

**AZENTA**  
LIFE SCIENCES

# 2023

## ESG REPORT

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







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# MESSAGE FROM OUR CEO

As we reflect on a transformative Fiscal Year 2023, Azenta's first full year as a standalone life sciences company. I am pleased to share our 2023 Environmental, Social, and Governance ("ESG") Report, a testament to our contributions in steering Azenta towards greater sustainability, innovation, and responsible corporate citizenship.

Across business segments, we are proud to have launched a host of innovative products and services, setting the stage for our future as a sustainable and responsible life sciences company. The addition of B Medical Systems not only expanded our capabilities but also positioned us to deliver impactful solutions directly to patients, furthering our broader ESG goals.

As part of our ongoing commitment to sustainability, we initiated several important programs. From developing cutting-edge eco-friendly systems and processes, and embracing automation, each endeavor has been geared towards elevating our capabilities as a responsible and world-class organization. The progress we've made in every facet of our business signifies our dedication to ESG goals and principles.

Entering 2024, I have tremendous confidence in our prospects. Azenta stands uniquely positioned with critical capabilities needed by the life sciences community, both now and in the future. Our ability to source, manage, and measure biological samples, aligns seamlessly with our commitment to environmental protection and responsible operations.

This past year marked a period of significant evolution and maturity for Azenta, and our employees played a pivotal role in aligning our business strategies to cater to our evolving customer needs. Our commitment to our purpose of "Enabling

Breakthroughs Faster' is at the core of everything we do, and our employees' dedication has allowed us to take substantial strides toward achieving this purpose. What we do at Azenta matters, and each contribution makes a meaningful difference in our journey towards corporate responsibility and sustainability.

While we recognize there is still work to do, we remain committed to consistently setting high standards to ensure accountability for our ESG progress. I am confident that the culture we've cultivated will remain a strong foundation as we collaborate to bring about impactful changes in lives globally for many years to come.



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

Steve Schwartz  
President & CEO



# CORPORATE OVERVIEW

Azenta, Inc. (“Azenta”) is a leading provider of life sciences solutions worldwide, enabling impactful breakthroughs and therapies to market faster. Azenta provides a full suite of reliable cold-chain sample management solutions and multiomics services across areas such as drug development, clinical research and advanced cell therapies for the industry’s top pharmaceutical, biotech, academic and healthcare institutions globally. We’ve embedded ourselves in a critical position in the center of a biological sample-based world that begins at discovery and goes all the way to the delivery of treatments. Our ability to source, manage, store, measure, and interrogate samples ultimately providing discovery-unlocking data is paramount to all that is advancing this industry. We serve this sample world with a unique set of capabilities, by matching our capabilities to customers’ needs for more automated sample workflows and world-class multiomics capabilities

Fiscal Year 2023 was Azenta’s first full year as a standalone life sciences company after Azenta completed the sale of its Semiconductor Solutions Group business, or “automation business,” on February 1, 2022. Now that Azenta is exclusively focused on the life sciences industry, our global team delivers and supports products and services through our industry-leading brands, including GENEWIZ, FluidX, Ziath, 4titude, Limfinity, Freezer Pro, Barkey and B Medical Systems. Our corporate headquarters are located in Burlington, Massachusetts, and we have facilities and operations across North America, Europe, and Asia.

We have over 45 facilities across eleven countries, and with the recent addition of B Medical Systems to our Azenta family, we are better positioned than ever to provide best-in-class support for our customers.

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

## AZENTA BY THE NUMBERS\*

**~3,500**  
Employees

**>45**  
Facilities Globally

Serving Customers In  
**>150 COUNTRIES**

\*For fiscal year ended September 30, 2023



Suzhou, China



Burlington, MA



Billerica, MA



Move-in day at Waltham, MA lab



Azenta operates as three business segments: Sample Management Solutions, Multiomics & Synthesis Solutions, and B Medical Systems. In our Sample Management Solutions segment, we provide customers with on-site and off-site sample storage, cold-chain logistics, and transportation. Our solutions include automated ultra-cold storage systems, consumables, and instruments. In our Multiomics segment, we provide next-generation DNA sequencing, sanger sequencing, gene synthesis, and a wide range of other synthetic DNA solutions for research, preclinical and clinical solutions. In our B Medical Systems segment, we provide temperature-controlled storage and transportation solutions, covering a wide range of applications in medical refrigeration, blood management, and vaccine cold chain.

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



Consumables & Instruments



Sample Storage & Repository Services



Automated Stores & Cryogenics



GENEWIZ Multiomics & Synthesis Solutions



Sample Management & LIMS



B Medical Cold Chain | Sample Collections

# 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:



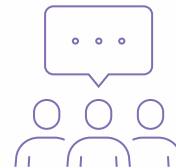
## PUT PEOPLE FIRST

- 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



# 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 2023, we continued progress in our commitment to sustainability, building upon the foundations laid in 2022. Our integrated ESG program has evolved to address new challenges and opportunities. Under our ESG 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.

We recognize that climate change poses risks to our Company and the broader life sciences industry. Therefore, this year we are publishing our first annual Task Force on Climate-related Financial Disclosures (TCFD), available in the report's appendix. The TCFD Index outlines Azenta's initial climate change risks and opportunities assessment and the proactive measures we are taking to address the impacts of climate change. Please see the appendix for both our Sustainability Accounting Standards Board (SASB) and TCFD Index.

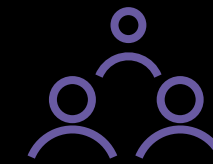
# STRATEGIC PRIORITIES

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

In 2022, we 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 Azenta’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 Azenta’s reporting of ESG performance. This group includes representatives from our operations and functions in various markets around the globe. An Azenta Executive serves as sponsor for each of these Working Committees along with helping to align committee objectives with Azenta’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, Azenta’s ESG strategy, initiatives, and policies. Additionally, the purpose of our ESG Committee is to assist the Board in discharging its oversight responsibility

## GOVERNANCE AND MANAGEMENT OF ESG AT AZENTA



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. Azenta 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 2023, we conducted a formal stakeholder engagement process 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 Azenta 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 2023, we continued our practice of inviting many of our larger stockholders to discuss our pay programs and practices, our ESG program, and other governance topics. Stockholders representing over 20% of Azenta’s outstanding shares accepted invitations for discussions with members of our Board and executive management. The calls were focused on strategy, governance, and compensation topics.

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<sup>1</sup>

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. Our most recent materiality assessment was carried out in Fiscal Year 2022. Azenta engaged with an independent third-party advisor to conduct the review of Azenta 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), Sustainability Accounting Standards Board (SASB), and The Task Force on Climate-Related Financial Disclosures (TCFD). 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.

