



Advancing Our Impact

2021 ESG Update

A Message from Our CEO

Thank you for your interest in Brooks Automation's 2021 environmental, social and governance (ESG) update, which is a complement to our [inaugural corporate social responsibility \(CSR\) report](#) published in July 2020. This update highlights our 2020/2021 performance data, our essential role in addressing the ongoing COVID-19 pandemic and the continued growth of signature initiatives.

United by Purpose

Over the past year, we have reflected on what unites us as a company and why we perform with such energy and passion. Drawing upon our unique story and culture, we developed a more clearly defined Purpose statement:

We advance science and technology to enable a healthier and more connected world for everyone, everywhere.

Unveiled in January 2021, our Purpose statement captures the essence of our core businesses, which are aimed at well-being and human advancement, and reaffirms our commitment to operating in a responsible, sustaining and socially mindful manner. Our Purpose statement reflects the reality that what we do at Brooks has a tangible impact on the world and our society every day.

Reflecting On the Past Year

The last 18 months have brought new and growing challenges, but no greater time for Brooks to put its Purpose into action. I'm inspired and humbled by how we have adapted to new working methods to continue delivering essential products and services, including solutions that enable COVID-19 testing, vaccine development and seamless remote work environments. In this time of crisis, we have demonstrated our ability to advance our impact to benefit our stakeholders and the world.

As we become comfortable operating within a "new normal," we recognize the pandemic is an ongoing challenge. Brooks employees around the world continue to exceed our customers' expectations, enabling our growth and capture of market share. Our customer relationships and trust have never been stronger.

In addition to the public health crisis, racially motivated violence and other social justice issues continue to divide communities across the United States. At Brooks, we believe treating everyone, everywhere with the dignity and respect they deserve is a human right. We are committed to helping eliminate racism in the communities where we live and work.



Our Social Impact Committee has continued to raise awareness of, and champion, inclusion and diversity efforts. In addition, we have set internal goals, which are tracked regularly and reported to executive management on a quarterly basis.

Our Path Forward

In September 2021, we agreed to the [sale of our semiconductor automation business](#) to Thomas H. Lee Partners (THL), a private equity investor that recognizes the tremendous value and growth that is inherent in this business. THL's impressive knowledge base, combined with our own technical foundation and strong business platform, makes this partnership a truly exceptional opportunity for the future of our automation business. The sale also presents the opportunity to accelerate our investments in innovation and discovery and further advance our impact around the world as the newly branded Azenta Life Sciences.

We are in this unique position to leverage our past success because of the dedication and hard work of all Brooks employees. A core quality of our collective team has been our ability to process and embrace change and transition while delivering for our customers. Our commitment to being a responsible corporate citizen has been a hallmark of our company and will continue to be critical to the continued success of Azenta Life Sciences.

We hope you find this ESG update insightful, and we look forward to sharing our progress in future reports.

A handwritten signature in black ink, which appears to read "Steve Schwartz". The signature is fluid and cursive, written over a light blue background.

Steve Schwartz
President and CEO

Our Approach to ESG

Brooks Automation has had a consistent, steady commitment to being a responsible corporate citizen. Over the years, we have been in the forefront of many programs for product responsibility, regulatory compliance, employee development and support for education and our local communities. In 2018, 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.

Social Impact

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

- Inclusion and Diversity
- Employee Value
- Community and Global Impact

Sustainability

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

- Waste Management
- Energy Management

Product Responsibility

Our products enable our customers to have great impact on the world, and we are committed to ensuring the safety, quality and reliability of our products and services. We comply with all applicable environmental, health and safety regulations, adhere to various voluntary standards, and partner with our customers to help them meet and exceed such expectations.

- Environmental Compliance
- Responsible Sourcing
- Product Health, Safety and Quality

Governance & Ethics

We live by certain standards of conduct that are the underpinnings of our current and future success. Our values – honesty, integrity, accountability and respect for one another and the many constituencies that we serve – always remain at the forefront.

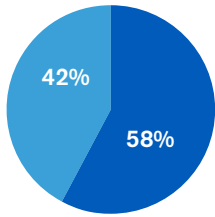
- Corporate Governance
- Ethics and Integrity

We recommend reviewing this update as a companion to our [2019/2020 Corporate Social Responsibility Report](#). Together, these reports demonstrate our ESG commitments and progress to date and position us well for the future as Azenta Life Sciences.

