

AZENTA
LIFE SCIENCES

azenta.com

2024

ESG REPORT



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Message From our CEO

My first months as CEO of Azena have only confirmed what I believed before joining - that we have an exciting opportunity to build upon the foundation established and make an incredible impact for our customers, employees and shareholders. I am filled with optimism about our journey and the opportunities ahead. Since joining the company, I have been deeply inspired by the passion, innovation, and dedication of our more than 3,000 associates worldwide. Through visits to our facilities and engagements with our customers and teams, I have witnessed firsthand the extraordinary potential within Azena to drive meaningful impact and deliver sustainable value.

This year has been transformative for Azena as we continue to strengthen our position as a leader in life sciences solutions. Our focus on innovation has propelled us forward, with advancements in automation and digitalization enhancing our ability to meet the growing demands of our customers. Products like the BioArc™ Ultra exemplify our commitment to sustainable innovation, providing revolutionary solutions for large-scale, eco-friendly sample storage. At the same time, our multiomics business has embraced cutting-edge technologies, enabling impactful scientific discoveries that shape the future of healthcare.

Sustainability remains central to our mission and vision. In 2024, we took bold steps to reduce our carbon footprint, sourcing 60% of our electricity from renewable energy and committing to a 55% reduction in Scope 1 and 2 GHG emissions by 2033. We are also proud to align our climate strategy with the Science Based Targets initiative, reaffirming

our dedication to combating climate change and advancing global environmental goals. These efforts are not just good for the planet; they are essential to creating long-term value for our stakeholders.

At the heart of Azena is our culture of collaboration and inclusion. We are building a workplace where every employee feels empowered to contribute their best, supported by programs that prioritize health, safety, and professional growth. This year, we celebrated significant achievements in diversity, equity, and inclusion, and also expanded our community engagement efforts, partnering with organizations to volunteer and advance Science, Technology, Engineering, and Mathematics (STEM) education.

Looking ahead, we remain steadfast in our commitment to drive innovation, sustainability, and operational excellence. As we execute our strategic initiatives, we are confident in our ability to navigate the complexities of a rapidly evolving industry while delivering meaningful results for our customers, employees, and shareholders.

To our stakeholders, thank you for your continued trust and support. Together, we are building a purpose-driven organization that is well-positioned to shape the future of life sciences and make a positive impact on the world.

John Marotta



John Marotta
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.

Our global team delivers and supports products and services through our industry-leading brands, including GENEWIZ, FluidX, Ziath, 4titude, Limfinity, Freezer Pro, and Barkey. Our corporate headquarters are located in Burlington, Massachusetts, and we have over 40 facilities and operations spanning ten countries across North America, Europe, and Asia.

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



Suzhou, China



Burlington, MA



Billerica, MA

AZENTA BY THE NUMBERS*

~3,000
Employees

>40
Facilities Globally

Serving Customers In
>125
Countries

*For fiscal year ended September 30, 2024



Oxford Lab Opening

Azenta operates as two business segments: Sample Management Solutions and Multiomics & Synthesis Solutions. As announced in November 2024, Azenta intends to divest the B Medical business in order to simplify our portfolio and drive growth and profitability in our core businesses. 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.



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:

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.

Put People First



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.

Focus on the Customer



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.



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.

Embrace Authenticity



We strive to be our true selves at work.

We respect inclusivity and curiosity to fuel ideation and deepen connections.

DRIVING
OUR
CULTURE
AND
BEHAVIORS

Drive Innovation



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. 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. Last year we published our inaugural Task Force on Climate-related Financial Disclosures (TCFD). The full details are available in the appendix of this report. 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

Since its establishment in 2022, our cross-functional Executive Steering Committee has been instrumental in setting and advancing Azenta's ESG strategy, priorities, and activities. Over the past couple of years, this committee, composed of senior leaders and subject matter experts from areas such as legal, human resources, finance, and other key senior business functions, has guided our efforts to embed sustainability and responsible practices across the organization. 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 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, Nominating and Governance Committee, and Value Creation Committee) for overlapping ESG matters.

Governance and Management of ESG at Azenta



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. 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 2024, 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.