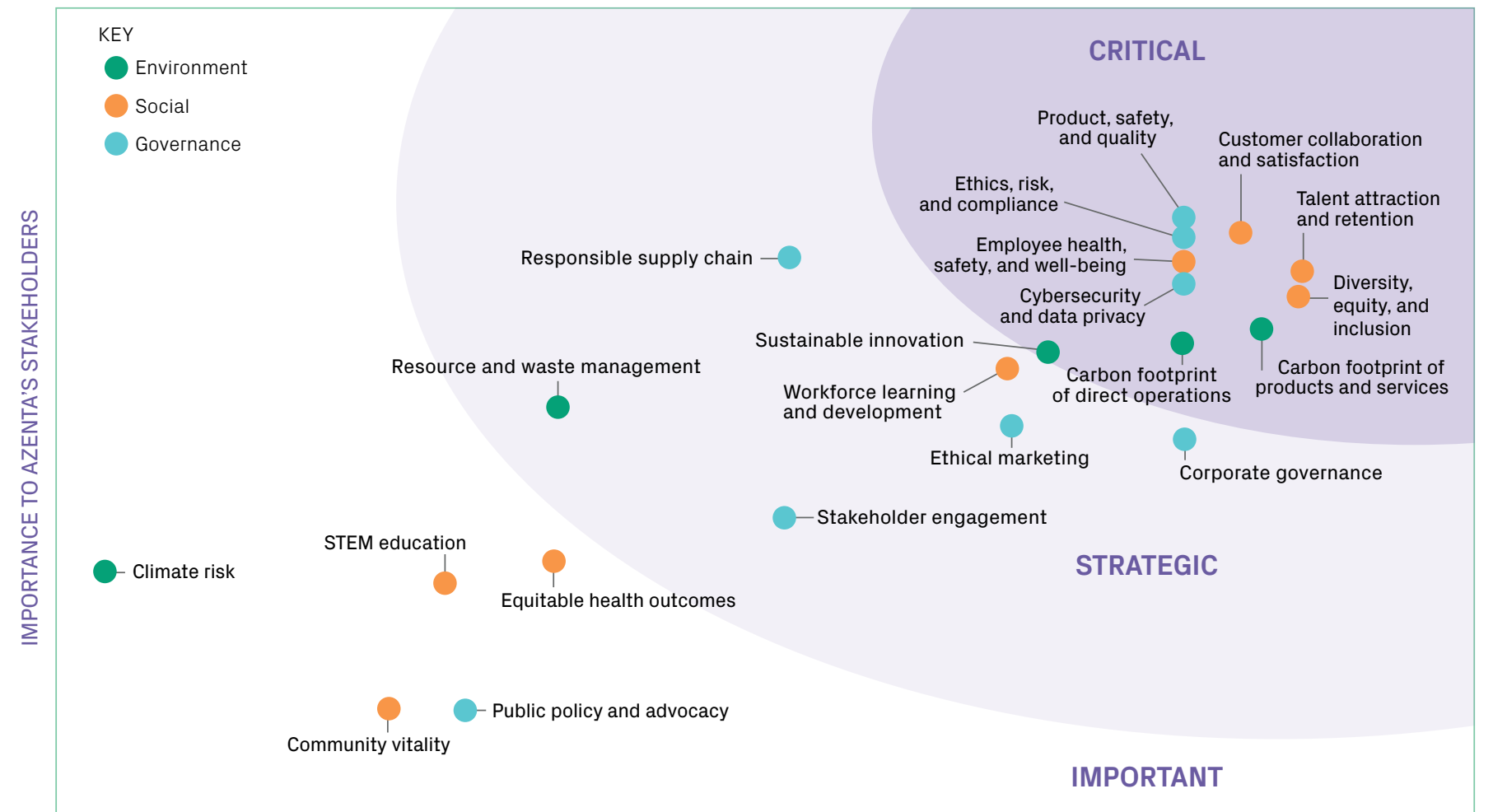
The ESG Matrix reflects the relevant importance of ESG topics based on internal and external stakeholders’ ratings:

## 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.

We have compiled this report, taking into account the guidelines and principles of the Carbon Disclosure Project (CDP), the Sustainability Accounting Standards Board (SASB) the Medical Equipment and Supplies Sustainability Accounting Standard, as well as the Task Force on Climate-Related Financial Disclosures (TCFD) reporting standard. Our SASB and TCFD Index disclosures are available in the appendix of this report. We plan to continue publishing SASB disclosures annually in future ESG Reports. This report covers our Fiscal Year 2023 progress, from October 1, 2022, to September 30, 2023. In this report, unless otherwise noted, any references to 2023 shall be for the fiscal year ended September 30, 2023. Since we completed the B Medical acquisition on October 3rd, 2022, all data in this report includes the B Medical business and operations. This report includes all of our global business operations unless otherwise specified. We have also included references to additional sources of information online.

## AZENTA’S ESG MATRIX



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

1. In this report, we adhere to the Global Reporting Initiative (GRI) definition of materiality, distinct from the definition employed for Securities and Exchange Commission (SEC) filings. Subjects deemed material for this report may not necessarily qualify as material for SEC reporting.





# 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.



# ENVIRONMENTAL MANAGEMENT & CLIMATE RISK

As we examined various sustainability issues relevant to our business, we acknowledged the profound impact that climate change will exert on our operations, supply chain, and, most urgently, on human health. The Intergovernmental Panel on Climate Change (IPCC) has cautioned that global warming must not exceed 1.5°C to avert the catastrophic consequences of climate change. Therefore, establishing ambitious emission reduction targets grounded in scientific evidence is integral to our overarching strategy for managing and mitigating the impacts of climate change.

Azenta has committed to developing science-based targets

This year Azenta is committing to aligning our emissions targets with those of the Science Based Targets initiative (SBTi). Accordingly, we have committed to establishing both short-term science-

based emissions reduction targets and long-term net-zero targets, seeking validation from the Science Based Targets Initiative (SBTi) by the end of calendar year 2025. These goals are designed to align our strategy with the 1.5°C warming scenario outlined in the Paris Agreement.

In the meantime, we are announcing our first phase of climate change targets, designed to reduce our contribution to global greenhouse gas (GHG) emissions stemming from our direct operations. We commit to reducing Scope 1 and 2 GHG emissions by 55% by 2033, from a 2022 base year. Additionally, Azenta commits to reaching net-zero GHG emissions across the value chain by 2050. These targets align with the 1.5°C global emissions reduction pathway and are just the first of several commitments to come.

Recognizing that climate change will significantly influence our sustainability programs and business

in the years ahead, we remain steadfast in our commitment to providing annual reports on our GHG performance and progress toward these reduction targets. 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 in the future by incorporating more detailed assessments of climate risks within our external supply chain. For more information on Azenta's climate management program please reference our TCFD disclosures in the appendix (page 32.)

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).

## 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.

# GHG EMISSIONS

In 2022, we recognized the need to understand and measure our energy consumption, so we introduced a centralized system to track our energy usage at all of our site locations, allowing us to establish a 2022 baseline of Scope 1 & 2 GHG Emissions from our operations. This year, Azenta has recalculated our 2022 GHG baseline assessment to incorporate the operations of B Medical Systems as if Azenta had owned B Medical Systems as of October 1, 2021. Recognizing the dynamic nature of climate considerations, this decision to rebaseline also reflects implementing a new carbon accounting software tool with updated calculations and methodologies, emphasizing our commitment to staying abreast of evolving environmental standards, and ensuring that Azenta's GHG assessment aligns with the latest methodologies.

The table below summarizes the emissions generated by Azenta from various emissions sources across Scope 1 and 2 for 2022 and 2023. All the emissions are calculated in metric tons of carbon dioxide

AZENTA COMMITS TO

- Reducing Scope 1 and 2 GHG emissions by 55% by 2033, from a 2022 base year.
- Reaching net-zero GHG emissions across the value-chain by 2050.