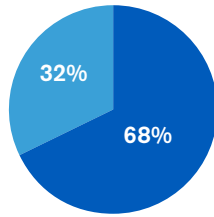
Making a Positive Impact on Society and the Environment

Gender Diversity¹ (global)

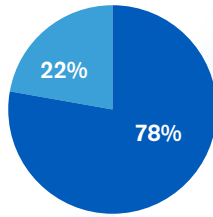
■ FEMALE ■ MALE



Non-Management



Management



Senior Management (VP and above)

Non-Management: 3,020

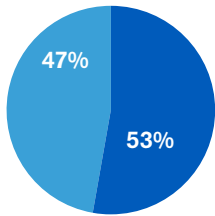
Management (non-exec): 699

Senior Management: 32

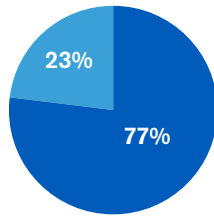
3,751 Total Employees

Racial Diversity^{1,2} (U.S. only)

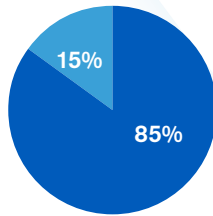
■ RACIALLY DIVERSE ■ WHITE



Non-Management



Manager Level



Director and Above

Board Diversity³

40% gender or racially diverse

Management Level	Non-Management		Manager Level		Director and Above	
	Count	%	Count	%	Count	%
Ethnicity						
White	682	53%	258	77%	92	85%
Asian	342	26%	44	13%	12	11%
Hispanic or Latino	134	10%	17	5%	2	2%
Black or African American	103	8%	12	4%	0	0%
Native Hawaiian or Other Pacific Islander	3	0%	0	0%	0	0%
Two or More Races	27	2%	2	1%	2	2%
American Indian or Alaska Native	0	0%	0	0%	0	0%
Not disclosed	8	1%	0	0%	0	0%
Total (U.S. only)	1,299	100%	333	100%	108	100%

¹ Data as of June 30, 2021.

² Brooks defines racially diverse as any employee of diverse racial background, including but not limited Black or African American, American Indian, Asian, Hispanic or Latino, Native Hawaiian or two or more races.

³ Data as of November 2, 2021.

Making a Positive Impact on Society and the Environment

Measuring Employee Engagement 2020 Survey Results*

77% of employees rate Brooks favorably, up 6% from 2018

75% of employees feel a sense of belonging at Brooks, up 6% from 2018

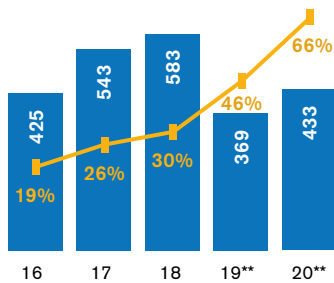
* Brooks conducts global engagement surveys on a regular basis utilizing an external partner, Decision Wise. With participation rates inclusive of 75% of the team, the data above is from the survey administered in September 2020.

Our Environmental Performance U.S. Manufacturing Operations and Corporate Headquarters*

Waste and Recycling

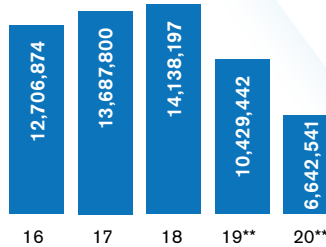
Total Waste in Metric Tons

— Percent Recycled



Electricity Usage

Kilowatt Hours



2020 Electricity Usage

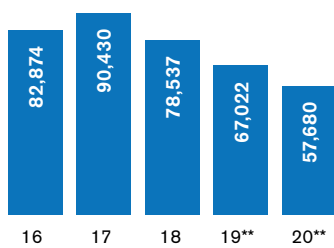
By Source

14% Renewable
86% Non-renewable

Data supplied by Brooks' energy provider based on its Massachusetts Disclosure Report on Electricity by Source.

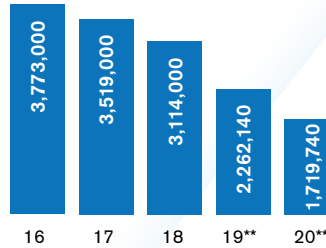
Natural Gas Usage

Hundreds of Cubic Feet



Water Usage

Gallons



* Includes Brooks' Chelmsford, Massachusetts campus (corporate headquarters and semiconductor operations).

** Excluding semiconductor cryogenics business, which was sold July 1, 2019.

Our 2020/2021 Highlights

Women's EDGE Expands Throughout Brooks

Women's EDGE, our grassroots employee resource group (ERG), has continued to grow in membership and expand its impact. First piloted at our corporate headquarters in December 2019, the ERG now includes approximately 100 members in six global chapters.