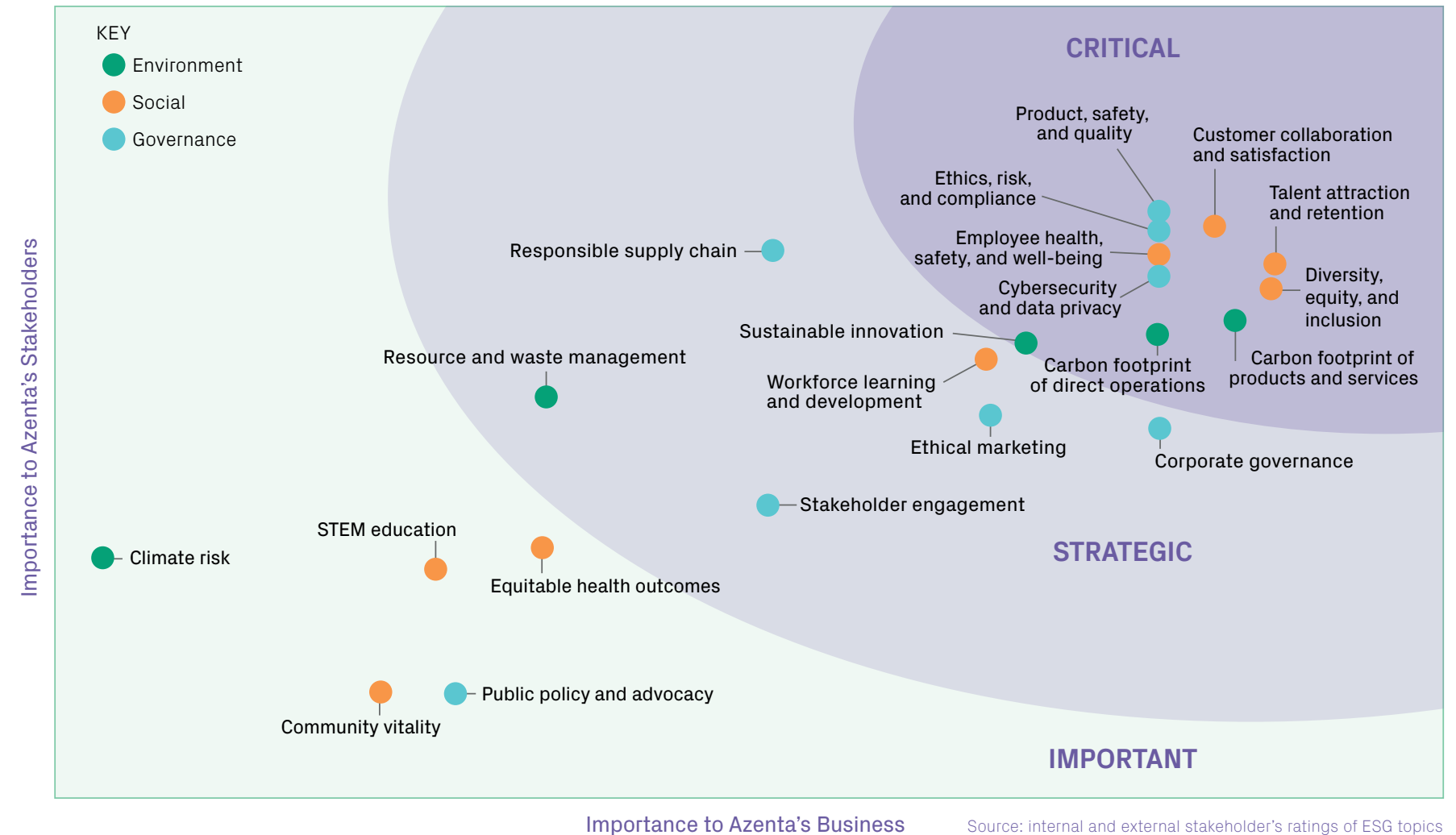
About This Report

Our Approach to Materiality¹

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 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.

Azenta's ESG Matrix



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 2024 progress, from October 1, 2023, to September 30, 2024. In this report, unless otherwise noted, any references to 2024 shall be for the fiscal year ended September 30, 2024. This report includes all of our global business operations unless otherwise specified. We have also included references to additional sources of information online.