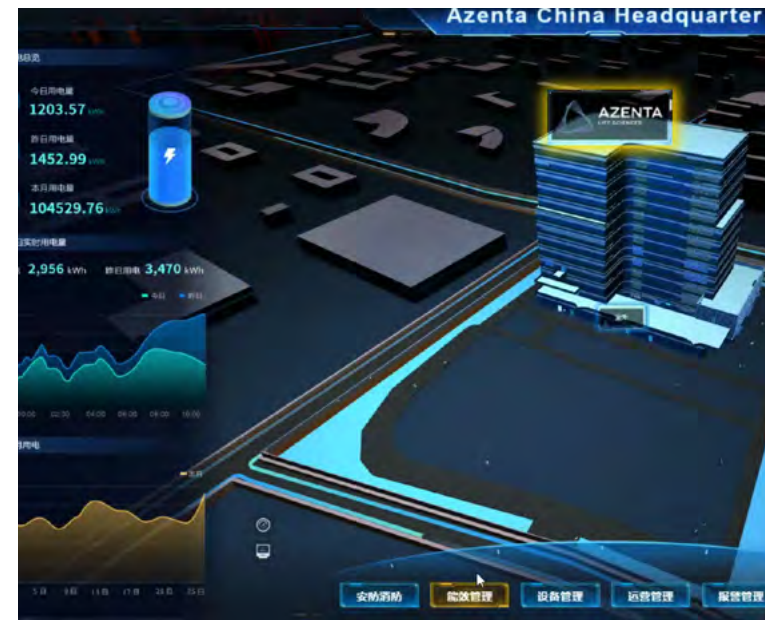
AZENTA OPERATIONS <sup>1</sup>	CO <sub>2</sub> E CARBON DIOXIDE EQUIVALENTS (METRIC TONS)	
	FY 2022 <sup>5</sup>	FY 2023
<b>Scope 1:</b>		
Scope 1 - Stationary Sources (Facilities)	1,596	1,623
Scope 1 - Mobile Sources (Azenta-operated vehicles)	801	780
Scope 1 - Fugitive Emissions <sup>2</sup>	10,369	11,996
<b>Scope 1 - Total</b>	<b>12,765</b>	<b>14,399</b>
<b>Scope 2 - Electricity and Purchased Steam:</b>		
Scope 2 Total (location-based) <sup>3</sup>	18,967	20,772
Scope 2 Total (market-based) <sup>4</sup>	13,492	10,565
<b>Total Scope 1 &amp; 2 Emission (market-based)</b>	<b>26,257</b>	<b>24,964</b>

1. Azenta measured our 2022 and 2023 carbon footprint in partnership with Watershed, a CDP gold-accredited software solutions provider. Watershed employs a methodology aligned with the GHG Protocol Corporate Accounting and Reporting Standard, and the platform's methodology has received third-party verification and uses the most recent and relevant emissions guidance.  
 2. 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.  
 3. 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 a building.  
 4. Market Based: Renewable energy credits (RECs) were purchased for the sites: Indianapolis, Indiana, Manchester, England, and Leopoldshöhe, Germany. Azenta sourced renewable electricity for over 50% proportion of our 2023 usage through renewable energy credits (RECs) and energy attribute certificates (EACs).  
 5. In 2023, we have adjusted the 2022 baseline emissions for Scope 1 & 2 to reflect: (A) the inclusion of acquisitions (B Medical Systems and Ziath); (B) corrections made to data as a result of internal reviews; and (C) improvements in data collection, analysis and reporting methodology.





Suzhou, China facility solar panels.



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

equivalents. We aim to report emissions annually following the fiscal year and publish this data as a part of our annual ESG Report. In 2023, we made positive progress toward including an approximately 5% reduction in Scope 1 & 2 GHG emissions (market-based) compared to 2022.

As part of our organizational efficiency and sustainability efforts, Azena works proactively to identify opportunities to improve our overall energy consumption and increase the energy efficiency of our operations. Azena sourced renewable electricity for over 50% of our 2023 usage through renewable energy credits (RECs) and energy attribute certificates (EACs).

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 Suzhou, China facility, we have installed solar panels, LED sensor lights, and a centralized intelligent system to help control energy usage.

To help our employees choose environmentally friendly transportation options, we have installed electric vehicle charging stations at our Wotton, South Plainfield, and Suzhou facilities and plan to add more in the future. Our 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 was a sponsor of the 2023 [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. The 2023 Freezer Challenge witnessed participation from 26,000 participating cold storage units, 2,000 laboratories, and 170 organizations across 27 countries. Over the course of the six-month competition, labs accumulated points for adopting sustainable practices concerning their cold storage units, including actions that enhanced energy efficiency, ensured sample accessibility, and maintained sample integrity. The 2023 Freezer Challenge has saved an estimated 20.7 million kWh of energy, corresponding to about 14,663 metric tons of carbon dioxide equivalent and saving energy equivalent to 37.5 million miles driven by an average gas-powered vehicle. B Medical Systems has been a sponsor of the Freezer Challenge since 2021.



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



Azenta's Semi-Automated Handheld Screw Cap Decapper

## 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. When we implemented this approach in FY2022, we reduced tip usage and estimated we would 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.

## 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 Azenta, 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. Azenta continues to develop more environmentally friendly practices in our processes and products that align with our ESG strategy, initiatives, and policies and advance our customer's ESG goals. For example, we are 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.



Cryo Store Pico, launched February 2023



## AUTOMATED STORES NEW SUSTAINABLY-FOCUSED DESIGN:

### BIOARC™ ULTRA

In February 2024, Azenta launched the BioArc™ Ultra, a cutting-edge High Density -80°C Sample Storage System, engineered to provide unparalleled performance in large-scale automated sample storage. Designed to address the growing need of our customers for large-scale sample storage, the BioArc™ Ultra redefines -80°C automated storage systems, putting energy efficiency and sustainability at the forefront. The BioArc™ Ultra offers unrivaled sample storage density, an eco-conscious refrigeration system that delivers substantial energy savings, and precision sample retrieval capabilities. As a space- and energy-saving alternative to manual freezer farms, the BioArc™ Ultra delivers unmatched efficiency with reduced labor requirements and lower running costs.

#### FEATURES AND BENEFITS:

- **Storage Density:** Offers the market's highest storage density allowing customers to maximize capacity
- **Eco-Friendly Refrigeration System:** The cooling system utilizes R729, a natural refrigerant from clean air that eliminates ozone impact. With zero Ozone Depletion Potential (ODP) and zero Global Warming Potential (GWP), it doesn't impact the ozone layer or contribute to climate change.
- **Energy Savings:** Offers significant potential reductions in energy consumption by using 77% less power than the equivalent manual freezers.
- **Optimized Space:** Requires up to 73% less floor space than equivalent manual freezers.
- **Lower Total Equivalent Warming Impact (TEWI):** Allows customers to achieve a TEWI that is up to 79% less than the equivalent number of manual freezers



Azenta 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
- 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

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.



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 2023, 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.

## 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.



B-Medical Systems photo

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



# 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.

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.

