz  
President & CEO

# CORPORATE OVERVIEW

On February 1, 2022, Azenta completed the sale of its Semiconductor Solutions Group business, or “automation business.” With the execution of the sale, Azenta’s business and operations became focused exclusively on the life sciences industry. We relaunched our Company as Azenta Life Sciences, a life sciences company dedicated to supporting research with industry leading scientists, engineers, and project managers focused on helping our customers bring impactful breakthroughs and therapies to market – faster.

We have over 40 facilities across eight countries, and with the recent addition of Barkey Holding GmbH (“Barkey”) and B Medical Systems Sarl (“B Medical”) to our Azenta family, we are better positioned than ever to provide best-in-class support for our customers.

Azenta is a leading provider of life science sample-based solutions worldwide, providing a full suite of reliable cold-chain sample management solutions and genomic services across areas such as drug development, clinical research, and advanced cell therapies for the industry’s top pharmaceutical, biotech, academic, and global healthcare institutions. Azenta’s genomics services business is a leading provider of DNA sequencing and gene synthesis services. Our corporate headquarters is located in Burlington, Massachusetts, and we have facilities and operations across North America, Europe, and Asia.

AZENTA BY THE NUMBERS\*

>3,500  
Employees

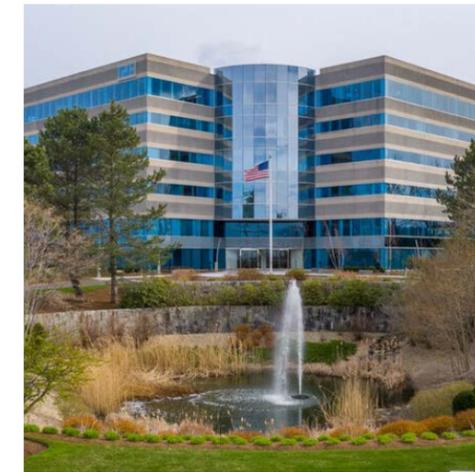
>40  
Facilities Globally

Serving Customers In  
>150 COUNTRIES

\*For fiscal year ended September 30, 2022



Suzhou, China



Burlington, MA



Plainfield, IN



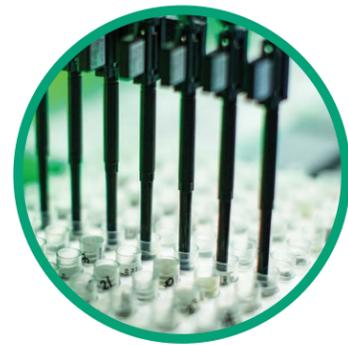
Move-in day at Waltham, MA lab

**We enable life sciences companies to bring impactful breakthroughs and therapies to market faster**

Azenta operates as two business units: Life Sciences Products and Life Sciences Services. In our Life Sciences Products arm, we are focused on providing customers with the highest level of quality, security, availability, intelligence, and integrity throughout the life cycle of biological and chemical compound samples. Our solutions include automated ultra-cold storage systems, consumables, and instruments. We also provide informatics solutions to manage samples throughout our customers' research and development workflows.

In our Life Sciences Services arm, we provide customers with on-site and off-site sample storage, cold-chain logistics, transportation, and laboratory services, as well as key genomic services, including genomics sequencing on Sanger and Next Generation platforms and gene synthesis. Our workforce has deep-rooted scientific knowledge and experience and utilizes our proprietary technologies and services and is supported by a growing network of approximately 15 global laboratories spanning the United States, China, Japan, Germany, and the United Kingdom.

## The Azenta portfolio is a key enabler across the sample solutions and management value chain



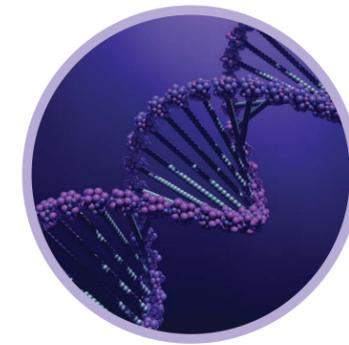
Sample Sourcing



Consumables and Instruments



Storage, Automation, and Logistics



Sample Analysis and Multiomics Solutions



Data and Informatics

# OUR CORE VALUES

Our purpose of “enabling life sciences companies to bring impactful breakthroughs and therapies to market faster” is supported by our vision, core values, and culture. Our core values are at the heart of everything we do. We are guided by our five core values:

## PUT PEOPLE FIRST

- We put employees above all other business priorities, as success is realized through our people
- We encourage all employees to realize their potential by focusing and investing in their growth and development

## EMBRACE AUTHENTICITY

- We strive to be our true selves at work
- We respect inclusivity and curiosity to fuel ideation and deepen connections

## CULTIVATE OPENNESS

- We are transparent and work to break down silos, understanding that better work comes from seeing the big picture
- We recognize that vulnerability fosters trust and connection

## FOCUS ON THE CUSTOMER

- We strive to understand the needs of our customers—both internal and external—by putting ourselves in their shoes, and we respond quickly
- We work to make our customers’ lives easier and better, and the journey is never over

## DRIVE INNOVATION

- We are creative, empowered to take smart risks, and move with speed to deliver
- We recognize innovation can come from any employee who challenges the status quo for better outcomes

# AZENTA CORE VALUES

*Driving Our Culture and Behaviors*



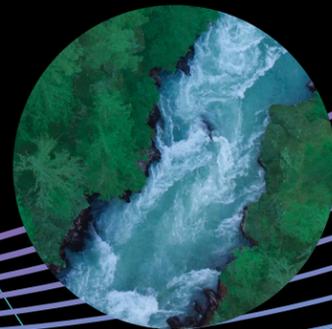
# OUR APPROACH TO ESG

Azenta maintains a consistent, steady commitment to being a responsible corporate citizen. Over the years, we have been at the forefront of the development of many programs for leveraging product responsibility, regulatory compliance, employee development, and support for education and our local communities. In 2022, we further formalized our efforts by developing a more integrated Environmental, Social, and Governance (ESG) program. Under this framework, we have demonstrated a commitment to focusing on the ESG issues that align with our core values and are most important to the Company and our stakeholders.

Our focus on sustainability guides the way we do business, benefiting the environment and society on a global scale. We are committed to taking deliberate actions to address sustainability issues, both to support the well-being of future customers, colleagues, and communities and to strengthen our business for the long term. Our approach to corporate social responsibility is centered around three key pillars that align with our business model, strategy, and values.

Our focus on Environmental Protection, Social Impact, & Responsible Operations allows us to create long-term value by providing high-quality products for our customers, creating a fulfilling work environment for our colleagues, delivering solid returns for our shareholders, making a positive impact on our communities, and reducing our environmental footprint.

In this report, we are publishing our first annual Sustainability Accounting Standards Board (SASB) Index, a voluntary public disclosure providing transparent, relevant corporate responsibility information to investors and other key stakeholders. Please see the Appendix for our SASB Index.



# STRATEGIC PRIORITIES

This ESG Report covers our business, strategy, and performance. It highlights progress against our priorities and describes how we create value for our stakeholders. Based on our recently completed materiality assessment (discussed in this report under “About This Report – Our Approach to Materiality”), we have identified the strategic priorities shown below to guide our decision-making and align with our purpose as we implement our strategy. These priorities will help us ensure that we continue to deliver on our mission.



## ENVIRONMENTAL PROTECTION

- Reducing our carbon footprint
- Innovation of green refrigeration technology



## SOCIAL IMPACT

- Creating a more diverse & inclusive work environment
- Being an employer of choice
- Supporting communities & promoting STEM education



## RESPONSIBLE OPERATIONS

- Ensuring the highest quality products & services
- Providing world-class sample & data protection
- Incorporating ESG throughout our business



# ESG GOVERNANCE

Recognizing the need for a better defined ESG structure, we have established a cross-functional Executive Steering Committee responsible for setting the ESG strategy, priorities, and activities. The Steering Committee includes senior leaders and subject matter experts from various areas of the Company, including legal, human resources, finance, and operations. This committee is responsible for:

- Setting general strategy related to ESG matters, developing, implementing, and monitoring ESG initiatives and policies
- Monitoring and assessing developments aimed at improving Azena's understanding of ESG matters

The ESG Steering Committee oversees the three pillars – Environmental Protection, Social Impact, and Responsible Operations– which serve as the ESG focus areas for the Company. We have created three ESG Working Committees to correspond to each of these pillars. The ESG Working Committees are responsible for incorporating sustainability into our business processes and overseeing Azena's reporting of ESG performance. This group includes representatives from our operations and functions in various markets around the globe. An Azena Executive serves as sponsor for each of these Working Committees along with helping to align committee objectives with Azena's business strategies.

The board-level governance for our ESG efforts is primarily carried out by our [Environmental, Social, and Governance \(ESG\) Committee](#), which was formed in August 2022. The ESG Committee monitors and reviews the overall adequacy of, and provides oversight with respect to, Azena's ESG strategy, initiatives, and policies. Additionally, the purpose of

## GOVERNANCE AND MANAGEMENT OF ESG AT AZENTA



our ESG Committee is to assist the Board in discharging its oversight responsibility related to ESG matters such as climate change impacts, energy and natural resources conservation, environmental and supply chain sustainability, human rights, employee health, safety and well-being, diversity, equity and inclusion, ethics, cybersecurity and data privacy, community engagement, public policy engagement, political contribution, and corporate charitable and philanthropic activities and other ESG issues that are relevant and material to the Company. This committee receives quarterly reports from management regarding our ESG efforts and initiatives. The ESG Committee is also responsible for coordinating with the other Board Committees (Audit Committee, Human Resources and Compensation Committee, and Nominating and Governance Committee) for overlapping ESG matters.

# STAKEHOLDER ENGAGEMENT

Our Board and the executive team value the perspectives and insights of all stakeholders. Azena collaborates with various stakeholders to develop our corporate responsibility strategy, priorities, and goals. We carefully select these stakeholders based on their knowledge, level of influence, willingness to collaborate, and their potential impact on us and our impact on them. In 2022, we conducted a formal stakeholder engagement process as part of our ESG materiality assessment, discussed in more detail below in this report.

There has been an increasing focus on ESG issues among our stakeholders. Recognizing the importance of these topics to our audience, we are committed to improving the quality and accessibility of the information we provide.

We understand that the decisions we make at Azena can impact our employees, customers, partners, shareholders, suppliers, and communities. We take into account the voices of these stakeholders when making decisions and use a variety of feedback channels to gather input from them. In addition to formal channels, we engage proactively with key stakeholders, industry experts, ESG rating agencies, ESG-focused investors, and many others to bring outside perspectives into the Company. We believe that we can further our purpose by working with a diverse range of individuals and groups who are essential to our business. By engaging with these stakeholders, we can not only better understand their needs and expectations, but also work together towards common goals.

We work to build close relationships with our customers in order to understand their needs and constraints. This helps us ensure that our customers' needs are not only met, but their expectations are exceeded.

We maintain active communication with shareholders and other investors to provide them with a clear, informative overview of our Company, vision, strategy, performance, and governance. We hold face-to-face and online meetings with asset managers, financial and ESG analysts, and stewardship teams. We also participate in investor conferences and provide quarterly earnings presentations to effectively communicate important information to our investors.