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.

In 2023, Azenta took a significant step in advancing our climate strategy by committing to align our greenhouse gas (GHG) emissions targets with the Science Based Targets initiative (SBTi). This commitment includes setting both short-term science-based emissions reduction targets and long-term net-zero targets, with plans to seek validation from the SBTi in the future. These ambitious targets are firmly rooted in the 1.5°C warming scenario outlined in the Paris Agreement, underscoring our dedication to addressing the pressing challenges of climate change.

Building on our climate strategy, in 2023, we created climate change targets to reduce our contribution to global GHG emissions. Specifically, we committed to reducing Scope 1 and 2 GHG emissions by 55% by 2033, from a 2022 base year. Last year, we also committed to achieving net-zero GHG emissions across our value chain by 2050.

In 2024, we are proud to report meaningful progress toward these goals. We reduced our Scope 1 and 2 GHG emissions by approximately 20%, from a 2022 base year, and continued to take critical steps toward achieving our targets. By increasing the amount of renewable electricity we purchase to 60% globally in 2024, we are steadily working toward achieving 100% renewable electricity by 2030. These milestones reflect our role as responsible stewards of environmental resources and our commitment to fostering a sustainable future. Building on the progress made, we remain steadfast in driving meaningful action and ensuring accountability as we work toward creating a more sustainable world.

For more information on Azenta's climate management program please reference our TCFD disclosures in the appendix (page 37.) Additionally, our Environmental, Health, and Safety (EHS) Policy Statement emphasizes our dedication to reducing our environmental footprint by protecting the environment, implementing effective environmental management systems, and using natural resources and energy more efficiently.

Targets and Progress

Ambition Zero Carbon

| Target | Progress | Status |
|--|--|------------|
| Reduce absolute Scope 1 & 2 GHG emissions by 55% by 2033, from a 2022 base year. | Reduced Scope 1 & 2 GHG emissions by approximately 20% since 2022. | ● On Track |
| Reach 100% of purchased electricity from renewable sources by 2030. | Sourced renewable electricity for 60% of our 2024 usage. | ● On Track |



In 2023, we published our inaugural Task Force on Climate-related Financial Disclosures (TCFD) Report and committed to the Science Based Targets initiative

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

At Azenta, we are dedicated to reducing our greenhouse gas (GHG) emissions as part of our commitment to sustainability and environmental stewardship. Our comprehensive strategy to achieve this goal involves five key elements: energy efficiency, renewable energy, fleet efficiency and electrification, optimizing our physical footprint, and engaging with our suppliers. By focusing on these areas, we aim to significantly reduce our GHG emissions while supporting the growth and resilience of our operations. In 2022, we recognized the need to understand and measure our energy consumption, leading to the introduction of a centralized system to track energy usage across all our site locations. This initiative allowed us to establish 2022 as the baseline year for measuring Scope 1 and 2 GHG emissions from our operations, providing a critical foundation for our ongoing efforts to manage and reduce emissions.

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
- Reaching 100% of purchased electricity from renewable sources by 2030

The table (right) summarizes the emissions generated by Azenta from various emissions sources across Scope 1 and 2 for 2022, 2023, and 2024. All the emissions are calculated in metric tons of carbon dioxide equivalents. We aim to report emissions annually following the fiscal year and publish this data as a part of our annual ESG Report. In 2024, we made positive progress toward including an approximately 20% reduction in Scope 1 & 2 GHG emissions (market-based) compared to 2022.

| Azenta Operations ¹ | CO ₂ E Carbon Dioxide Equivalents (METRIC TONS) | | |
|--|---|---------------|---------------|
| | FY 2022 | FY 2023 | FY 2024 |
| Scope 1: | | | |
| Scope 1 - Stationary Sources (Facilities) | 1,596 | 1,623 | 1,445 |
| Scope 1 - Mobile Sources (Azenta-operated vehicles) | 801 | 780 | 617 |
| Scope 1 - Fugitive Emissions ^{2,5} | 2,250 | 2,110 | 2,085 |
| Scope 1 - Total | 4,647 | 4,513 | 4,147 |
| Scope 2 - Electricity and Purchased Steam: | | | |
| Scope 2 Total (location-based) ³ | 18,967 | 20,772 | 22,625 |
| Scope 2 Total (market-based) ⁴ | 13,492 | 10,565 | 9,989 |
| Total Scope 1 & 2 Emission (market-based)⁵ | 18,139 | 15,078 | 14,136 |