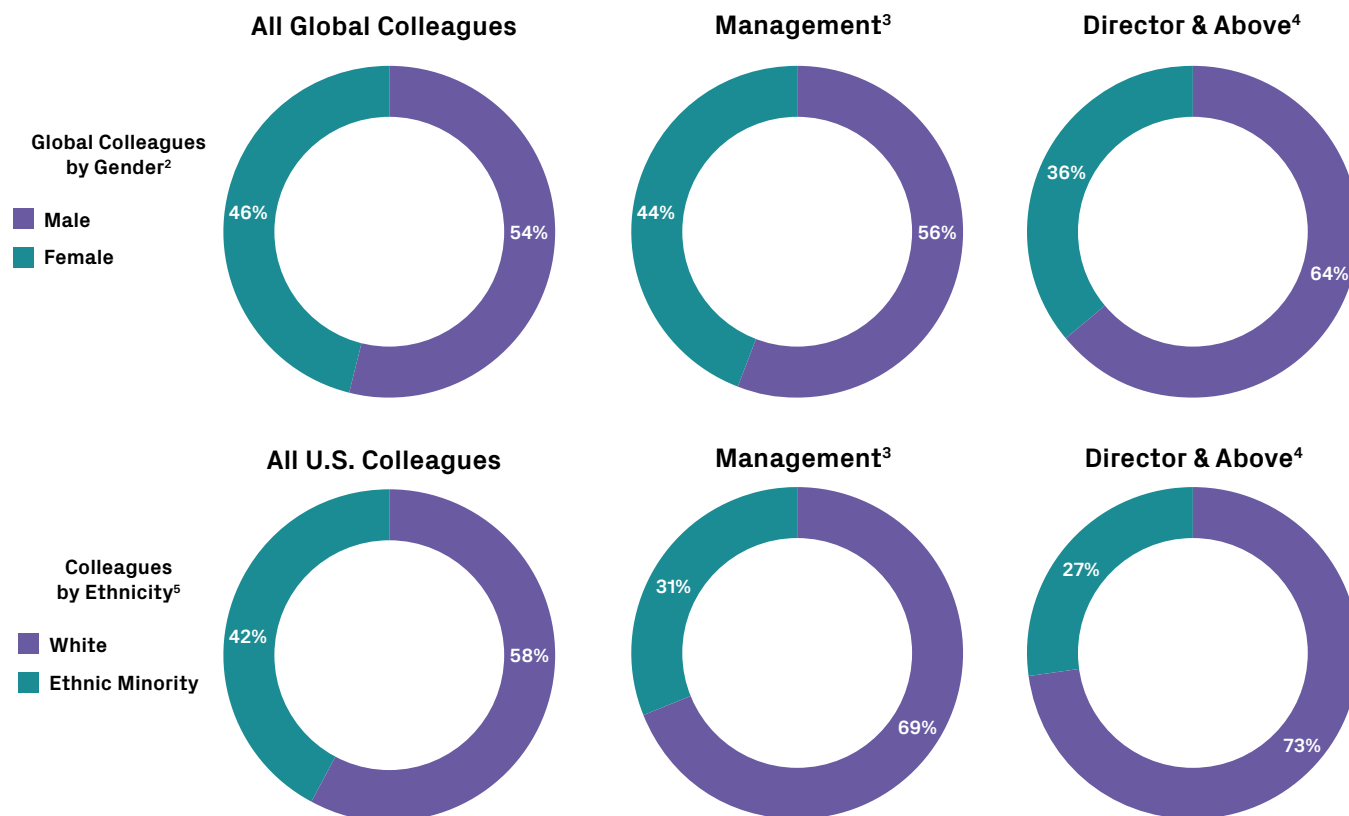
Azenta is committed to pay equity and believes that everyone should be paid equitably, regardless of gender, race, age, ethnicity, sexual orientation, or national origin. Azenta is committed to pay equity. In 2023, consistent with that commitment, we

The Diversity Statement in our [Human Rights Policy](#) outlines our commitment to advance our



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

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



conducted a rigorous review of its US pay data to ensure our pay practices are equitable.

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.

In our 2023 employee engagement survey, 74% of respondents agreed with the statement “regardless of background, everyone at Azenta has an equal opportunity to succeed”.

\*Glint is an employee engagement platform

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, 2023. 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 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 approximately 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 November 2023.

In 2023 we incorporated our employees feedback from the 2022 Employee Engagement Survey into a number of new key initiatives. Azenta Insight, our internal hub for all things Azenta, was created to help share what is happening across the globe from customer impact



### 2023 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 2023 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.

**85%**  
Global Participation  
in Azenta's 2023  
Employee Engagement  
Survey.

In 2023, our  
engagement score was  
**72\***.

\*Based on the percentage of respondents that responded positively to the questions: "I would recommend Azenta as a great place to work" and "How happy are you working at Azenta?"



stories and key Azenta news to local activities. Our new reward and recognition platform, Azenta Spotlight, gives employees the opportunity to send and receive well-deserved appreciation for achievements and efforts, both big and small. The new Frontline Leadership Training provides managers with the necessary tools to effectively support, develop and lead teams. Additionally, around the globe, sites and functional areas incorporated many new ideas and programs, such as site town halls, a focus on career development, and ways for teams to come together. Engagement is an ongoing process, and we will never be “done” in our improvement efforts; there will always be areas we can continue to grow, both individually and as a team. Our employees’ feedback and suggestions are critical to our success, and the employee engagement survey provides a platform for you to share your thoughts and ideas with us. The results of our annual survey will continue to be used to inform our strategic plans and initiatives, and we will use the feedback to make tangible changes that will benefit our employees and 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 RECOGNITION

In 2023, Azenta launched a whole new way to appreciate our employees’ achievements with a new online recognition platform. For efforts large & small, that make a difference every day, our employees have a creative new way to say, “Great Job!” The new online recognition platform has a public feed which gives our employees insight into recognition happening around the globe, allowing us to be more connected than ever. Azenta’s recognition program includes Core Value Awards for exceeding expectations and embodying core values, Strategic Impact Awards that formally acknowledge high-impact achievements aligned with strategic objectives, and Anniversary Awards to honor employees reaching service milestones. Recognition is tracked and employees accrue points as a form of reward, redeemable for various items through the online recognition platform.

## 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
- Company wide global online rewards & recognition program
- 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.

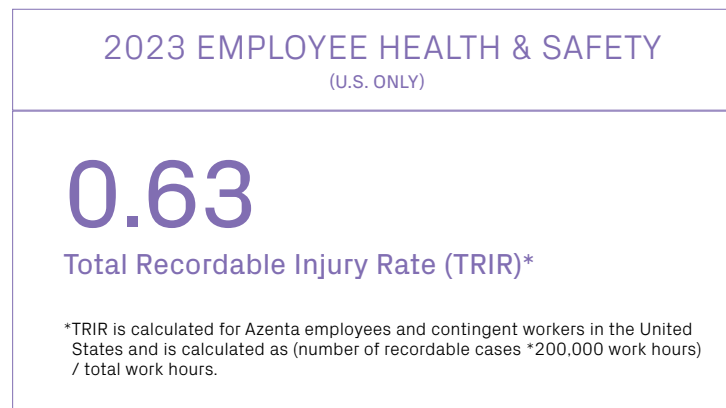
Every day, our employees (our most valuable asset) should leave work as healthy and safe as when they arrived. Safety is everyone’s responsibility at Azenta, and every employee is empowered to take immediate action to eliminate unsafe conditions in the workplace. Our employees are motivated to champion 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

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



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

Interns work onsite at our Corporate Headquarters, or in a Laboratory, Engineering, or Manufacturing Settings in either our Indiana, Massachusetts, or New Jersey locations.

In 2023, Azenta welcomed students from top institutions such as John Hopkins University, The University of Massachusetts Boston (UMASS), Boston University, and the University of Southern California.