Throughout the year, our employees are invited to share feedback with us through formal employee surveys and informal channels such as through their supervisors and management. This helps us to gather valuable insights and improve our workplace. To promote employee engagement, we hold regular employee events, conduct annual employee surveys to measure the engagement and other aspects of our corporate culture, and offer health and well-being programs. We also conduct regular evaluations, training, and feedback sessions to help employees develop their skills and to improve working conditions. Our goal is to promote an inspired, curious, and passionate culture for our employees.

In 2022, we continued our practice of inviting many of our largest stockholders to discuss our pay programs and practices, our ESG program, and other governance topics. Participating in these discussions were our Chairman of the Board, and the Chair of each of the Human Resource and Compensation Committee and the ESG Committee, along with our CEO and other members of management.

In 2022, the outreach program received increased interest and engagement from our stockholders compared to recent years, and stockholders expressed interest in compensation and ESG issues, board refreshment, general business strategy issues, and capital allocation in light of our recently completed sale of the semiconductor automation business.

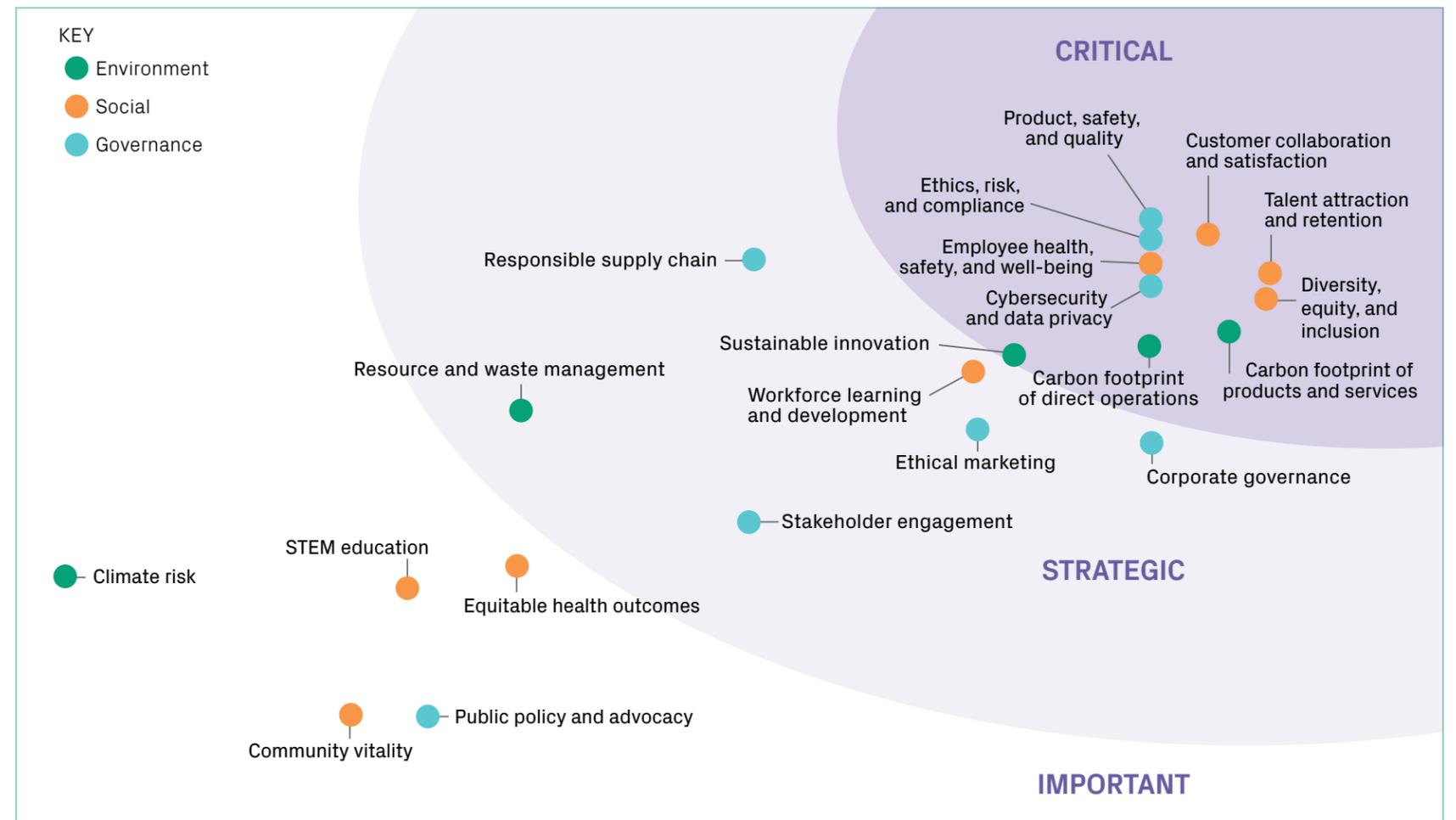
We intend to maintain an ongoing dialogue with our stockholders to ensure that our executive compensation program and ESG initiatives continue to take their views into consideration. We encourage our stockholders to provide us with feedback on our executive compensation program and ESG matters. To facilitate this process, we have established a [link](#) to provide feedback on the investor section of our website.

# ABOUT THIS REPORT

## OUR APPROACH TO MATERIALITY

In line with our Company’s growth and recent transformation to a standalone life sciences company, we recognized the need to carry out a thorough process to evaluate the ESG topics that are most material to our business and stakeholders. In 2022, Azenta engaged an independent third-party advisor to conduct a review of the Company’s current ESG activities and emerging priorities. This assessment included meeting with key internal stakeholders as well as an evaluation of peer and industry best practices. This work also referenced sustainability and ESG frameworks, ratings, and rankings from respected organizations such as the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB). These ESG topics were then presented to both external (including investors and customers) and internal stakeholders for feedback, identifying a final list of material ESG topics forming the foundation for the development of our ESG strategy. From that evaluation, Azenta has identified 21 priority topics, which are material to the long-term sustainability of our business and are addressed throughout this report. As we move forward on our ESG journey, we intend to regularly evaluate our pillars and priority topics to ensure we remain focused on the areas that are most important to our business and our stakeholders, and where we can have the greatest impact.

The ESG Matrix reflects the relevant importance of ESG topics based on internal and external stakeholders’ ratings:



Source: internal and external stakeholder's ratings of ESG topics

## FRAMEWORKS

The information in the report is based on various sources, including ongoing monitoring of internal and external stakeholder perspectives, direct stakeholder interactions, review of relevant reporting standards and frameworks, and internal analysis of the alignment of ESG topics with our strategy, mission, and values.

The response to interest from our investors and other stakeholders and to increase transparency in our reporting, we have prepared our 2022 ESG Report in accordance with the Sustainability Accounting Standards Board (SASB) and the Medical Equipment and Supplies Sustainability Accounting Standard. As of August 2022, the International Sustainability Standards Board (ISSB) of the IFRS Foundation assumed responsibility for the SASB Standards. We plan to continue publishing SASB disclosures annually in future ESG Reports. In developing this report, we also considered the Global Reporting

Initiative (GRI) Sustainability Reporting Standards and the Task Force on Climate-related Financial Disclosures (TCFD) frameworks. We are considering using additional frameworks in future ESG disclosure to provide even more valuable information to our stakeholders. This report covers our Fiscal Year 2022 progress, from October 1, 2021, to September 30, 2022, and does not include any data from the Semiconductor Automation business that we divested on February 1, 2022. In this report,

unless otherwise noted, any references to 2022 shall be for the fiscal year ended September 30, 2022. In addition, since we completed the B Medical acquisition on October 3rd, 2022, all data in this report does not include the B Medical business or operations. This report includes all of our global business operations unless otherwise specified. We have also included references to additional sources of information online.

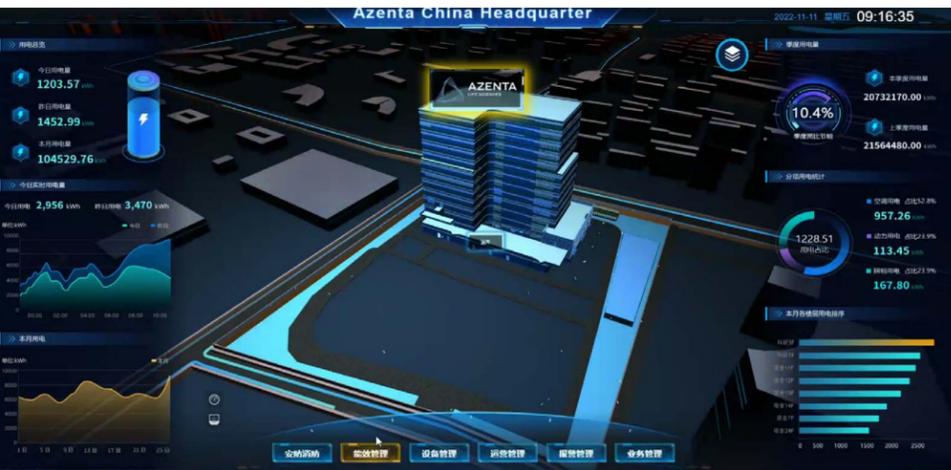


# ENVIRONMENTAL PROTECTION

As a global company, we understand the broad impact of our operations and the potential to impact the world. We are committed to evaluating ways to reduce our environmental footprint while continuing to expand our business.



Suzhou, China facility solar panels.



New Suzhou, China headquarters building with electric charging stations and energy conserving facility software.

## CARBON FOOTPRINT OF OUR OPERATIONS, PRODUCTS, AND SERVICES

Azenta is dedicated to minimizing our environmental impact and improving our environmental performance. We also encourage our customers, suppliers, and other stakeholders to prioritize environmental responsibility in their own operations.

To track and improve our environmental performance, we recognized that we first need to understand and measure our current energy consumption. In 2022, we introduced a centralized system to track our energy usage at all of our site locations, allowing us to establish a baseline of Scope 1 & 2 Greenhouse Gas (“GHG”) Emissions from our own operations for our 2022 fiscal year. In 2023, we plan to use this baseline information to work towards a GHG mitigation strategy, identifying areas for improvement using cleaner energy sources and setting goals for reducing our impact on the environment.

The table on the right summarizes the emissions generated by Azenta from various emissions sources across Scope 1 and 2. All the emissions are calculated in metric tons of carbon dioxide equivalents. We aim to report emissions annually following the fiscal year and publish this data as a part of our annual ESG Report.

## GHG EMISSIONS

As part of our organizational efficiency and sustainability efforts, Azenta works proactively to identify opportunities to improve our overall energy consumption and increase the energy efficiency of our operations.

At our Indianapolis, Indiana facility, our primary sample storage biorepository, we have entered into a renewable energy credits program with our electric utility provider, which effectively offsets 100% of our non-renewable electricity consumption at this location. Our Manchester, U.K. facility also sources electricity from 100% renewable sources. These initiatives further accelerate our efforts to increase our use and support of renewable energy sources as we work to reduce our carbon footprint. At our Waltham, Massachusetts genomic services laboratory, we have installed LED lighting with daylight harvest sensors along the windows that automatically adjusts the lighting when the sun comes up. Additionally, at our newly constructed Suzhou, China facility, we have installed solar panels, LED sensor lights, and a centralized Intelligent system to help control energy usage.