1. Azenta measured our 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 CO₂e.
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: Azenta sourced renewable electricity for 60% of our 2024 usage through renewable energy credits (RECs) and energy attribute certificates (EACs).
5. Total Scope 1 & 2 GHG emissions, as reported in our 2022 ESG Report and 2023 ESG Report, have been partially revised, reducing the previously reported figures from 26,258 tCO₂e to 18,139 tCO₂e for FY2022 (baseline year), and from 24,964 tCO₂e to 15,078 tCO₂e for FY2023. The revisions are due to a correction in the calculation of Scope 1 fugitive emissions for FY2022 and FY2023. The previous methodology incorrectly overstated fugitive emissions by including the cumulative lifetime emissions of refrigeration and air conditioning units owned or operated by Azenta. The revised methodology now accounts only for annual fugitive emissions, ensuring more accurate reporting.

Energy efficiency and renewable energy are fundamental to our sustainability strategy. Our goal is to source 100% of our electricity from renewable sources by 2030, reflecting our dedication to reducing our environmental impact. In 2024, 60% of our electricity was secured from renewable sources. This includes Renewable Electricity Certificates (RECs), Energy Attribute Certificates (EACs), and on-site renewable energy solutions. Through proactive efforts to enhance energy efficiency and optimize overall energy consumption, we continue to advance our organizational sustainability goals and drive meaningful change.

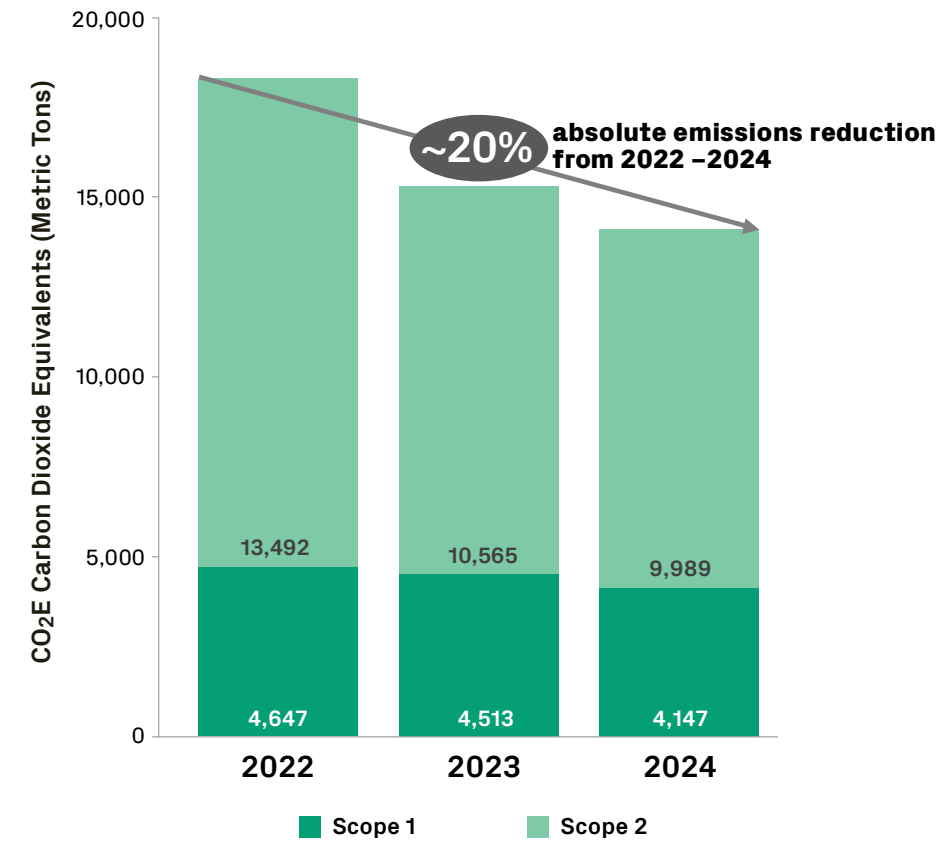
At our Indianapolis, Indiana facility, our primary sample storage biorepository, we have entered into a renewable energy credits program with our electric utility provider, which effectively offsets 100% of our non-renewable electricity consumption at this location. Our Manchester, U.K. facility also 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 multiomics 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 promote sustainable transportation options for our workforce, we have electric vehicle charging stations at our Burlington, Wotton, South Plainfield, and Suzhou facilities. Additionally, our Suzhou facility supports sustainable commuting with electric bike charging stations, reinforcing our commitment to reducing transportation-related emissions and supporting environmentally friendly travel choices for our employees.