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

2023 Summer Interns



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

### CASE STUDY

**Azenta is always evaluating the reagents we use in our processes. One main focus for the last few years has been to find a replacement for the carcinogenic reagent, formamide, used in our Sanger sequencing reactions. Formamide is Category 2 in carcinogenicity and Category 1B in Reproductive Toxicity. While this component is only a small part of the overall reaction, its use needs to be closely monitored, proper precautions need to be observed while handling the reagent, and the disposal of this material requires special handling. Millions of Sanger reactions are performed at Azenta every year, so finding a non-carcinogenic replacement was important for the health of our employees. Azenta's Research & Development team screened many candidates and identified 2 non-carcinogenic replacements that maintain the quality of the Sanger sequencing reactions while reducing exposure of our employees to formamide. These replacements were piloted starting in 2021 in the United States. The roll out toward full replacement in the United States proceeded in 2022 until in 2023 we were able to achieve an over 90% reduction of formamide usage over a five-year period.**





China New Hire Orientation

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.

In January 2024, Azenta announced the launch of Azenta Career Hub, our new Internal Career Opportunities portal. This is a significant step in our commitment to fostering employee growth and development. The portal offers a more seamless and intuitive job search experience, making it easier than ever for our employees to explore and apply for internal career opportunities. It also has great information about our current process/guidelines for applying to a new role and inspiring stories from our employees who have grown their careers within Azenta. Over the next year, we plan to roll out more enhancements to the overall process and feedback mechanisms. We value our employees' career journey with us, and these improvements aim to create an environment where our employees can truly thrive.

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.



South Plainfield, NJ Ice Cream Social

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.

## 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.

In 2023, 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 2023, over 90% 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 Azena'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 2023, employees on average have completed more than 10 hours of training throughout our global workforce.

In 2023, Azena was able to provide Front Line Leadership (FLT) training to approximately 100 Azena leaders from across the globe. The FLT program is focused on developing and furthering the capabilities of those leaders who are at the front line of our organization, working with the teams every day. During this 3-month course, each participant will attend a minimum of 12 hours of facilitated training, complete individual exercises and participate in a DISC assessment. The content for this interactive course is centered around Communication, Navigating Difficult Situations, and Driving Change. In 2023 we received positive feedback from the participants and how this course helped them in their roles.

China Commercial Leadership Conference







# 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.



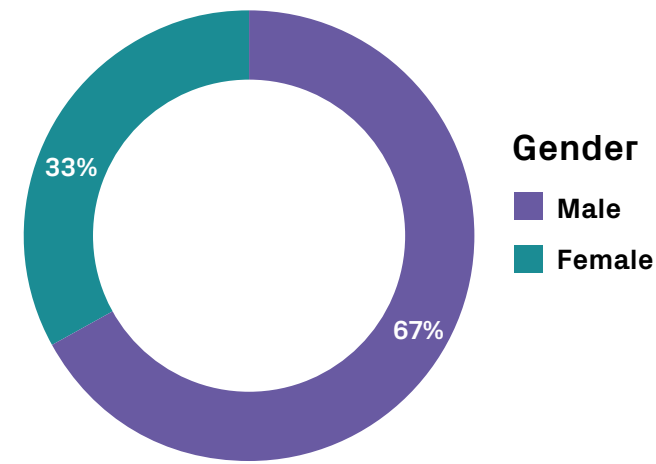


## CORPORATE GOVERNANCE

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](#).

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 the Board, the Nominating and Governance Committee actively seeks diverse candidates, including women and minority candidates, as part of its search for new directors. The Board considers refreshment on an ongoing basis. The Nominating and Governance Committee is responsible 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 reviews regularly and 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. As part of the Company’s ongoing transformation and the ongoing Board refreshment process, the Board is committed to appointing at least one new director who is racially and/or ethnically diverse within the next year.

### Board Diversity\*



\* Board gender data is as of our last Annual Meeting of Stockholders, January 2024

The Human Resource and Compensation (HRC) Committee is responsible for developing and administering the compensation program for our executives. Our fiscal 2023 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 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 Azenta'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.

Azenta'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.

Azenta also maintains strong physical security controls across its service offerings. Azenta 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 Azenta 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 Azenta, 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. [Azenta'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 Azenta 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 most local languages 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. Azenta prohibits retaliation against any whistleblower. For more information, please refer to our Whistleblower Policy in our [Global Anti-Corruption Policy](#).



## PRODUCT SAFETY & QUALITY

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.

Azenta'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 Azenta employees are required to participate in annual ethics training.

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 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 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** – 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 Azenta. 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. Azenta 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 Azenta employees and externally with our suppliers and customers

During 2023, 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 International Organization for Standardization



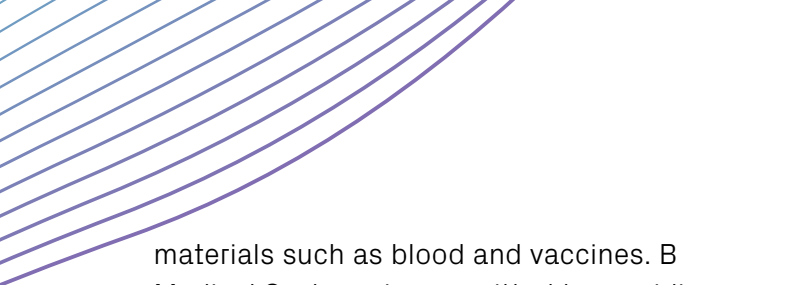
(ISO) 9001. Our key manufacturing locations in the United States, United Kingdom, and Europe are certified to ISO 13485. Our Quality Assurance and Regulatory teams have extensive experience in the pharmaceutical and medical device fields while operating directly or indirectly with regulatory agencies 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 ("RUO") 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 2023, Azenta acquired B Medical Systems, a manufacturer of medical refrigeration solutions designed to protect the integrity of life-saving







materials such as blood and vaccines. B Medical Systems is committed to providing reliable medical devices that meet the highest standards of quality and safety, understanding that the quality of our medical devices is of utmost importance for patient care. B Medical Systems was an early adopter of the EU MDR and AABB' SCoPE, receiving certifications according to the Medical Device Regulation (EU) 2017/745, as well as SCoPE accreditation certifying that B Medical Systems' blood bank refrigerators, plasma storage freezers and contact shock freezers meet the standards of the American Association of Blood Banks.

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. Fourteen 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 [Supplier Code of Conduct](#). 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 [Supplier Code of Conduct](#) 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 (ISO) 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.

In 2023, 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 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.

Throughout 2023 and into our FY 2024, we have collaborated with EcoVadis, leveraging their assessment tool to evaluate the responsible performance of our suppliers. To date, we have collected EcoVadis Scorecard assessments for approximately 15 Tier 1 suppliers.

INDICATOR	PERFORMANCE TO DATE
Total number of suppliers identified as Tier 1*	100
Number of Tier 1* suppliers with completed EcoVadis assessments	~15

\*In order to focus on our supplier management efforts, Azenta identifies "Tier 1" direct spend suppliers. This categorization is determined by various factors, with particular emphasis placed on the potential influence of a supplier on product quality, safety, effectiveness, or availability.