AZENTA OPERATIONS <sup>1</sup>	CO <sub>2</sub> E CARBON DIOXIDE EQUIVALENTS (THOUSAND METRIC TONS) FY 2022
<b>Scope 1:</b>	
Scope 1 - Stationary Sources (Facilities) <sup>2</sup>	585
Scope 1 - Mobile Sources (Azenta-operated vehicles) <sup>3</sup>	6,535
Scope 1 - Fugitive Emissions <sup>4</sup>	7,210
Scope 1 - Process Emissions <sup>5</sup>	0.02
<b>Scope 1 - Total</b>	<b>14,330</b>
<b>Scope 2 - Electricity and Purchased Steam:</b>	
Scope 2 Total (location-based) <sup>6</sup>	17,741
Scope 2 Total (market-based) <sup>7</sup>	10,719
<b>Total Scope 1 &amp; 2 Emission (market-based)</b>	<b>25,049</b>

To help our employees choose environmentally friendly transportation options, we have installed electric vehicle charging stations at our Chelmsford, Wotton, South Plainfield, and Suzhou facilities and plan to add more in the future. Our new Suzhou building, which opened in 2022, also has electric bike charging. These efforts are part of our commitment to promoting sustainable transportation options for our workforce.

B Medical is a sponsor of [My Green Lab's International Laboratory Freezer Challenge](#), a global competition aimed at optimizing energy consumption and promoting sustainable best practices in cold storage management. Last year, over 1,200 labs from 27 countries and over 12,000 cold storage units participated in the challenge saving a total of 6,732 metric tons of carbon dioxide. B Medical has been a sponsor of the Freezer challenge since 2021.

1. Azenta used the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition to determine GHG emissions. Based on the World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD), Greenhouse Gas Protocol (GHG Protocol) and industry practices for reporting scope 1 and scope 2 emissions, we employ the operational control approach. Our operational facilities include offices serving various functions. These offices, spread out globally, are connected to labs, biorepositories, warehouses, satellite sites, or serve as headquarters of operations. Data with respect to the operations of Barkey, which Azenta acquired on July 1, 2022, has been included for the full year ended September 30, 2022.
2. Stationary Emissions: Emission factors used in calculations are from the United States Environmental Protection Agency (EPA), “eGRID” factors and IPCC Global Warming Potentials (GWP).
3. Mobile Emissions: Mobile Combustion CH<sub>4</sub> and N<sub>2</sub>O for Gasoline and Diesel Vehicles are estimated based on EPA (2020) Inventory of U.S. Greenhouse Gas Emissions and Sinks: 1990-2018 and [Federal Register EPA: 40 CFR Part 98: e-CFR](#), and [US EIA Vehicle Fuel Economy](#). Fuel Economy (Miles per Gallon) is estimated using data from the Bureau of Transportation Statistics, US Department of Transportation.
4. Fugitive Emissions: The Global Warming Potential (GWP) emissions factor value for each refrigerant are based on the latest [IPCC Assessment Reports](#) and [California all resources board](#). ASHRAE standards determined the total leaked emissions in mt CO<sub>2</sub>e.
5. Process Emissions includes the emissions resulting from one wastewater treatment plant. Emissions were determined by calculating the total amount of degradable organic matter in industrial wastewater (TOW), based on the chemical oxygen demand (COD). To calculate TOW, we subtracted the average wastewater entering an anaerobic treatment system minus the average amount of wastewater discharged from the outlet of the anaerobic treatment system, then multiply the difference by the amount of industrial wastewater treated with anaerobic treatment.
6. Location Based: When actual electricity consumption data was not available, consumption is calculated using the area of the facility and the average electricity consumed by an office building based on the [Electricity consumption intensities data](#). For United States regions our calculations use emission factors from the United States Environmental Protection Agency (EPA), “eGRID” factors and IPCC Global Warming Potentials (GWP). For Canadian regions our calculations use the emission factors from the National Inventory Report 1990-2018: Greenhouse Gas Sources and Sinks in Canada. For United Kingdom regions our calculations use the emission factors from the UK Greenhouse gas reporting: conversion factors 2022. For all other international regions our calculations use the emission factors from the International Energy Agency (IEA) (2020).
7. Market Based: Renewable energy credits (RECs) were purchased for the sites: Indianapolis, Indiana, Manchester, England, and Leopoldshöhe, Germany.

## CASE STUDY

Azenta partnered with a multinational biopharmaceutical client to optimize the storage of human biological and research materials. The initial phase of this project included rationalization, inventory and consolidation of samples and research materials that were in ~1,400 cold storage units used by 14 Research & Development (“R&D”) groups across 8 sites that would be moving to a new facility. In addition, new systems and processes needed to be put into place to allow for a sustainable infrastructure to support short-, medium- and long-term cold storage needs of the scientists. Over the course of a year, we were able to achieve the following:

- Facilitated the rationalization of the existing inventories assuring only value add materials would be stored
- Installed 13 automated liquid nitrogen (LN2) CryoStore units that provide high density, sharable storage solutions that replaced 51 manual freezer units previously in use
- Achieved a 47% reduction in the number of storage units at the client’s facility, resulting in an estimated client annual savings of ~\$2.7 million in operating and capital expense

- Reduced overall storage (at the client facility and Azenta) by an estimated 43%
- Created standardized consumable sets that allow for more efficient sample management for the scientists
- Reduced CO2 emissions at our customer’s site by an estimated 2,151 Metric Tons

**Azenta answered our client’s challenges with decades of experience, meticulous and thoughtful planning, and expansive capabilities, and a respected reputation. By integrating industry-leading sample capabilities and enterprise-wide sample exploration and management solutions, Azenta partnered with this client to improve its operations and accelerate therapeutic discovery, development, and delivery. The transformative impact of this program was recognized internally by the client as their project team leading the efforts received their 2022 Global R&D Award.**

## ENVIRONMENTAL MANAGEMENT & CLIMATE RISK

Our [Environmental, Health, and Safety \(EHS\) Policy](#) Statement details our commitment to reducing our environmental footprint. We have committed to protecting the environment and implementing an environmental management system while using natural resources or energy more efficiently. Our Manchester, U.K. office’s Environmental Management System is International Organization for Standardization (“ISO”) certified (ISO 14001).

Looking ahead our goal is to provide ongoing qualitative and quantitative disclosures on climate-related topics. We are committed to becoming more mature in our approach to creating actionable information on climate risks and opportunities. We are also taking steps to integrate climate change considerations into our risk processes to better understand the risks and opportunities associated with climate change. Lastly, we plan to further enhance our climate-related disclosures by incorporating more detailed assessments of climate risks within our external supply chain.

## RESOURCE AND WASTE MANAGEMENT

We strive to manage and reduce waste and hazardous waste production. Our waste reduction efforts are led at a senior level, with our site leaders responsible for facility-level management and implementation. For example, we have made efforts to eliminate use of polystyrene foam and plastics in our cafeteria operations.

At Azenta we find it important to identify new ways of working to benefit our customers as well as minimize the environmental impacts of our operations. For example, as the demand for our genomic services continues to grow, we have incorporated recent innovations in sample handling to significantly reduce the amount of plastic waste. Single-use pipetting tips are a significant contributor to our laboratory biohazardous waste. We identified several approaches to reduce the number of pipetting tips needed per sample by using tip-free techniques to process samples.

After a careful analysis to verify that the new approach did not negatively impact testing quality, we implemented this solution in several high-volume workflows within our South Plainfield, New Jersey, Next Generation Sequencing facility. This reduced tip usage is expected to eliminate over 700 pounds of plastic from our workflow and waste stream per year and the greenhouse gas emissions associated with their transportation to our laboratory. Throughout 2023, we will evaluate whether to deploy this approach to other workflows, as well as implementing it at additional laboratories across Azenta.

**We have incorporated recent innovations in sample handling to significantly reduce the amount of plastic waste**



Azenta’s Semi-Automated Handheld Screw Cap Decapper

## SUSTAINABLE INNOVATION

New ideas, new technologies and new ways of thinking are driving our future. Our customer-focused culture encourages employees to embrace innovation and challenge the status quo with novel thinking and collaborative work relationships.

At Azena, we are built to support our customers, to help them move faster and smarter to build a healthier world for people everywhere. As part of our product responsibility commitments, energy efficiency is a critical feature of our automated sample stores; we optimize the stores' refrigeration system, insulation, and automation to reduce energy usage. Azena continues to develop the use of green practices and technologies in our processes and products that align with our ESG strategy, initiatives, and policies and advance our customer's ESG goals. For example, Azena is continuously improving our products and processes to maintain thermal stability within our automated stores, such as improved storage configurations for more efficient automated sample throughput.

## AUTOMATED STORES NEW SUSTAINABLY-FOCUSED DESIGN

The next generation automated BioStore, BioStore Ultra, is expected to launch in the first half of calendar year 2024, with new refrigeration and automation technology designed to:

- Use green refrigeration technology, significantly reducing the use of GHG refrigerants and, as we replace manual freezers over time in our Sample Repository Solutions operations.
- Drive significant space and energy efficiency savings



Cryo Store Pico, launched February 2023



Azena's Automation Storage Products.



Azena also developed an innovative method to reduce energy consumption of our Automated BioStores. As with manual freezers, the higher the content of the freezer, the higher the efficiency of the refrigeration. In other words, to optimize refrigeration efficiency, thereby reducing energy consumption, storage units are supplemented with thermal material to maintain temperatures within the BioStores. This method allows a BioStore to run at full capacity by pre-filling them with specifically designed trays providing thermal inertia, which can be substituted with actual samples when appropriate. By maintaining the freezers' "thermal mass" in this way, energy consumption for the -80° C BioStore can be reduced by up to 17%\* when operating at less than full storage capacity.

\*BioStore loaded with 50% trays.



# SOCIAL IMPACT

At Azenta, we are committed to making a positive impact on society, particularly in the regions where we are located and serve our customers. We are focused on creating an environment where our employees are supported through our inclusion and diversity initiatives, training and development programs, and equitable compensation practices. This positions us to attract and retain high-quality talent. We also make meaningful contributions to our communities through community outreach, charitable giving, and employee volunteerism programs.

We believe these efforts make Azenta a better employer and community partner, and we are committed to following a path of continuous improvement under the direction of our Board, senior leadership team, and our cross-functional Social Impact Committee.



## COMMUNITY VITALITY

We are committed to advancing the impact we have on people and communities worldwide, from the quality-of-life benefits provided by our products and services to our community outreach and employee volunteerism efforts. Guided by our Core Values, we encourage our employees to work together with our external stakeholders to make a difference and donate their time and talents to the causes and organizations that matter most to them. We also value the philanthropic contributions of our employees, and, as a company, we are happy to contribute to charitable organizations with whom we have a connection.

We have provided charitable donations or volunteered at the following organizations:

- Emily Whitehead Foundation for Believe Ball
- Massachusetts High Technology Council
- The Posse Foundation
- Just-A-Start
- Girls, Inc.
- Wounded Warriors Project
- Season of Caring Holiday gift drive in partnership with the United Way
- Stuff the Bus School Supply Event in partnership with the United Way

## SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS (“STEM”) EDUCATION



B Medical's Badlav program empowers the local community by focusing on health, education, and skill in a low-cost yet targeted manner.