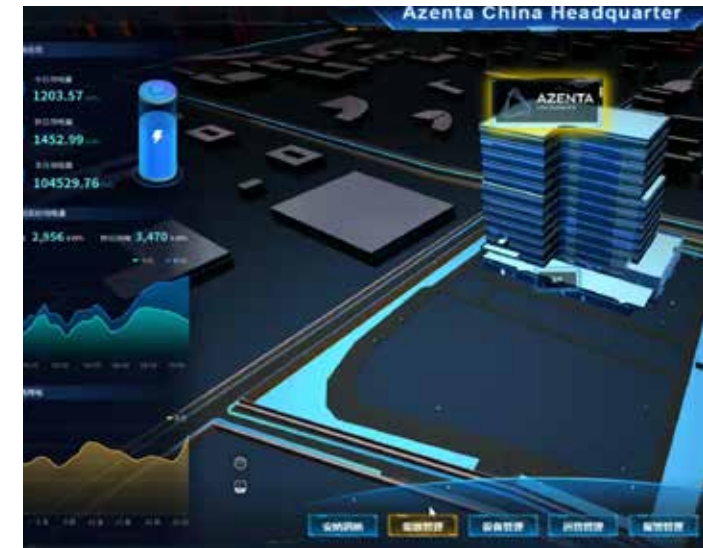
Azenta Operations¹

| Energy Consumption | Units | 2024 |
|---|-------|--------|
| Total Electricity Consumption from Renewable Sources* | MWh | 32,559 |
| Total Energy Consumption from Nonrenewable Sources | MWh | 21,847 |
| Total Energy Consumption | MWh | 54,406 |
| % of renewable energy out of total energy mix | % | 60% |

1. We are actively purchasing renewable energy from our utility providers across our sites and purchase RECs and EACs in the United States, Germany, and China.



Suzhou, China facility solar panels



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

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



CryoArc™ Pico, launched February 2023

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.

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, we reduced tip usage and eliminated plastic from our workflow and waste stream and the greenhouse gas emissions associated with their transportation to our laboratory.