## ESG SPOTLIGHT ON B MEDICAL SYSTEMS

During 2023, we continued to execute on broadening our portfolio of world-class capabilities by adding B Medical Systems to Azenta. 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. B Medical is a global manufacturer and distributor of medical-grade devices and has 40+ years of experience creating innovative solutions to store and transport vaccines, blood components, and laboratory specimens, across the world safely and reliably. B Medical's commitment to supporting governments, health institutions and non-governmental organizations (NGOs) has not only saved innumerable lives but helped communities develop and prosper, by helping to vaccinate more than 350 million children across the world. B Medical is one of the few companies worldwide offering an end-to-end solution of refrigerated devices certified by the European Medical Device Regulation (EU MDR), U.S. Food and Drug Administration (US FDA), and World Health Organization Performance, Quality and Safety (WHO PQS). These include medical-grade vaccine refrigerators, laboratory refrigerators, laboratory

freezers, blood bank refrigerators, plasma freezers, contact shock freezers, ultra-low freezers, and transport boxes that secure an unbroken cold chain for the safe storage and transport of any medical temperature-sensitive product or sample.

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 2023, the company continued its global endeavors to deliver medical cold chain solutions responsibly and sustainably. This included a focus on sustainable products, such as Solar Direct Drive (SDD) Refrigerators and Freezers, which play a vital role in storing life-saving vaccines in remote regions where reliable electricity is scarce. Notably, B Medical Systems received the ACT (Accountability, Consistency, and Transparency) Label for its F700 and F900 Laboratory Freezers, underscoring its commitment to transparency and environmental impact reduction throughout manufacturing, energy usage, water consumption, packaging, and end-of-life processes. Furthermore, the company's dedication to efficient operations is evident in its Luxembourg facility, earning recognition through the SDK label for eco-friendly waste management. At our manufacturing site, we prioritize sustainability by evaluating the Scope 1 emissions generated by our primary machinery and utilizing electricity from renewable sources. With ISO 14001 certification and adherence to the REACH regulation, B Medical Systems exemplifies sustainability at every level of its operations.

In an effort to ensure that B Medical complies with local laws and regulations, it has strong governing and guiding principles regarding health and safety, environment, privacy and data handling, whistleblowing, antibribery, anti-corruption, compliance policies and procedures. B Medical also has in place a structured third-party compliance process for the onboarding process of distributors, agents, and consultants/ regional managers. In 2023, several trainings related to B Medical's policies were conducted, including anti-bribery and anti-corruption and onboarding training, General Data Protection Regulation (GDPR), Sanctions and export controls, and Whistleblowing training. B Medical has been a member of the UN Global Compact since 2019 and publish the Communication on Progress (COP) annually.





B Medical truly believes in giving back to the community in every way possible through meaningful initiatives and campaigns. In 2023, B Medical collaborated with the Directorate for Development Cooperation and Humanitarian Affairs of the Luxembourg Ministry of Foreign and European Affairs (MAEE) to donate several medical transport boxes to support the earthquake relief effort in Turkey, ensuring a cold chain environment for immediate medical support. Additionally, B Medical extended its support globally by donating to last-mile health centers, guaranteeing equitable healthcare access. On 'World Blood Donor Day,' the company initiated the "Be the Real Hero" campaign in India, in partnership with The Federation of Bombay Blood Bank and over 30 hospitals and blood banks nationwide, aiming to bolster blood collections and shift societal perceptions towards blood donations. Furthermore, B Medical facilitated the digitalization of Goersama school in Gujarat, India, by donating smart TVs, laptops, printers, and office furniture, fostering multimedia and interactive learning experiences for teachers and students. In December, employees joined forces to collect and wrap toys, creating delightful Christmas presents for children supported by the Emma Njoku Foundation in Nigeria. The company also actively supported social campaigns such as World Children's Day and Breast Cancer Awareness Month, seeking to inspire, educate, and empower people globally. As a testament to its commitment to corporate responsibility, B Medical proudly participates in IMS (Inspiring More Sustainability), Luxembourg's premier network for Corporate Responsibility.





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## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (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 2023 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	2023 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.
	List of products listed in the FDA’s MedWatch Safety Alerts for Human Medical Products database	HC-MS-250a.2	This metric is not applicable to Azenta’s business, as Azenta does not manufacture FDA-regulated medical devices. However, Azenta has acquired two companies, B Medical Systems and Barkey, which both manufacture medical devices approved by the FDA. In FY 2023, none of B Medical Systems or Barkey’s 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. However, Azenta has acquired two companies, B Medical Systems and Barkey, which both manufacture medical devices approved by the FDA. In FY 2023, B Medical Systems and Barkey have reported zero fatalities related to products 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. However, Azenta has acquired two companies, B Medical Systems and Barkey, which both manufacture medical devices approved by the FDA. Azenta and B Medical Systems have not received any FDA enforcement actions. In FY 2023, Barkey received two FDA Form 483s on November 2022 and July 2023, and zero warning letters, zero seizures, zero recalls, and zero consent decrees.



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## SASB INDEX

TOPIC	SASB METRIC	CODE	2023 REPORTING
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	In 2023, 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 13) 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. However, Azenta has acquired, B Medical Systems, which has implemented a new program aimed at maximizing resources and reducing waste, by accepting units returned from customers or exhibitions. After a thorough analysis is conducted on the returned units, it is determined if they are repairable, and if they meet standards they are reintroduced into the market.
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	16 of our 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, when appropriate based on risk.
	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="#">Supplier Code of Conduct</a> .
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	In 2023, 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.



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## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

In alignment with our dedication to climate action, Azenta adheres to annual reporting in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations. The TCFD was established by the Financial Stability Board (FSB), but responsibility for overseeing TCFD’s climate-related disclosure recommendations, is transitioning to the IFRS Foundation, governing the International Sustainability Standards Board (ISSB). We acknowledge the gravity of climate change as a significant concern requiring prompt and substantial global action. The guidelines provided by the Task Force on Climate-related Financial Disclosures (TCFD) offer a crucial framework for addressing climate risks and opportunities, and in 2023, we conducted our inaugural climate risk assessment. The following table provides a summary of our approach to climate-related governance, strategy, risk management, metrics, and targets.