At Azenta, innovation is at the core of our business, and we are committed to driving growth through new ideas and technologies. We believe in fostering an innovative ecosystem that encompasses all aspects of our Company and actively work to cultivate the next generation of healthcare and life sciences leaders. To do this, we form partnerships that provide diverse STEM learning opportunities and encourage our employees to serve as

mentors in communities around the world. By investing in the development of scientists, engineers, and healthcare professionals, we hope to shape the future of healthcare and bring about breakthroughs that will improve people's lives.

We have partnered with an organization called Girls Inc, whose mission is to equip girls with the skills to navigate through economic, gender, and social barriers and to grow up as independent individuals. We joined their Eureka! Program, aimed specifically at exposing girls to careers in STEM, and offered a volunteer internship opportunity to a couple of female interns. In the summer of 2022 we welcomed these interns into our Indianapolis site, to spend a few weeks shadowing our scientists with the intent to not only experience our operations but Azenta's culture as well. We included them in all of the enrichment activities alongside our other Summer Interns in an effort to enhance their experience.

Azenta also participated with the Research, Academics and Mentoring Pathways (“RAMP”) program. The RAMP Program is an initiative with the University of Massachusetts Lowell to connect incoming freshman interested in STEM, from underrepresented backgrounds, with a community of research and industry mentors. During the summer of 2022, Azenta employees met with a team of six students on a weekly basis to provide information on industry related topics, as well as discussed career paths and how the student can best set themselves up for success after college. The finale of the program was a poster session for the students to showcase their research contributions.



RAMP photo of Azenta Employees

## EQUITABLE HEALTH OUTCOMES

Azenta is dedicated to helping people live healthier lives by improving their health and well-being. We work to promote better access to healthcare and innovative technologies that can transform people's lives. Through these efforts, we aim to empower individuals to live their best lives. We will continue to define what it means to be Azenta, a Life Sciences company - unique in our space, unique in our offerings, and unique in what we bring that enables our customers to enhance human health.

Our goal is to eliminate barriers that prevent people from accessing healthcare equitably so that they can achieve optimal health and well-being. By focusing on removing these barriers, we aim to create a more inclusive and supportive environment that allows everyone to live their best lives.

At Azenta, we believe that everyone has the right to good health. We are dedicated to improving people's lives by enabling our customers to bring therapies to market faster. On October 3, 2022, Azenta acquired B Medical, a leading provider of innovative and reliable temperature-controlled storage solutions that enables the delivery of life-saving treatments to more than 150 countries worldwide. B Medical's solutions are designed to ensure the potency of vaccines throughout the entire distribution process, even in remote and extreme environments. The portfolio of offerings includes ice-lined refrigerators and freezers for health centers with unreliable electricity, solar-powered vaccine storage equipment, and robust transport systems with prolonged cold life for lengthy journeys. With more than 100 products and a presence in more than 150 countries, over the years, B Medical has installed more than half a million products and has helped vaccinate more than 350 million children worldwide.



B-Medical Systems photo

# DIVERSITY, EQUITY, AND INCLUSION (“DE&I”)

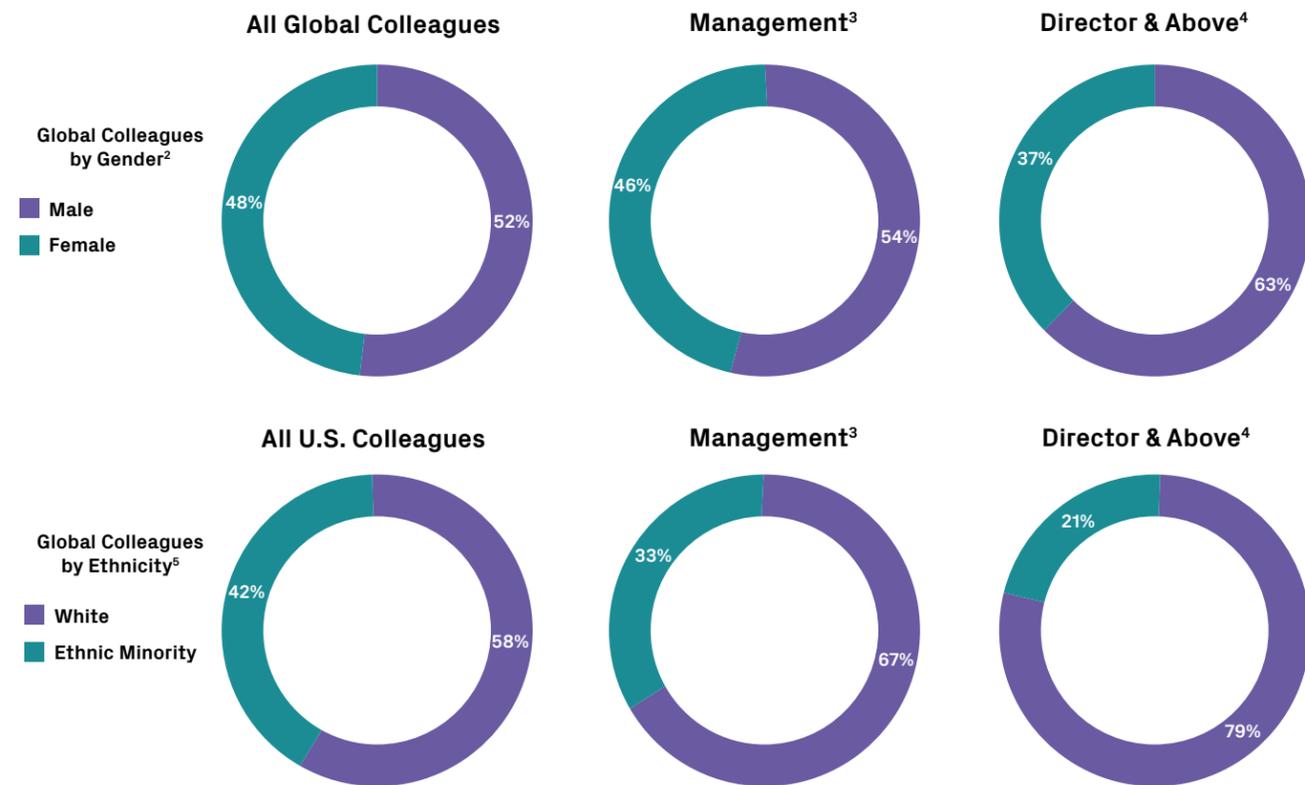
We believe strongly in the power of inclusion – we thrive when all our employees feel welcome and engaged. We are committed to ensuring our employee base is representative of diverse backgrounds, perspectives, and experiences. Our commitment to inclusion and diversity starts at the top. Azenta leaders are expected to create a culture of inclusion and demonstrate the behaviors we wish to see in all employees. In late 2018, we formed our Social Impact Committee, with its top priority of raising awareness of and championing inclusion and diversity efforts at Azenta.

The Diversity Statement in our [Human Rights Policy](#) outlines our commitment to advance our impact through diversity. We are committed to attracting, developing, and retaining diverse talent that is inclusive of every age, gender, gender identity, race, sexual orientation, physical capability, ethnicity, belief, and perspective. Our goal is to develop cultural competency by seeking knowledge, increasing awareness, developing sensitivity, modeling respect, and promoting inclusion and unity.



South Plainfield, New Jersey facility with Azenta Life Science team from Genomics Services.

## COLLEAGUE DEMOGRAPHICS<sup>1</sup>



1. Gender and other diversity reporting is based on colleagues who voluntarily self-identify and does not include individuals who have not reported their gender and/or race/ethnicity (undisclosed).
2. This data was as of September 30, 2022. In accordance with U.S. government reporting requirements, this document uses the traditional gender categories of male and female. It is important to note that we recognize and respect the fact that gender is not binary. The use of these categories in this document should not be taken as a statement on this issue.
3. Management includes Senior Manager, Manager, and Supervisor roles.
4. Director & Above includes Director and above roles.
5. Ethnic Minority includes American Indian/Alaska Native, Native Hawaiian, Pacific Islander, Hispanic, Latino/Hispanic, Asian, Black/African American, or two or more Races

Our Company is consistently working towards increasing diversity and inclusion in all aspects of our organization, including recruiting a workforce that reflects the diverse communities in which we serve. We do this by focusing on sourcing a diverse slate of candidates by partnering with organizations such as the Posse Foundation, as previously mentioned. Azenta also partners with Just-A-Start, an organization that offers career training and other support services to

individuals from diverse backgrounds. This organization’s training includes 300 hours of hands-on lab training in biology and chemistry. Just-A-Start graduates are able to enter the work force and attain upward mobility as a result of this training program. In 2022, we attended the Just-A-Start career fair to introduce their graduates to Azenta. We have received many applicants from this program, and we look forward to continuing this relationship in the future.



International Women in Engineering Day salutes Azenta

In our 2022 employee engagement survey, 76% of respondents agreed with the statement “regardless of background, everyone at Azenta has an equal opportunity to succeed,” which is 3 points higher than Glint’s Global Benchmark\*.

\*Glint is an employee engagement platform, and Glint’s Global Benchmark is based on their aggregated data.

Our Employee Resource Groups (ERGs) play a vital role in attracting and retaining talent. These groups, which are supported by the Company, bring together colleagues from diverse backgrounds and perspectives. Each ERG is championed by an executive sponsor, working with our Social Impact Committee to foster a positive organizational culture, to better support colleagues throughout their careers. By leveraging the unique experiences and perspectives of our colleagues, our ERGs help to create a more inclusive and welcoming environment for all.

Women's EDGE was Azenta's first grassroots ERG, which has continued to grow in membership and expand its impact. Building upon its four guiding principles



– Empower, Develop, Give Back, and Encourage  
– Women's EDGE ERG aims to attract, develop, and retain female talent by:

- Cultivating growth and leadership opportunities for women through advocacy and professional development
- Inspiring women through an Azenta community and network that are safe, supportive and encouraging
- Increasing visibility and recognition of women as they contribute to Azenta's success

In 2022, Azenta formed a Veteran's ERG called GOVETS. The mission of GOVETS is to embrace the proud community of employee veterans who support and encourage each other through shared experiences, veteran recruitment, career development, outward engagement, professional growth, and retention. Bringing together their unique background of military service, we seek to harness these strengths to better serve our Company, community, and customers. The mission of GOVETS is to support Azenta's diversity, equity, and inclusion program using a three-fold strategy:



- **Networking/mentoring** – cultivate relationships with one another that provides a forum for internal networking and external recruiting
- **Outreach** – utilize our platform in the firm to leverage ways to make an impact in the community
- **Advocacy** – promote internal awareness of challenges and opportunities unique to veterans and support other ERGs in our overall DE&I journey

## EMPLOYEE HEALTH, SAFETY, AND WELL-BEING

### EMPLOYEE ENGAGEMENT

We are committed to offering our employees fulfilling work, development opportunities, and competitive compensation and benefits. We seek to attract innovative thinkers who are ready to make an impact in our high-performing organization and can benefit from our varied programs to achieve an appropriate work/life balance.

With more than 3,500 employees worldwide, we have developed a culture where achievement and merit are recognized and celebrated, both in a team and individual circumstances. We believe in the power of our collective differences. We strive to offer a workplace where employees take pride in their work, support each other and work together toward common goals. We believe when our employees feel connected to Azenta and our core values, we can all achieve success.



We consistently strive to improve our Company culture by taking into account the feedback and suggestions of our employees. One way we do this is through our Employee Engagement Survey, the most recent of which was completed in May 2022 which we did see a high level of participation.