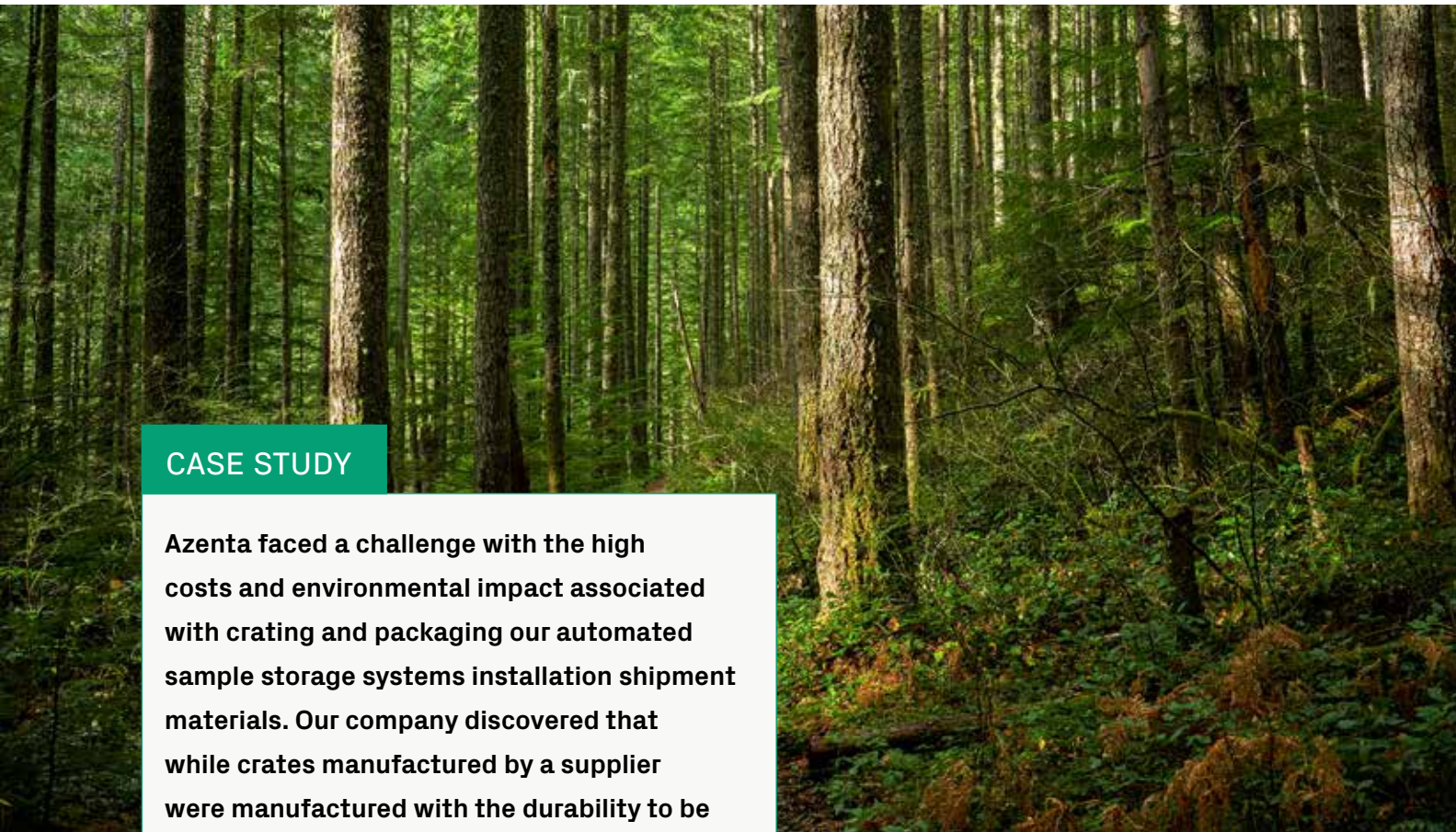
Azenta's multiomics business line is deeply committed to the safe and environmentally responsible management of hazardous substances, combining robust control measures, comprehensive policies, and a proactive approach to sustainability. To minimize exposure to hazardous substances, Azenta implements a range of active control measures. These include engineering controls such as chemical fume hoods, biosafety cabinets, flammable and corrosive storage cabinets, and chemical segregation practices, along with spill containment systems featuring secondary containment. Administrative controls, such as detailed standard operating procedures for handling, transferring, and disposing of hazardous materials, rigorous access controls, chemical

substitution to identify safer alternatives, and regular employee training, ensure that best practices are consistently applied. Personal protective equipment, including gloves, lab coats, safety goggles, and face shields, is mandated to provide an additional layer of protection for employees.

Azenta's commitment to effective hazardous substance management is further demonstrated through comprehensive policies and frameworks. These include a chemical hygiene plan that outlines procedures for protecting employees from chemical hazards, emphasizing proper use of PPE and ventilation systems. The hazard communication program ensures employees are fully informed about chemical hazards through proper labeling, safety data sheets, and training, while fostering a proactive culture of safety and compliance with Occupational Safety and Health Administration (OSHA) and Globally Harmonized System of Classification and Labeling of Chemicals (GHS) standards. A dedicated chemical waste disposal program provides clear processes for the classification, segregation, labeling, and disposal of hazardous waste in compliance with U.S. Environmental Protection Agency (EPA), Department of Transportation (DOT), and local regulations.