Building upon its four guiding principles – Empower, Develop, Give Back and Encourage – Women's EDGE codified its mission with the creation of a charter as well as a global steering committee in 2020.

Brooks' first ERG aims to attract, develop and retain top female talent by:

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

The formation of the global steering committee has provided a formal structure, supported the growth of local chapters and cultivated close-knit connections across geographies. In addition, Women's EDGE has received significant participation from Brooks' senior leaders and board members who have hosted virtual chats, been key contributors on the steering committee and attended ERG-sponsored events throughout the year.



We believe our focus on women in leadership and supporting the establishment of an ERG directly related to this initiative has resulted in the increase in female leader incumbents at the executive, director and middle management positions across the company. This has been the result of internal promotional mobility and direct hiring.

Much of the credit for the continued growth of Women's EDGE goes to the local chapters taking ownership of the effort, hosting events and ensuring all employees, regardless of gender, feel welcome to participate. The proliferation of technology throughout the pandemic has encouraged sustained engagement. Resources and chapter information are available on a dedicated intranet page, and chapter highlights and upcoming events are featured in quarterly e-newsletters.

As the ERG has grown, Women's EDGE has continued to integrate and partner with Brooks' Social Impact Committee on other inclusion and diversity initiatives.



Our 2020/2021 Highlights

Prioritizing Operations to Combat COVID-19 Pandemic

As COVID-19 continues to impact people and businesses all over the world, Brooks' teams are supporting our customers by delivering essential products and services in response to the COVID-19 pandemic.

Our Life Sciences services team has supported customers throughout various stages of vaccine development, from sample management and processing to gene synthesis and sequencing:

- Our sample collection kits are assembled and packaged to meet the exact needs of clinical trials.
- Sample processing services at our storage facilities include aliquoting, blood fractionation, peripheral blood mononuclear cells (PBMC) isolation and nucleic acid extraction.
- We continue to fulfill and fast-track orders for storage, transportation and laboratory services in support of research and development around COVID-19.
- Our Genomics & Analytical Services team continues to provide gene synthesis and DNA solutions to address the continued emergence of new variants of the virus.

Our consumables, including coded sample tubes and polymerase chain reaction (PCR) plates, are used extensively in COVID-19 testing. During the past year, our Life Sciences products team has supplied over 10 million sample collection tubes and 50 million test tubes to our customers. With efficient inventory interactions that are scalable and repeatable, automated storage has reduced manual handling and supports increased testing. For example, our sample management and informatics teams increased capacity to enable the tracking of one million COVID-19 tests per day in the U.K.

In addition to the work of our Life Sciences teams, Brooks' semiconductor solutions continue to enable companies to function and stay productive, including supporting technology for remote work. Over the past year, we have increased our employee base and expanded our operations to meet the demand that continues to accelerate among our customer base.

Improving Our Environmental Performance

As part of our organizational efficiency and sustainability efforts, Brooks works proactively to identify opportunities to improve our overall energy consumption and increase the energy efficiency of our operations. In August 2021, installation began on a 600-kW fuel cell system at our corporate headquarters. The fuel cell will convert natural gas to electricity through an interconnected system.

Environmental benefits of this project are expected to include:

- Eliminating approximately 94% of the building's electricity load
- Reducing greenhouse gas (GHG) emissions by approximately 27% (compared with grid electricity)
- Reducing smog emissions by approximately 99% (compared with grid electricity)

This project is targeted for completion in calendar year 2022.

At our Indianapolis, Indiana facility, which is our primary sample storage facility, 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. This initiative further accelerates our efforts to increase our use and support of renewable energy sources as we work to reduce our carbon footprint. For example, our Manchester, U.K. facility sources electricity from 100% renewable sources. We look forward to sharing more on this and other efforts in the future.

Brooks in the Community

Launched in October 2020, Brooks' Impacting Our Communities initiative builds on monthly themes to bring attention to a variety of community organizations, nationwide initiatives and social issues as well as educate and inform our workforce.

Highlights from the past year include:

Tackling Hunger in Our Communities

- Several U.S. locations conducted virtual fundraisers in support of local food banks, including Gleaner's Food Bank in Indianapolis, Indiana, and Merrimack Valley Food Bank in Chelmsford, Massachusetts.
- Our Chelmsford location also raised money to contribute to Women's Lunch Place, a day shelter that provides nutritious meals and individualized services to women facing homelessness and poverty. Women's Lunch Place has been working hard to adapt to the growing rates of hunger and housing insecurity in the community, creating new programs and modifying services to best meet the needs of its guests.