#### 2022 EMPLOYEE SURVEY RESULTS

We partnered with Glint, a people success platform that helps leading organizations increase employee engagement and improve business results, to design, administer, and evaluate our 2022 global employee engagement survey. This survey examines a range of topics, such as career growth, purpose, customer focus, culture, wellbeing, and equal opportunity. The findings from this survey shapes our strategic goals and plans to address areas that need improvement and advancement, as well as give leaders the chance to connect with their teams.

**89% Global Participation in Azenta's 2022 Employee Engagement Survey.**

**In 2022, our engagement score was 73%\*.**

\*Based on the percent of respondents that answered, "I would recommend Azenta as a great place to work." and "How happy are you working at Azenta?"

It is essential to our Company’s success for our employees to understand our Company identity and the importance of their work, as well as the roles and responsibilities of individual teams and team members across Azenta. To help facilitate the flow of information, we have created a platform called “Healthier and Brighter Tomorrows.” We believe in educating our colleagues about the importance of what we are doing and the value it adds to our contributions. Each month we spotlight different teams throughout the business and the role each plays within Azenta. To ensure everyone at Azenta understands our goals, we also host regular company-wide town hall meetings, allowing management to share valuable information as well as providing employees the opportunities to ask questions. We believe these and other enhanced communication activities will help improve the overall engagement of our employees.



## EMPLOYEE BENEFITS

While specific compensation and benefits vary globally and are based on regional practices, we strive to offer market-based, competitive compensation and benefits in order to attract and retain great talent across our businesses. At Azenta, our employees’ financial, physical and mental wellness is a key priority, so we focus on providing benefits that support our employees’ health and wellness, educational endeavors, and financial stability. Notable offerings include:

- Student loan repayment assistance
- Financial wellness programs
- Online and in-person mental wellness counseling
- Commuting assistance programs
- Generous tuition refund programs
- Substantial health savings account company contribution
- Mortgage loan assistance (China)
- Retirement plan counseling (U.K.)
- Flexible leave program for salaried employees
- Employee Stock Purchase Plan



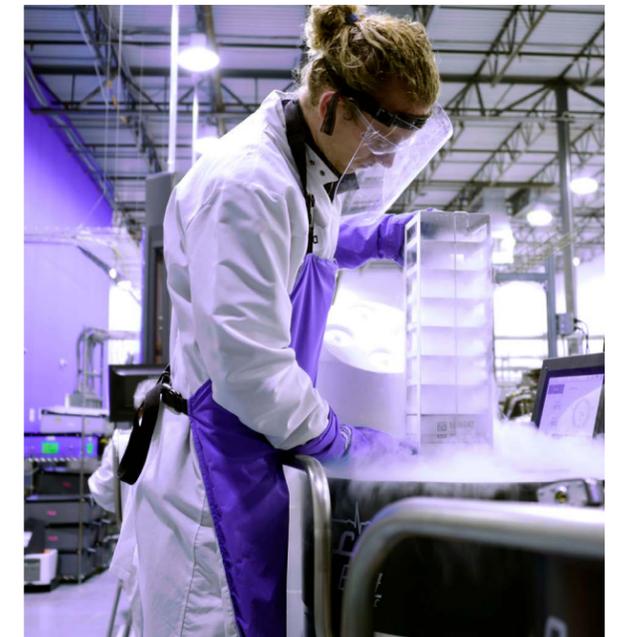
## EMPLOYEE HEALTH & SAFETY

Protecting the health and safety of our employees, the environment, and the customers we serve is a top priority. Accidents resulting in personal injury, property damage, and loss of equipment use represent needless suffering and waste. The prevention of accidents and injuries is of such importance that safety will always receive first consideration.

Every day, our employees (our most valuable asset) should leave work as healthy and safe as when they arrived. Safety is everyone’s responsibility at Azenta, and every employee is empowered to take immediate action to eliminate unsafe conditions in the workplace. Our employees are motivated to champion the behaviors and attitudes necessary to prevent work-related injuries, illnesses, and property damage. Our Corporate [Environmental, Health, and Safety \(EHS\) Policy](#) formalizes accountability for employees at every level of our organization.

We establish EHS performance metrics to assess and improve our policies, procedures, and practices on an ongoing basis. Our Company strives for transparency in our EHS communications with our employees, regulators, and other stakeholders. As part of our EHS program, we:

- Help build a culture of safety that emphasizes safe operations, procedures, behaviors, and attitudes
- Provide compliance training on general safety principles and job-specific requirements
- Equip employees to recognize and execute their responsibilities for safety through numerous training events



- Provide appropriate personal protective equipment and training in the safe use of that equipment
- Help ensure all employees are aware of their surroundings and that everyone works to maintain a safe workplace
- Hold recurring, monthly corporate-wide safety committee meetings for employees at all levels, including executive management
- Encourage employees to conduct job hazard analysis with the purpose of recognizing workplace hazards and reducing risk

Below is our Total Recordable Injury Rate (TRIR) for our operations in the United States.



\*TRIR is calculated for Azenta employees and contingent workers in the United States and is calculated as (number of recordable cases \* 200,000 work hours) / total work hours. TRIR data does not include Barkey’s US operations.

# TALENT ATTRACTION AND RETENTION

Identifying the right talent for our organization, those who will grow with us, is essential. In an increasingly competitive environment, we actively seek high-quality, early-in-career technical and scientific talent who can make an impact immediately and grow into larger roles over time. We offer a highly competitive rotational program designed to identify, hire, and retain talent from some of the best universities specializing in science and engineering.

Each year, we host interns across all areas of our business. We're proud to offer technical, "real world" project-based opportunities within our Biobank, our Genomics-based Sanger and Next Generation Sequencing Laboratory Teams, as well as Engineering roles with our Cryogenics and Systems Engineering teams. Additional opportunities are available within Informatics,



IT, and corporate functions including Finance, Human Resources, Sales, and Legal. Each intern has the opportunity to collaborate with their teams on deliverables that will directly impact our business.

Interns whose roles require them to work onsite, such as in a Laboratory, Engineering, or Manufacturing Settings spend the majority of their time in either our Indiana, Massachusetts, or New Jersey locations. All others are provided with a remote experience, allowing them to work from anywhere in the US.

In 2022, Azenta welcomed students from such top institutions as Princeton, Duke, Purdue, Rutgers, Ohio State, and Boston Universities. The most common degree programs among the cohort were Computer Science (24%), Business (21%) and majors in the Life Sciences (16%). Over 20% of our 2022 intern class was actively enrolled in Graduate Programs, and we're proud that 42% of the cohort extended their time with Azenta beyond the end of the Summer.

To ensure that Azenta has the right talent to meet the needs of our business, our executives and leaders regularly engage in talent discussions and use data and analytics to anticipate future workforce needs based on growth and market demand. This approach allows us to proactively plan for and address any potential gaps in our talent pool, ensuring that we have the right people in place to support the success of our Company.

We use targeted platforms, such as LinkedIn®, to build and promote our employer brand and attract talented individuals passionate about innovation and making a positive impact. These platforms allow us to reach and engage with a diverse pool of candidates and showcase the opportunities at our Company.

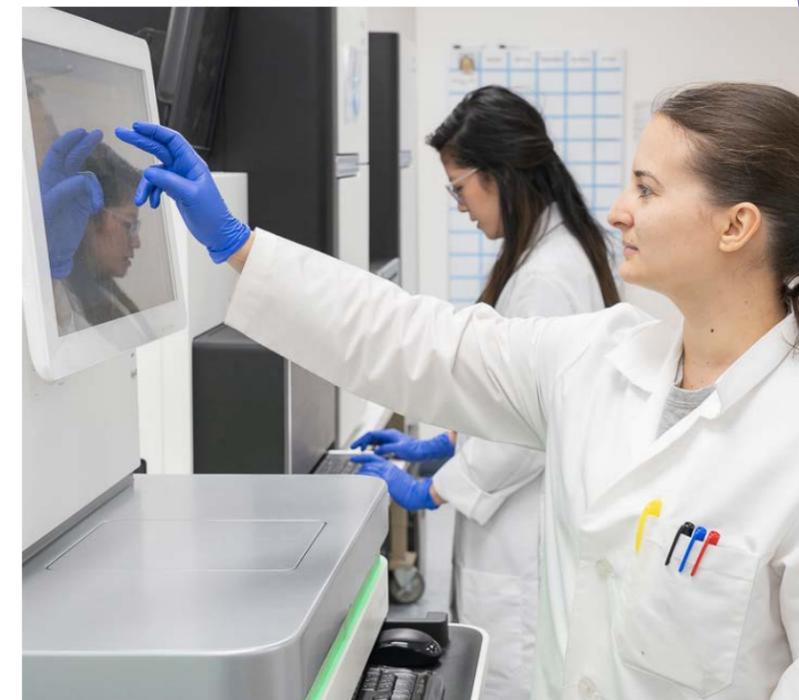
Our culture plays a critical role in our business success. We believe that empowerment, trust, continuous improvement, and inclusion create a positive working environment and sense of belonging. By fostering these values, we can build a strong, cohesive culture that supports our business objectives. We are dedicated to creating a culture in which our colleagues are highly engaged and passionate about their work while being motivated to enable our customers to make the world a better place. We believe that this commitment to excellence and impact drives our collective success.

We are committed to helping all of our colleagues achieve their career goals and aspirations. To support the development of our diverse global workforce, we offer a range of tools, technologies, processes, and programs to enhance skills and knowledge. We believe that talent is a key differentiator for our Company's success, and we work to attract, cultivate, and retain top talent through initiatives such as our colleague referral program. Talent management is an important organizational capability at Azenta, which we actively manage it through deliberate, intentional assignments.

We believe our colleagues are a valuable source of talent and strive to support their growth and development. To achieve this, we encourage our colleagues to take on new assignments and participate in various learning and development programs. This focus on development provides our colleagues with

opportunities to advance their careers internally or explore new career paths. We also rely on our colleagues to refer top talent to our Company, as they are familiar with our culture and can act as ambassadors for our organization. To recognize their contributions, we offer rewards for successful employee referrals.

To ensure that we are attracting talent from diverse candidate pools, we source candidates through partnerships with organizations representing various heritage and identity groups. We also work to ensure that our new colleagues are supported and set up for success once they are onboarded to help create an inclusive and welcoming environment for all.



Cleveland Volunteer Event





China New Hire Orientation

## WELCOMING NEW COLLEAGUES

As our Company has grown over the past year and the COVID-19 pandemic has changed the way we work, we are committed to providing an improved onboarding experience for our new hires that is adapted to remote and flexible arrangements. We are creating a new hire experience with various information tasks that they receive during the first 8 weeks and an onboarding survey at 30, 90, and 180 days.

New hires go through an orientation program as part of their onboarding process, and all new hires, regardless of their location, will go through 90 minutes or more of orientation. To help new hires feel welcomed and supported, we provide Azenta welcome packages to each of our newly hired employees.

## WORKFORCE LEARNING AND DEVELOPMENT

To help us drive impact, we strive to attract talent that knows our industry and markets or has a strong inclination for learning and new challenges. We reward our employees' efforts by supporting their development into strong leaders who advance our organization. We are committed to providing our people with the right training and opportunities to aid in their long-term career success at Azenta.