TCFD RECOMMENDED DISCLOSURES	DISCLOSURE SUMMARY
<p><b>Governance</b>  <i>Disclose the organization’s governance around climate-related risks and opportunities.</i></p> <ul style="list-style-type: none"> <li>• Describe the board’s oversight of climate-related risks and opportunities.</li> <li>• Describe management’s role in assessing and managing climate-related risks and opportunities.</li> </ul>	<p>The Board of Directors considers the supervision and effective handling of ESG-related risks and opportunities crucial for the Company’s strategy execution and long-term sustainable growth. The Environmental, Social, and Governance (“ESG”) Committee of the Board, assumes responsibility for overseeing our corporate sustainability, and social impact initiatives, including the responsibility of monitoring performance objectives and progress in achieving our corporate climate-related goals and targets. Climate change falls within the scope of the ESG Committee, and it is the duty of this committee to assess and offer recommendations concerning our policies and initiatives related to climate. At quarterly ESG Board Committee meetings, our General Counsel present to the committee our comprehensive sustainability agenda, encompassing climate-related matters. They also seek input on emerging initiatives, which may include strategies for reducing carbon emissions.</p> <p>The Board’s Audit Committee has the pivotal role of supervising critical business and operational risks within the Company. This mandate entails overseeing and evaluating the Company’s Enterprise Risk Management (ERM) framework and processes. This encompasses an examination of governance, risk management practices, and essential components that facilitate the identification, measurement, mitigation, and reporting of risks. In the context of its oversight of the Company’s ERM framework, the Committee engages in discussions with management concerning risk exposures and mitigation strategies related to significant risks, as well as climate-related issues like crisis management.</p> <p>The Human Resources and Compensation (“HRC”) Committee is responsible for evaluating the potential impact of ESG considerations on Executive Leadership’s compensation. Through the alignment of compensation with strategic ESG objectives, which includes the integration of sustainability metrics into management’s balanced ESG Performance Based Variable Compensation (PBVC) scorecard, the HRC Committee enhances and incentivizes the management team’s commitment to advancing the Company’s sustainability initiatives.</p> <p>Guided by Jason Joseph, Senior Vice President, General Counsel and Corporate Secretary, the ESG Executive Steering Committee holds executive management-level accountability for overseeing Azenta’s strategic approach to addressing climate change. Additionally, it is tasked with formulating recommendations and actionable plans to tackle emerging risks and opportunities, as well as assessing accountability metrics throughout the organization. Azenta’s Board of Directors actively collaborates with this senior executive management team, through the various Board Committees, to shape both short-term and long-term business strategies, offering timely insights into sustainability and climate-related risks and opportunities. This reporting not only fosters strategic deliberations but also aids in harmonizing efforts across various departments and stakeholders, all geared towards achieving our sustainability objectives. Our governance structure is designed to facilitate cross-functional collaboration, enabling teams to share knowledge, coordinate efforts, and drive effective action toward our climate risk goals.</p> <p>The ERM team is tasked with the ongoing oversight and monitoring of risks, encompassing climate-related risks. The ERM team’s primary responsibility is to continually supervise and assess risk, encompassing climate-related risk.</p> <p>Lastly, the Environmental Protection Working Committee is a cross-functional team of leaders from various departments that collaborate to ensure effective coordination and management of specific climate-related matters.</p>



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## TCFD INDEX

TCFD RECOMMENDED DISCLOSURES	DISCLOSURE SUMMARY
<p><b>Strategy</b>  <i>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.</i></p> <ul style="list-style-type: none"> <li>• Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</li> <li>• Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</li> <li>• Describe the resilience of the organization's strategy.</li> </ul>	<p>In 2023, Azena began the process of identifying potential climate-related risks and opportunities that could have financial or strategic impacts on the business. We conducted an in-depth qualitative analysis to assess current and potential climate-related physical and transition risks and opportunities affecting our operations, supply chain, and business activities. Azena adopted a strategic approach to addressing the impacts of climate change by evaluating risks and opportunities in the short term (0-3 years), medium term (3-10 years), and long term (10+ years). In guiding our climate-related risk identification process across short-, medium-, and long-term horizons, we drew on science-based frameworks such as the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA). Climate-related risks and opportunities were evaluated across the following risk and opportunity types: Market, Policy, Technology, Reputation, Legal, Resource efficiency, Energy source, Products and services, Markets, and Resilience. From this initial evaluation, the below primary physical risks, transition risks, and opportunities were identified:</p> <p><b>CLIMATE-RELATED RISKS:</b></p> <p><i>Physical Risks:</i> Azena has identified physical risks from climate change that are event-driven (acute) or longer-term shifts (chronic) in climate patterns on our operations. Over the short-term, acute physical risks or increased severity of extreme weather events such as earthquakes, typhoons, cyclones, fires, or floods could result in transport difficulties, supply chain interruptions, or damage to our facilities. While over the longer-term shifts in climate patterns (chronic physical risks), such as rising mean temp could result in supplier disruptions due to extreme weather, potentially leading to supply chain shortages and operational impacts, as well as the risk of increased frequency and severity of extreme weather affecting operations. To address the acute and chronic physical impacts of climate change on our operations, such as more severe weather events, we have proactively embarked on reducing our greenhouse gas emissions. Our commitment extends to implementing robust business continuity and disaster recovery programs to mitigate the risks and impacts of operational interruptions within our physical operations and supply chains. Additionally, we identify and seize opportunities to advance projects that enhance operational efficiency, while engaging with customers to explore markets for sustainable products.</p> <p><i>Technology Risk:</i> Azena has identified that technology risk is a climate-related risk our business could face over the medium term. We see that there is the potential for the substitution of Azena's existing products and services with lower-emission alternatives, ultimately reducing the demand for our products and services from end users. The potential early retirement of assets or reduced demand for current offerings in the short term may necessitate agile adjustments to maintain competitiveness. The impact of emerging technologies introduces uncertainties that require strategic planning to adapt to changing market dynamics. Long-term considerations involve aligning business strategies with evolving technology landscapes. To mitigate this risk our Company has embraced a culture that integrates sustainable innovation thinking into operations, including R&amp;D initiatives focused on energy efficiency and environmentally friendly emerging technologies for the sample management solutions. This strategic resilience enables Azena to adapt to the evolving landscape of technological advancements, ensuring long-term viability and sustainability.</p> <p><i>Market Risk:</i> Azena has identified that market risk is a climate-related risk our business could face over the short term. This is a risk to our business because markets could be affected by climate change, through shifts in supply and demand for certain commodities, products, and services, resulting in potentially increased costs of raw materials from suppliers affected by climate change or supply chain disruptions. Azena relies on suppliers, providing a diverse array of raw materials and components. The company faces potential negative impacts on its operations from the volatility in the costs of raw materials, components, freight, and energy, leading to increased production and distribution costs for its products. Enhancing the reliability and sustainability of our supply chain is a key priority to mitigate this risk, and we can achieve this by placing more emphasis on supplier diversity and sustainability our in our supply chain management process. Additionally, we look to proactively assess environmental responsibility and sustainability scoring in the vendor sourcing process.</p> <p><i>Reputation Risk:</i> Azena has identified that reputational risk is a climate-related risk our business could face over the medium term, based on changing customer perceptions of our Company's contributions to a lower-carbon economy. Shifts in consumer preferences and changing customer behavior in the future could result in reduced revenue from the decreased demand for our products and services. We confront evolving customer preferences and requirements, marked by a heightened demand for more environmentally preferable products as customers express growing concerns about climate change and its repercussions. Although climate change criteria are not currently set as a purchasing condition by our customers, we regularly receive a substantial number of requests for sustainability information. We have experienced an increasing number of requests from customers for sustainability information, suggesting that customers may take climate change criteria into consideration for future purchasing decisions. Moreover, there is a growing interest and engagement from our pharmaceutical customers regarding our carbon reduction plans and how we can contribute to lowering carbon emissions across the pharmaceutical value chain. As a company with a track record of maintaining product quality and safety while simultaneously reducing our carbon footprint, we are strategically positioned to capitalize on this opportunity.</p>