Beautifying Our Communities

- In New Jersey, our colleagues cleaned up beaches and beautified the local landscape.
- Our California colleagues helped the Oakland Zoo with cleanups.
- Our Indianapolis location sponsored a discussion on Invasive Species Management to help our employees better understand and improve their local green spaces.
- Our Chelmsford employees helped the Boys & Girls Club of Greater Lowell and its children get ready for an upcoming art event by beautifying areas outside the building and preparing inside areas for end-of-school-year events.



Supporting Families and Children

- Our Chelmsford colleagues supported the annual It's All About the Kids event. The team "adopted" families and collected gifts and other items for the holidays. More than 60 local families were supported through this effort.
- Colleagues in Indianapolis, Indiana, supported Toys for Tots, donating a box full of toys and over \$1,500 in financial contributions.
- Our Indianapolis and Chelmsford locations supported "BackPack Attack!" events through Indy BackPack Attack and The Wish Project. Employees donated money or items to stuff backpacks for children returning to on-site schooling.

Additional organizations supported through our contributions and volunteering include:

- American Cancer Society
- American Heart Association Massachusetts
- Daughter of the American Revolution
- Hand to Heart Center
- Heartfelt Dreams Foundation
- Hope for the Warriors
- Medal of Honor Convention
- Mended Little Hearts Boston
- National Park Service
- Operation Gratitude
- Rails-to-Trails Conservancy
- Spirit of America
- United Service Organizations
- Veterans of Foreign Wars
- Welcoming America
- Wounded Warrior Project

The Future

“ Our path forward as Azenta Life Sciences presents a world of opportunity to grow as a company and advance our impact. We are proud of our ESG progress to date and 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. ”

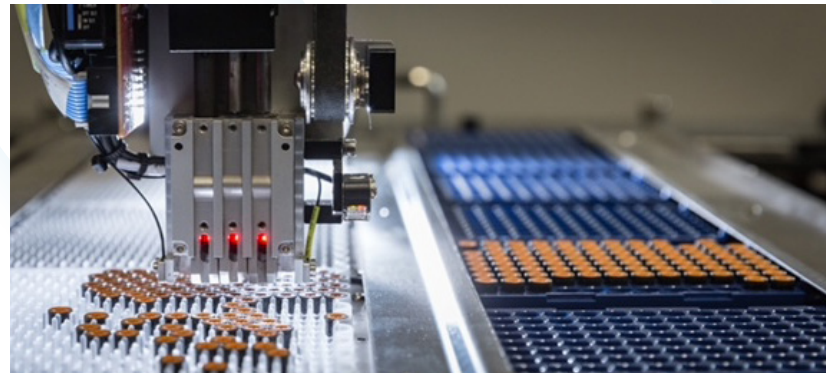
– Steve Schwartz, President and CEO



Our Impact

At Azenta, we're built to support our customers, to help them move faster and smarter to build a healthier world for people everywhere.

While breakthroughs are a culmination, they are also a promise – a promise of our ongoing impact. Of the future they define for generations to come.

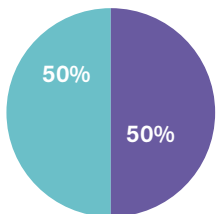


AZENTA
LIFE SCIENCES

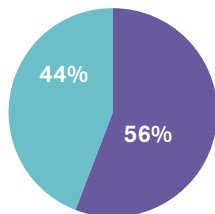
Azenta Life Sciences Workforce At A Glance

Gender Diversity¹ (global)

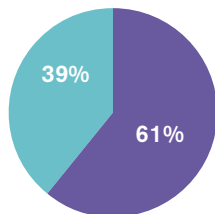
FEMALE MALE



Non-Management



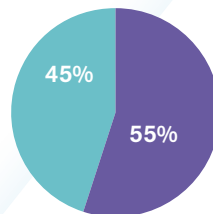
Management



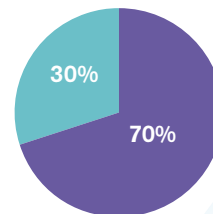
Senior Management
(VP and above)

Racial Diversity^{1,2} (U.S. only)

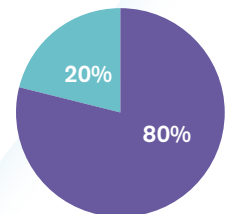
RACIALLY DIVERSE WHITE



Non-Management



Manager Level



Director and Above

¹ Data as of October 25, 2021.

² Brooks defines racially diverse as any employee of diverse racial background, including but not limited Black or African American, American Indian, Asian, Hispanic or Latino, Native Hawaiian or two or more races.



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