Azenta utilizes both formal and informal methods. Our learning culture is built on: formal curriculums, communities of practice, peer-to-peer learning, experiential development, support tools, and ongoing assessment. We listen to our employees to better understand their training and development needs and ensure our offerings cater to both technical learning and leadership development. We offer a generous tuition reimbursement program that encourages employees to pursue undergraduate and graduate degrees in fields associated with their current or aspirational positions.

## TALENT REVIEW

Our talent review process aligns employee performance and potential for growth to identify future leaders and guide employee development opportunities. Azenta's talent review process covers our many aspects including our employees' performance/potential, how employees fit into future positions, and the development needs required. This process allows us to consider the Company's future growth and identify new positions that need to be filled to advance future business improvement. Additionally, we discuss succession planning at the executive level annually with our Board of Directors.



South Plainfield, NJ Ice Cream Social

In 2022, in order to help us better understand our global talent pipeline, we accelerated our efforts to create greater inclusion throughout the organization by cascading talent review activity further down in the organization and focused on more in-depth conversations on diversity in the process. We believe this helped us better identify our high-potential employees faster and sooner, so we can accelerate their readiness as future successors.

## PERFORMANCE REVIEWS

In support of our efforts to sustain an engaged workforce and high-performance culture, we are committed to empowering employees to realize their true potential. Managers and their employees are encouraged to have ongoing conversations throughout the year, and our performance management process drives our ability as an organization to execute on our global strategy.

The annual performance review process facilitates dialogue between managers and their staff on individual performance. Employees establish objectives at the start of the fiscal year. To ensure alignment, employees complete a mid-year and end-of-year self-assessment of their performance on their annual goals, followed by feedback from their manager.

Both the employee and manager discuss the employee's overall performance and opportunities for growth and improvement. All performance review and goal-setting activities are administered and managed in our Human

Resource Information System (HRIS). In FY22, over 95% of all employees globally completed an annual performance review with their managers.

## TRAINING & DEVELOPMENT

We invest in our employees by providing opportunities that support their professional growth and development and learning essential skills. Promoting a culture of continuous learning is a key ingredient and essential to inspire and engage employees.

Employees are offered a variety of learning and development programs at all levels, regions, and roles. Our programs are designed to attract, build, retain and engage a strong global workforce.

All managers and employees are encouraged to include training and development goals as part of our performance management and annual objective-setting process. This enables our employees to meet Azenta's standard training requirements and personalize their learning and career goals.

We evaluate the effectiveness of our learning and development programs via feedback mechanisms (e.g., surveys, focus groups, etc.) and leverage this data to inform recommendations for future improvements. In 2022, we saw an increase in learning consumption compared to 2021. Employees on average have completed more than 10 hours of training throughout our workforce



# RESPONSIBLE OPERATIONS

Our products and services enable our customers to have a significant positive impact on the world, and we are committed to ensuring the safety, quality, and reliability of our products and services. We are committed to complying with all applicable environmental, health, and safety regulations, adhering to various voluntary standards, and partnering with our customers to help them meet and exceed such expectations.



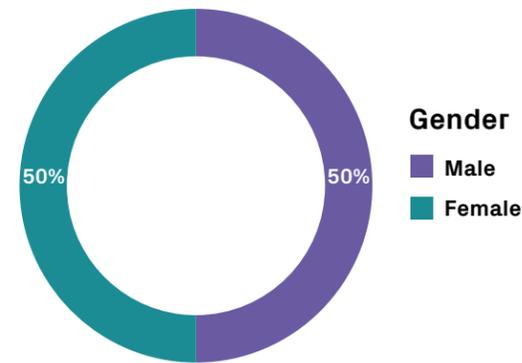
## CORPORATE GOVERNANCE

Our Board of directors possesses a high level of proven and relevant business experience, maintains high ethical standards, and demonstrates a continued commitment to strong corporate governance. Further information is found in our [Corporate Governance Guidelines](#) and [Standards of Conduct](#).

We believe a diverse and representative Board is important to managing a successful organization. Board composition is a critical area of focus for the Board, and the Board seeks representation across a range of attributes, including race, ethnicity, age, and gender. The Board considers diversity in its determination and also takes into account industry knowledge, executive experience, operational experience, scientific and academic expertise, geography, and personal background. To support, maintain, and expand the diversity of our Board, our Nominating and Governance Committee actively seeks diverse candidates, including women and minority candidates, as part of its search for new directors. In November 2022, we announced that as part of our ongoing transformation, two new female candidates were nominated for election as directors to our Board, Tina S. Nova, Ph.D. and Dorothy E. Puhy. These nominees were elected to the Board at our 2023 Annual Meeting of Stockholders and each bring vital knowledge and expertise that we believe will help us advance our strategic initiatives. We are proud of the fact that our Board is now 50% female.

We consider Board refreshment on an ongoing basis at Azenta. Our Nominating and Governance Committee is responsible

### Board Diversity\*



\* Board gender data is as of our last Annual Meeting of Stockholders, January 2023

for determining Board membership qualifications and for selecting, evaluating, and recommending to the Board nominees for annual election to the Board and to fill vacancies as they arise. The Nominating and Governance Committee conducts an annual Board evaluation process and regularly reports to the Board on the composition and size of the Board, and makes recommendations, as necessary, so that the Board reflects the appropriate balance of knowledge, experience, skills, expertise, and diversity advisable for the Board as a whole.

The Human Resource and Compensation (HRC) Committee is responsible for developing and administering the compensation program for our executives. Our fiscal 2022 Performance-Based Variable Compensation (PBVC) metrics and goals were key performance measures that anticipated continued growth and our go-forward operations as a Life Sciences only company. Given the ongoing importance in the areas of ESG, the HRC Committee included a scorecard focused on the employment of a diverse workforce, an inclusion culture, production safety, and ongoing emissions and sustainability efforts, which was weighted as 10% of the overall PBVC opportunity for executives.

## ENTERPRISE RISK MANAGEMENT (“ERM”)

Our sustainability strategy is designed to adapt to emerging challenges and the changing nature of our business over the long term. Our enterprise risk management (ERM) process focuses on short-term risks that have the potential to impact our business performance. Our ERM process evaluates risks on a consistent basis, taking into account their impact, to ensure that the most significant risks to our Company receive the appropriate focus and attention from our management team. Our ERM program, which has been in place for many years, is led by our Chief Financial Officer and includes input from the Company’s executive team and other senior leaders. The team’s knowledge, background, and vast expertise provides the structure and consistency for a successful risk evaluation and works to integrate ERM into our business.

Our ERM program is designed to identify the top risks facing the Company and create a plan to mitigate each of the identified risks. To identify the top risks, every other year we ask a broad range of employees to complete an extensive questionnaire ranking both the probability of certain risks as well as the impact to the Company if such a risk surfaces. Our executive team then provides additional input and weighting of risks according to the questionnaire results, to ultimately identify our top risks and create a plan to monitor and mitigate the potential risks. This team then reviews the risks in the year following the questionnaire to make any appropriate adjustments. Our Chief Financial Officer presents an overall update on ERM to the Audit Committee of our Board of Directors quarterly

and conducts detailed reviews of specific enterprise risks with the Board of Directors and/or its committees throughout the year. Our Board of Directors actively oversees the program, and the Audit Committee is tasked with coordinating the risk assessment process at the Board level and ensuring that mitigation and corrective actions are being taken where appropriate.

Our program is integrated with our governance, performance management, and internal control frameworks and involves a formal continuous process that identifies, assesses, mitigates, and manages the risks from both internal and external conditions that could significantly impact our Company and influence its business strategy and performance. As part of the program, we regularly assess our enterprise-level risks, overall company-level risk tolerance, the effectiveness of our risk management, and monitor the progress and resources applied to risk mitigation.

## SECURITY, CYBERSECURITY, AND DATA PRIVACY

Privacy and security are a core component of Azena's operations. We recognize the importance of data security and privacy as integral components of our enterprise risk management strategy. Ensuring the security and privacy of our data is crucial to the success of our Company.

Azena's information security program is led by a dedicated group reporting to the Chief Digital & Information Officer, and it is built on a risk-based approach that aligns with internationally recognized standards, frameworks, and industry best practices. The Board of Directors, primarily through the Audit Committee, specifically engages in cybersecurity risk oversight through detailed annual reports, as well as periodic updates from the Company's Chief Digital & Information Officer.

We employ a comprehensive suite of technical controls to address cybersecurity risks, including data encryption, endpoint and network security technologies, secure design paradigms for our products and services, strong multifactor authentication, secure remote working technology, and security monitoring. Our services platforms are designed resiliently to withstand failures, and critical data is backed up to redundant locations.

Azena also maintains strong physical security controls across its service offerings. Azena biorepository facilities are custom-designed and purpose-built for storing samples and are auto-secured by card-controlled access areas that admit only trained staff. 24/7 video monitoring system and surveillance procedures protect each of our facilities. Additionally, we have heat, smoke and motion detectors. Our datacenter partners provide robust and layered physical protection to our computer systems.



Finally, our security program is completed by extensive logical controls, including a least-privilege access control model, segregation of duties, and access reviews. All employees are trained on their security responsibilities upon hire, and annually thereafter.

Privacy and data protection at Azena is a cross-functional program that includes resources from our Legal, Human Resources, and Information Technology organizations. We maintain our commitment to adhere to all relevant data protection laws and regulations in the global locations we operate, including the General Data Protection Regulation (GDPR). Where applicable, certain genomics data can be retained in its country of origin to meet regulatory requirements.

To ensure the security and privacy of our systems and data, we regularly conduct audits and risk assessments and review our security and privacy policies and procedures. We are committed to investing strategically in this area to ensure the protection of our Company and all stakeholders. We recognize the importance of maintaining strong cybersecurity measures and will continue to prioritize this area in the future.



## ETHICS, RISK, AND COMPLIANCE

At Azena, we hold ourselves and our employees to the highest standards of business ethics and integrity. We make every effort to comply with all relevant laws and regulations in the way we conduct our business. [Azena's Standards of Conduct](#) outline behaviors by which all employees, regardless of position in the Company, are expected to observe and maintain. It covers a range of issues and standards toward one another, governments, shareholders, business partners, competitors, the marketplace, and concerning conflicts of interest.

To ensure that our employees feel comfortable reporting any potential violations of our policies or procedures, we have established a

confidential and anonymous Ethics Hotline. Any Azena employee can also submit a complaint through our dedicated Ethics Hotline, which is staffed by an independent, third-party service provider to maintain confidentiality. Calls to the 24-hour hotline can be made in any language and will be translated and evaluated. All submissions are promptly reviewed and, if necessary, thoroughly investigated, with internal and external legal resources available to address or escalate an issue as appropriate. This hotline allows employees to raise concerns without fear of reprisal or victimization for whistleblowing in good faith. Any information provided through the hotline is automatically routed to our General Counsel, Chief Human Resources Officer, and the Chair of the Audit Committee. The number and nature of

complaints, as well as the status and resolution of investigations, are also reported to the Audit Committee on a quarterly basis. Azena prohibits retaliation against any whistleblower. For more information, please refer to our Whistleblower Policy in our [Global Anti-Corruption Policy](#).

Azena's [Human Rights Policy](#) covers a wide range of human rights issues including diversity, inclusion and non-discrimination, compensation, privacy, human trafficking and child labor, and expectations for suppliers and contractors. All Azena employees are required to participate in annual ethics training.