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## TCFD INDEX

TCFD RECOMMENDED DISCLOSURES	DISCLOSURE SUMMARY
<p>Strategy (Continued)</p>	<p><b>CLIMATE-RELATED OPPORTUNITIES:</b>  <i>Resource Efficiency:</i> Azenta has identified resource efficiency as a climate-related opportunity our business could experience over the medium term. Azenta could reduce operating costs by improving efficiency across distribution processes by using more efficient modes of transport or production and distribution processes, resulting in efficiency gains and increased production capacity. Another opportunity exists, if Azenta moved into more energy-efficient buildings our operating costs could be reduced.</p> <p><i>Product &amp; Services:</i> Azenta has identified our products and services as a climate-related opportunity our business could experience over the medium term. We appreciate and recognize the opportunity for Azenta to innovate more sustainable products and create low-emission products to improve our competitive position and thrive in changing consumer preferences. Fostering the adoption of cutting-edge technologies and low-carbon energy solutions has been a strong focus ay Azenta. We achieve this focus through innovative initiatives as well as strategic R&amp;D investments. Drawing on our expertise in sample management solutions, we also utilize our unique insights to inform and empower our customers to reach their environmental goals.</p> <p>Azenta remains steadfast in its commitment to fortifying climate risk management throughout our organization, as evidenced by our newly established climate-related goal. To enhance our climate-related risk identification process, we utilize science-based frameworks, including guidance from the IPCC and IEA. Furthermore, we are dedicated to achieving net-zero emissions by 2050 and have set a goal to reduce emissions in a manner consistent with limiting global warming to 1.5°C above pre-industrial levels, reflecting our ongoing dedication to advancing sustainable practices and minimizing our environmental impact. This commitment underscores our dedication to playing a role in mitigating the impacts of climate change. Our objective is to proactively recognize and address climate-related risks and opportunities while assisting our customers and communities in building the resilience to prepare for and respond to future changes resulting from climate change. Looking ahead, we intend to perform a quantitative physical risk scenario analysis as part of our strategy to effectively manage physical risks.</p>
<p>Risk Management <i>Disclose how the organization identifies, assesses, and manages climate-related risks.</i></p> <ul style="list-style-type: none"> <li>Describe the organization’s processes for identifying and assessing climate-related risks.</li> <li>Describe the organization’s processes for managing climate-related risks.</li> <li>Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk</li> </ul>	<p>As an integral component of our comprehensive Enterprise Risk Management (ERM) process, climate-related risks have received focused attention in 2023. Alongside our enterprise risk assessment procedure, Azenta initiated a climate-related risk and opportunities assessment aimed at identifying significant existing and potential effects of climate change on our direct business operations, supply chain, markets, and financial activities. This process was a collaborative effort involving a wide range of Azenta leaders and subject matter experts across the organization and will play a pivotal role in shaping our future climate-related scenario analysis going forward. When assessing climate-related risks, we took into account current and emerging regulations, technological developments, disruptions to our operations, legal considerations, and potential impacts on our reputation. From this initial analysis, six key physical risks, transition risks, and opportunities were prioritized. These will be considered for integration into the broader enterprise risk management process, where designated risk owners will manage and regularly review them to comprehend and monitor enterprise resilience.</p> <p>Our Board of Directors supervises an all-encompassing enterprise risk management process aimed at identifying and mitigating risks, encompassing those associated with environmental and social issues. Periodically, the board reviews the processes established by management for risk identification and management, engaging in communication with management regarding these procedures. Oversight of enterprise risk management rests with our Board of Directors, particularly through its Audit Committee. The Director of Internal Audit and other senior management routinely engage with this committee to discuss our risk management processes, controls, and capabilities, thereby monitoring our risk culture and staying attuned to emerging and strategic risks.</p> <p>We’ve formed a senior executive team dedicated to the oversight of risk assessments. Drawing insights from these assessments, the team evaluates the overall risks confronting our company, including those related to climate. Our comprehensive assessment of risks and opportunities encompasses considerations such as potential impacts on our market position, competitive landscape, product innovation, sales revenue, and pre-tax earnings. We also evaluate the likelihood and severity of these impacts, taking into account existing mitigating controls In tandem, the ESG Steering Committee and the Environmental Protection Working Committee, consisting of senior leaders across the organization, actively incorporate climate-related risks into the development of climate-related goals and operational strategies aimed at achieving our objectives.</p> <p>Climate-related considerations undergo a case-by-case evaluation to assess their substantive financial or strategic impact on our business across short-, medium-, and long-term horizons. When scrutinizing specific climate-related matters, factors such as their potential impact on operations, business strategy, raw material availability and cost, measurable financial implications, and the potential for stakeholder or reputational impact are taken into account. The identified climate risks will be evaluated for integration into the broader enterprise risk management process, wherein designated risk owners will be responsible for ongoing management and review of these risks. Our approach to prioritizing climate-related risks is characterized by its dynamic and proactive nature, subject to continual review and updates as new information emerges.</p> <p>We are incorporating climate-related risks into our ERM framework going forward, handling them with equal priority and diligence as other enterprise risks. Our ERM, Compliance, and Internal Audit teams work collaboratively throughout the organization to identify, prioritize, and manage risks for Azenta. In enhancing decision-making processes, Azenta systematically identifies and evaluates risks across all levels of the Company, encompassing both business units and the entire enterprise.</p>



# APPENDIX

## TCFD INDEX

TCFD RECOMMENDED DISCLOSURES	DISCLOSURE SUMMARY
<p><b>Metrics &amp; Targets</b>  <i>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</i></p> <ul style="list-style-type: none"> <li>• Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</li> <li>• Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</li> <li>• Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</li> </ul>	<p>Azenta monitors various metrics to evaluate climate-related risks and opportunities, which include total greenhouse gas (GHG) emissions, energy consumption, and purchased and on-site renewable electricity. In 2022, we initiated the important process of tracking greenhouse gas emissions across our entire organization (Scope 1 &amp; 2), aiming to gain a comprehensive understanding of our climate impact. This strategic endeavor will empower us to make more informed decisions and progressively reduce our carbon footprint. Annually, we monitor and disclose our Scopes 1 and 2 GHG emissions, and our emissions calculations adhere to the Greenhouse Gas Protocol. Detailed data on our Scopes 1 and 2 GHG emissions for 2022 and 2023 can be found in the Environmental Protection section of our 2023 ESG Report, located on page 11.</p> <p>This year, Azenta is committing to aligning our emissions targets with those of the Science-Based Targets Initiative (SBTi). Accordingly, we have committed to establishing both short-term science-based emissions reduction targets and long-term net-zero targets, seeking validation from the Science Based Targets Initiative (SBTi) by the end of calendar year 2025. These goals are designed to align our strategy with the 1.5°C warming scenario outlined in the Paris Agreement.</p> <p>In the meantime, we are announcing our first phase of climate change targets, designed to reduce our contribution to global greenhouse gas (GHG) emissions stemming from our direct operations. We commit to reducing Scope 1 and 2 GHG emissions by 55% by 2033, from a 2022 base year. Additionally, Azenta commits to reaching net-zero GHG emissions across the value chain by 2050. These targets align with the 1.5°C global emissions reduction pathway and are just the first of several commitments to come. In 2023, we made positive progress toward our environmental targets, including an approximate 5% reduction in Scope 1 and 2 GHG emissions (market-based) compared to 2022.</p> <p>We have also set a goal to use 100% purchased electricity from renewable sources in our operations by 2030. Our strategy revolves around expanding our existing renewable energy portfolio, implementing rooftop solar panels, and purchasing Renewable Energy Credits (RECs) / Energy Attribute Certificates (EACs.) In 2023, we took a significant step and Azenta sourced renewable electricity for over 50% of our 2023 usage through renewable energy credits (RECs) and energy attribute certificates (EACs). We have also identified additional opportunities for ongoing investments in renewable energy and energy-efficiency measures. Beyond purchasing renewable energy, we have a solar power installation at our Suzhou, China site. In tandem with our commitment to renewable energy, we have on-site Electric Vehicle (EV) charging stations at many of our locations. These milestones mark crucial progress toward our overarching objective of 100% reliance on purchased electricity from renewable sources.</p>

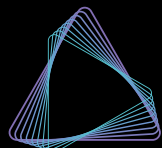




## FORWARD-LOOKING STATEMENTS

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, 2023, 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.





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