As part of the Company's ongoing commitment to anti-corruption compliance, all Company Personnel must receive and review a copy of the [Global Anti-Corruption Policy](#). In addition, the Company offers periodic anti-corruption compliance training programs to educate Company Personnel about the requirements and obligations of anti-corruption laws and the Anti-Corruption Policy.



## PRODUCT SAFETY & QUALITY

For the products we produce, we are focused on providing customers with the highest-level of sample quality, security, availability, intelligence, and integrity throughout the life cycle of samples. For our biorepository and genomics services our employees are trained, certified, and understand what quality means.

A full-time quality assurance team oversees procedures and monitors evolving regulations to keep us compliant with new standards. Formally scheduled, independent internal audits are conducted to assess and demonstrate compliance with our operating procedures and quality and safety programs. Customers and prospects are also invited to conduct their own audits of our facilities. We conduct quarterly internal audits of each of our global biorepositories. We also enlist independent auditors to evaluate our practices.

For our products, our safety and quality processes include:

- **In-Process Testing** – Incoming material inspection and release, reliability test, design testing, diagnostic test scripts, and blinded test scripts are all performed to ensure that the quality of the units is best-in-class
- **Ongoing monitoring** – Performance monitors are in place to ensure equipment in use at customer sites is operating correctly before critical failures occur and negatively impact our clients
- **Change Control** – All changes are documented and reviewed by the quality unit and executed using a risk-based approach. Customers will be notified of the planned changes as needed

## QUALITY MANAGEMENT

Ensuring the safety, quality, and reliability of the products and services we bring to market is a top priority at Azena. We implement quality strategies, quality systems, product quality and safety testing, and continuous improvement across all product categories. Our corporate product safety leader ensures we have consistent practices across the board. Azena defines quality as not only a feature of our products but also as the value we deliver through our processes and services, taking into account customers' current and emerging requirements as well as market and industry changes. As a result, we believe we can best measure our success by the ongoing success of our customers. We succeed in continually improving our performance and quality by empowering each employee to act with:

- Personal accountability and a strong commitment to customer satisfaction
- A focus on data-driven decision-making and rapid problem resolution
- Collaboration and teamwork internally with fellow Azena employees and externally with our suppliers and customers

During 2022 our global quality management systems enabled our products and services business units to prioritize customer satisfaction, quality, and regulatory compliance. We take great pride in the work we do to contribute to the health of the global community. Every day, our businesses work with researchers from around the world to successfully accelerate breakthroughs in drug discovery, sample management for biobanking and clinical studies, preclinical research, cell therapy, and molecular diagnostics/biomarkers.



Our key sample repository solutions locations in North America, Europe, and Asia are certified to ISO 9001. Our key manufacturing locations in the United States and United Kingdom are certified to ISO 13485. Our Quality Assurance and Regulatory teams have extensive experience in the pharmaceutical and medical device fields while operating directly or indirectly with regulatory agencies for compliance to applicable standards and regulations.

The genomics services quality team has taken on the initiative to implement an ISO 9001 compliant quality management system at our Research Use Only ("RSO") sites located in the US. As these sites are key for our customers and certification will improve quality while maintaining our leading scientific capabilities and superior customer service for consistent, reliable and high-quality data.

During 2022, we acquired Barkey, a leading provider of controlled-rate thawing solutions to customers worldwide. Barkey's products are registered in dozens of countries worldwide, serving hospitals, universities, and researchers in cell and gene therapy, and its Plasmatherm product is FDA approved for use in patient care.

Through the Azenta Quality Management System, our Corporate [Environmental, Health, and Safety \(EHS\) Policy](#), adherence to ISO standards, and regulatory compliance in the regions where we do business, we work to protect the natural environment and conserve natural resources.

Azenta's quality management system is based upon and compliant with the ISO 9001-2015 international quality standard. Eleven of our sites have received ISO 9001-2015 certification, as determined by a third-party quality assurance vendor. More information on our certifications can be viewed on our [Quality Management website](#).



## RESPONSIBLE SUPPLY CHAIN

We manage our manufacturing and distribution operations with a focus on minimizing adverse impacts to the environment; creating a healthy and safe workplace; maintaining fair and reasonable labor practices; and ensuring the integrity of materials supplied to Azenta.

Our [Human Rights Policy](#) recognizes the role suppliers and contractors play in our commitment to social responsibility and respect for human rights.

We are also committed to sourcing minerals responsibly. We continually work with our suppliers to identify and limit the use in our products of any conflict minerals (tin, tantalum, tungsten, and gold) that are sourced from the Republic of the Congo or adjoining countries. For more information, please see our [Conflict Minerals Policy](#) and [Conflict Minerals Report](#).

At Azenta, we are committed to operating with integrity, respect for all individuals, and concern for the environment. We expect our suppliers to uphold these same values and meet the standards outlined in our [Supply Chain Social and Environmental Responsibility Policy](#). Our supply chain relies on a network of specialized suppliers and transportation companies, and the capabilities of each of our sites vary. We work closely with our suppliers to identify issues or risks in the supply chain that require further due diligence. When necessary, we implement risk mitigation and improvement plans. Azenta's [Supply Chain Social and Environmental Responsibility Policy](#) addresses the following areas:

- Legal and regulatory compliance
- Environmental, health and safety
- Conflict minerals
- Labor and human resources, including employment practices, child labor, forced labor, and freedom of association
- Management systems
- Information access

To select our supplier partners, we follow a thorough assessment and qualification process overseen by our Global Supply Chain Team. We also ensure that suppliers adhere to certified quality assurance programs such as the International Organization for Standardization when necessary.

We are also committed to establishing collaborative partnerships with qualified small and diverse suppliers and recognize the importance of having a diverse supply base that reflects the diversity of the communities in which we operate.

At the end of 2022, we partnered with EcoVadis®, a globally recognized provider of business sustainability assessments and ratings, to evaluate and monitor the sustainability performance of our suppliers. We will utilize the EcoVadis® platform to evaluate and improve the health and safety, labor, and sustainability practices of our suppliers, as well as ensure compliance.

Azenta is committed to helping our suppliers improve their ESG performance, as assessed by their EcoVadis® rating. The Supply Chain and Purchasing teams are being provided with training and support and are encouraging eligible suppliers to engage with the EcoVadis® platform. To select strategic suppliers, Azenta will incorporate ESG criteria into its selection and evaluation criteria, including the supplier's EcoVadis® rating.

# ESG SPOTLIGHT ON B MEDICAL AND BARKEY

During the 2022 calendar year, we continued to execute on broadening our portfolio of world-class capabilities and added Barkey and B Medical to Azenta. Each of these companies had an established commitment to sustainability that we intend to support and grow as they become integrated into Azenta's ESG program.

## B MEDICAL SYSTEMS

On October 3, 2022, Azenta completed its acquisition of B Medical, a market leader in temperature-controlled storage and

transportation solutions that enables the delivery of life-saving treatments. B Medical is headquartered in Hosingen, Luxembourg, and is one of the leading vaccine cold

chain solutions providers serving primarily fast-growing emerging markets, which require secure and reliable temperature-controlled storage and transport solutions.

With more than 100 products and a presence in more than 150 countries, including underprivileged communities, B Medical has installed more than half a million products and



have helped vaccinate more than 350 million children across the world.

B Medical is committed to developing products that are sustainable. By incorporating sustainability principles, B Medical enables end customers to have greener and more efficient operations. In 2021, B Medical shipped more than 7,000 solar-powered vaccine cold chain solutions, enabling reliable storage of vaccines even in the most remote corners of the world. Its medical refrigeration and blood management refrigerators and freezers use green refrigerants (R600A, R290, R170) that have a minimal impact on the environment. These are also designed in a way to deliver superior energy efficiency. In 2022, B Medical received 18 new energy star labels. In 2022, they also



received the ACT (Accountability, Consistency, and Transparency) Label – third-party verified information about the environmental impact of laboratory products around manufacturing, energy, and water use, packaging, and end-of-life, for its ultra-low freezers U701 and U901. Several of its products also have AABB's standards-compliant product recognition, which offers assurance that the products for the blood community follow AABB (Association for the Advancement of Blood & Biotherapies) standards.

B Medical also aims for sustainability in its day-to-day operations. At its headquarters facility in Luxembourg, which includes a state-of-the-art, highly automated manufacturing facility, more than 98% of their waste is recycled and has received the SDK label, an acknowledgment label for environmentally correct waste management granted by the Ministry of the Environment, the Chambre de Commerce, and the Chambre des Métiers of Luxembourg. B Medical's Luxembourg facility uses 100% renewable sources of energy for its Luxembourg headquarters. Its facility is ISO 14001 certified, and its products comply with REACH (Registration, Evaluation, Authorization and Restriction of Chemicals). B Medical also has several ongoing projects aimed at installing more efficient heating systems to reduce their overall energy consumption.

B Medical is compliant with local regulations and has strong governing and guiding principles. It has been a member of the U.N. Global Compact since 2019 and is guided by United Nations Sustainable Development Goals (SDGs). B Medical has business principles regarding health and safety, environment, business integrity, and social, Whistleblowing Policy, Anti-Bribery/Anti-Corruption/Sanctions/Compliance Policies and Procedures. Because B Medical serves many of the world's underdeveloped, emerging markets, it has employed enhanced anti-corruption and



anti-bribery compliance practices and policies. These include extensive screening of third-party business partners, as well as annual training for employees, distributors and agents. B Medical is also committed to full compliance with local regulations concerning equal opportunities, non-discrimination, human rights, medical surveillance, and grievance mechanisms.

B Medical is committed to creating a workforce reflecting diversity, as it now comprises more than 26 nationalities.

B Medical is also committed to supporting communities by leveraging the passion of its employees to connect to the local communities. In October 2022, B Medical launched its Badlav initiative that aims to empower the people of a village near its manufacturing plant in Mundra, India, towards a bright and sustainable future, with a focus across three areas - Health, Skill, and Education (especially with a focus on STEM education). B Medical is also now part of IMS (Inspiring More Sustainability), Luxembourg's leading network for Corporate Responsibility and national representative of the European organization CSR Europe. As a part of Azenta, B Medical enhances our purpose and directly improves the lives of people all over the world.

# BARKEY

On July 1, 2022, Azenta acquired Barkey, a leading provider of controlled rate thawing devices for customers in the medical, biotech, and pharmaceutical industries. Barkey is headquartered in Leopoldshöhe, Germany and



has over four decades of expertise in the automated thawing of plasma, blood and stem cells and has an

established footprint in the large and growing cell and gene therapy market.

With numerous ongoing clinical trials, and multiple approved products, a rapidly growing cell and gene therapy field is seen as a source of paradigm-shifting treatments, ultimately curing a variety of diseases, from oncology to rare genetic disorders.

The Barkey Plasmatherm has a unique role in the manufacturing and patient administration of these cutting-edge biotech products. Given the nature of these therapies, both starting material and the final drug product are most often cryopreserved, stored below  $-130^{\circ}\text{C}$ . Barkey's Plasmatherm de-risks the critical process of thawing the cryopreserved material for the manufacturing within the controlled clean environments, as well as secures the preparation of the ready treatment for infusion to the patient. Used, for instance, in the processes of all major to date approved CAR T cell therapies, the thawing technology by Barkey ensures excellent and consistent cell viability and recovery rates, contributing to the success of the production and delivery of the therapy.

Additionally, Barkey's technology provides an important environmental benefit by eliminating the need for labs and hospitals to use water baths for thawing. According to Barkey's estimation, one Plasmatherm eliminates the use of approximately 100 liters of prepared water per month.

Barkey continues to work towards reducing their carbon footprint, including increasing the use of renewable energy sources. One of Barkey's plants in Leopoldshöhe, Germany, sources 100% renewable electricity.



# APPENDIX

## SASB INDEX

Azenta is reporting its ESG performance under the Sustainability Accounting Standards Board (SASB) framework. The information provided aligns with the SASB standard for the Medical Equipment and Supplies. All data disclosed is from our Fiscal Year 2022 unless otherwise noted. We have included some discussion on the applicability of certain metrics to our business, along with a reference for where additional information can be found within our report. As our ESG reporting continues to evolve and expand, we will continue to evaluate our ability to report on metrics that we currently do not report on and assess our capacity to provide this information in the future.

Listed below is Azenta's SASB Index aligned with the Medical Equipment and Supplies industry guidelines:

TOPIC	SASB METRIC	CODE	2022 REPORTING
Affordability & Pricing	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	HC-MS-240a.1	Azenta does not disclose this data currently. Please see Azenta's Annual 2022 Form 10-K (pages 58 & 59) for more information on factors that impact transaction pricing.
	Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Azenta's approach is to understand the customer's needs and requirements to build up an accurate solution package and price. List price can be disclosed to a customer once Azenta has established a true sales opportunity, and by understanding the customer user requirements. Pricing is presented by means of a quotation or through competitive tender or RFP process using customer specific pricing documents. Different factors are taken into consideration, such as volume, product availability, shipping/incoterms that need to be established and applied. Factors such as product and service customization impacts price. Negotiations are based on scope of requirements, availability and timings. Pricing is reviewed on a regular basis by our Product Management teams to ensure we remain competitive in our market. Factors that affect our price point are demand, the external environment such as our competition, the economy and government regulations, shipping method and costs, parts availability, change in raw material costs and customization to meet user requirement. Standard product and service pricing is determined by management of each respective division. The product line senior executive will determine the parties responsible for publishing pricing guidelines for each product line for which they are responsible. Pricing that meets published guidelines can be processed without additional pricing approvals. Published price lists represent Azenta's approved pricing guidelines. All long-term agreements include price increase parameters.
Product Safety	Number of recalls issued, total units recalled	HC-MS-250a.1	Azenta has issued zero medical device product recalls. On July 1, 2022, Azenta acquired Barkey, which produces a Plasmatherm thawing device approved by the FDA. Barkey has issued zero medical device product recalls.
	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	HC-MS-250a.2	No Azenta products were listed in the FDA's MedWatch Safety Alerts for Human Medical Products database because this metric is not applicable to our business, as Azenta does not manufacture FDA-regulated medical devices. On July 1, 2022, Azenta acquired Barkey, which produces a Plasmatherm thawing device approved by the FDA. In FY 2022, no Barkey products were listed in the FDA's MedWatch Safety Alerts for Human Medical Products database.
	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	Azenta does not manufacture medical devices and our products are not regulated by the FDA. Therefore, Azenta has reported zero fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience database. On July 1, 2022, Azenta acquired Barkey, which produces a Plasmatherm thawing device approved by the FDA. In FY 2022, Barkey has reported zero fatalities related to the Plasmatherm product, as reported in the FDA Manufacturer and User Facility Device Experience database.
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-MS-250a.4	Azenta does not manufacture medical devices and our products are not regulated by the FDA. Therefore, Azenta has received zero form 483, warning letters, seizures, recalls, and consent decrees. On July 1, 2022, Azenta acquired Barkey, which produces a Plasmatherm thawing device approved by the FDA. Barkey received one form 483 on November 4, 2022. In FY 2022, Barkey received zero warning letters, zero seizures, zero recalls, and zero consent decrees.

# APPENDIX

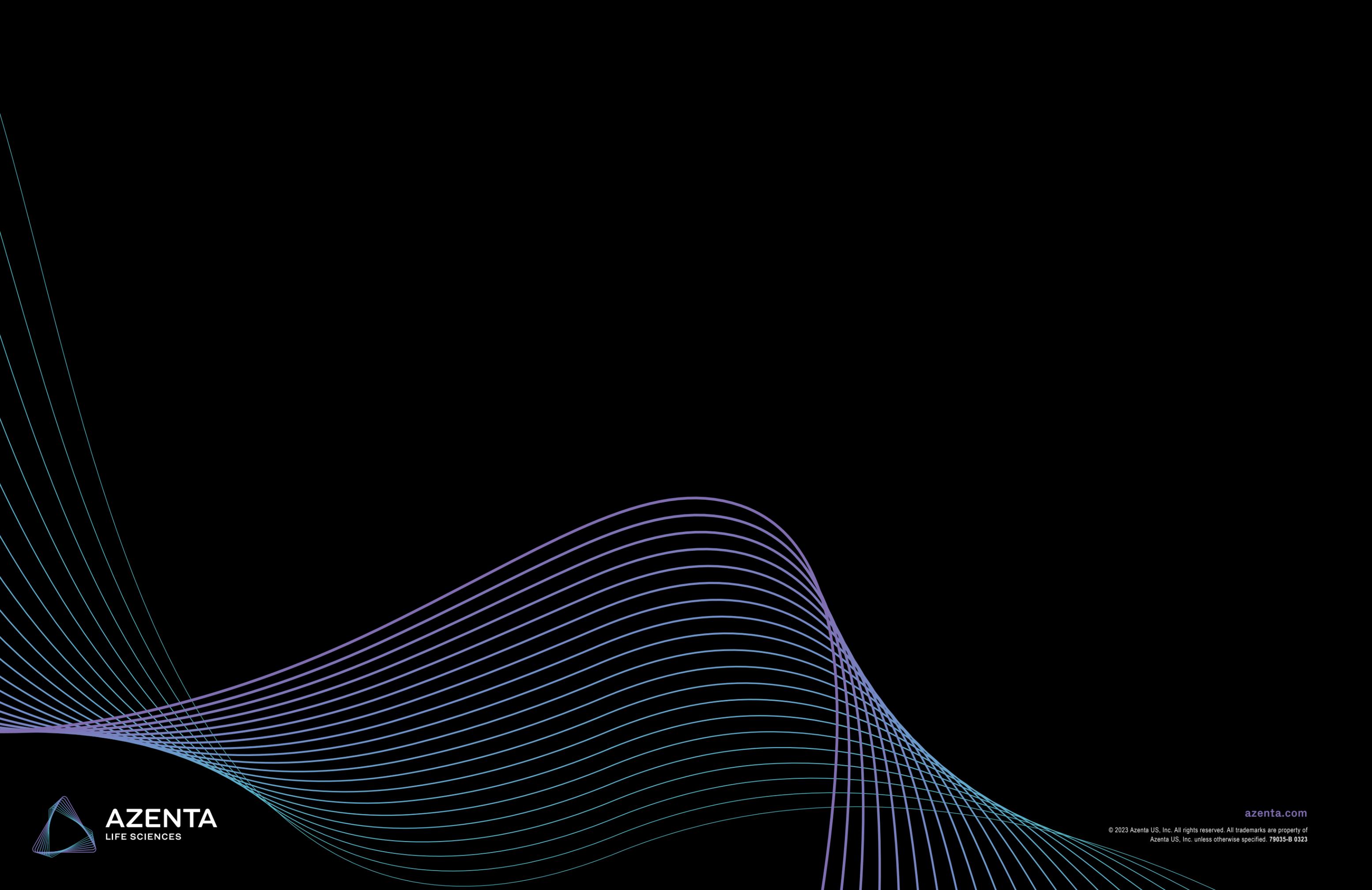
## SASB INDEX

TOPIC	SASB METRIC	CODE	2022 REPORTING
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	In FY 2022, Azenta had no monetary losses as a result of legal proceedings associated with false marketing claims.
	Description of code of ethics governing promotion of off-label use of products	HC-MS-270a.2	This metric does not apply to Azenta as we do not manufacture medical devices, and our customers are pharmaceutical and biotechnology companies, as well as academic and government institutions. We present our products and services accurately and objectively and comply with all relevant laws and regulations for their promotion and sale. We only market our products for their approved uses and have a strict internal review process to ensure that all marketing and external communications comply with these requirements.
Product Design & 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	HC-MS-410a.1	See Our Sustainable Innovation Section (page 22) for more information about our Company's approach to meeting the demand for sustainable products.
	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	At this time, Azenta does not have a program for accepting products for take-back, reuse, or recycling.
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	HC-MS-430a.1	For internal Azenta sites, 11 out of 25 of our manufacturing facilities are either ISO 9001 or ISO 13485 certified via third-party audit programs. More information can be found on our <a href="#">Certifications website</a> . The majority of our Tier 1 product suppliers' facilities participate in third-party audit programs for manufacturing and product quality. As a part of the onboarding process, it is a requirement for new suppliers to have a third-party ISO certification.
	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	Azenta employs various systems and procedures to ensure the traceability of materials throughout the entire product supply and distribution chain. Azenta maintains internal and external traceability by utilizing lot and serial numbers kept in our Enterprise Resource Planner (ERP) for our key products, such as Automated Sample Storage Systems, Consumables, and Instrument products.
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	See Azenta's Statement on <a href="#">Conflict Minerals</a> and our most recent <a href="#">Conflict Minerals Report</a> . More information can be found in Azenta's <a href="#">Supply Chain Social and Environmental Responsibility Policy</a> .
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	In FY 2022, Azenta had no monetary losses as a result of legal proceedings associated with bribery or corruption.
	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	Azenta does not typically interact with healthcare professionals in our operations, as our primary customers are pharmaceutical and biotechnology companies, as well as academic and government institutions. Our <a href="#">Standard of Conduct</a> and <a href="#">Global Anti-Corruption Policy</a> governs the interaction of our directors, officers, and employees with government officials, customers, suppliers, competitors, colleagues, and others.



## FORWARD-LOOKING STATEMENTS

This ESG Report includes forward-looking statements about, among other things, our performance on Environmental, Social and Governance topics, company priorities, and new product development that are subject to substantial risks and uncertainties. We cannot guarantee that any forward-looking statement will be realized. Should known or unknown risks or uncertainties materialize or should underlying assumptions prove inaccurate, actual results could vary materially from past results and those anticipated, estimated or projected. Please refer to Azenta's Annual Report on Form 10-K for the year ended September 30, 2022, and Azenta's subsequent reports on Form 10-Q, including the section thereof captioned "Risk Factors" for a description of the substantial risks and uncertainties related to the forward-looking statements included in this ESG Report. These reports are available on our website at [www.azenta.com](http://www.azenta.com) and on the U.S. Securities and Exchange Commission's (SEC) website at [www.sec.gov](http://www.sec.gov). The forward-looking statements in this ESG Report speak only as of the original date of this ESG Report, and we undertake no obligation to update or revise any of these statements, as the result of new information or future events or developments or otherwise.



**AZENTA**  
LIFE SCIENCES

[azenta.com](https://azenta.com)

© 2023 Azenta US, Inc. All rights reserved. All trademarks are property of Azenta US, Inc. unless otherwise specified. 79035-B 0323