The company also prioritizes minimizing the environmental impacts of hazardous waste through defined objectives and a commitment to continuous improvement. All substances of concern are carefully assessed for potential risks, and safer alternatives are actively sought whenever feasible. Any introduction of new hazardous chemicals requires prior approval from the Environmental Health and Safety team to ensure that appropriate control measures are in place. By integrating engineering controls, administrative protocols, personal protective equipment, and documented policies, Azenta fosters a safe and sustainable environment for employees, customers, and the communities it serves, while reducing its environmental footprint.

Sustainable Innovation



CASE STUDY

Azenta faced a challenge with the high costs and environmental impact associated with crating and packaging our automated sample storage systems installation shipment materials. Our company discovered that while crates manufactured by a supplier were manufactured with the durability to be recycled, they were not being reused, as all crates were discarded after delivery.

To address this issue, Azenta has implemented a standardized process for crate returns. The initiative required that all crates manufactured by this manufacturer and shipped to customer sites be returned within six months. By establishing this process, Azenta successfully began reusing crates, significantly reducing the need to purchase new ones. This initiative not only lowered operational costs but also contributed to environmental sustainability by minimizing tree consumption for crate production.

Process for Crate Returns



Install



Awaiting pick up



Sorting in Manchester



Ready for re-use

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.



Azenta's Semi-Automated Handheld Screw Cap Decapper

Automated Stores: New Sustainably-Focused Design

BioArc™ ULTRA™



Azenta also developed an innovative method to reduce energy consumption of our Automated CryoArcs.™ 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 CryoArcs.™ This method allows a CryoArc™ 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 CryoArc™ can be reduced by up to 17%* when operating at less than full storage capacity.

*CryoArc™ loaded with 50% trays.

In February 2024, Azenta launched the BioArc™ Ultra™, the industry's leading automated high-density -80°C sample storage system. Designed to address the growing need of our customers for large-scale sample storage across diverse sample formats, the BioArc™ Ultra redefines -80°C automated storage systems, putting energy efficiency and sustainability at the forefront.

The BioArc™ Ultra offers substantial improvements in proven automation and refrigeration technology that provides critical sample integrity while streamlining workflows and ensuring sustainability while also delivering unrivaled sample storage density and unparalleled precision in sample retrieval capabilities. As a space- and energy-saving alternative to manual freezer farms, the BioArc™ Ultra delivers maximum efficiency with reduced labor requirements and lower running costs.

Features and Benefits:

- **Storage Density:** Offers the market's highest storage density – up to 16 million samples - allowing customers to maximize capacity.
- **Flexible Picking Capability:** Offers the option of up to 10 picking stations with the capability of up to 9 million picks per year and the flexibility to increase throughput and/or labware types.
- **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 using up to 75% less power than the equivalent manual freezers.
- **Optimized Space:** Requires up to 72% less floor space than equivalent manual freezers.
- **Lower Total Equivalent Warming Impact (TEWI):** Ultra delivers a TEWI that is up to 75% less than the equivalent number of manual freezers.





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 organizations such as the following:

- Emily Whitehead Foundation for Believe Ball
- The Posse Foundation
- Season of Caring Holiday gift drive in partnership with the United Way
- Stuff the Bus School Supply Event in partnership with the United Way

Equitable Health Outcomes

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

Our goal is to eliminate barriers that prevent people from accessing healthcare equitably so that they can achieve optimal health and well-being. By focusing on removing these barriers, we aim to create a more inclusive and supportive environment that allows everyone to live their best lives. At Azenta, we believe that everyone has the right to good health. We are dedicated to improving people's lives by enabling our customers to bring therapies to market faster.

Science, Technology, Engineering & Mathematics (“STEM”) Education

At Azenta, we believe in the transformative power of STEM education and are dedicated to inspiring the next generation of innovators through our global STEM outreach program. In 2024, we expanded our initiatives to engage students worldwide, providing hands-on experiences, mentorship, and educational opportunities that spark curiosity and foster a passion for science, technology, engineering, and mathematics. From interactive workshops and career talks to science fairs and on-site visits, our efforts aim to equip students with the tools and support they need to explore STEM fields and pursue their academic and professional aspirations.

In the UK, our team participated in STEM fairs, inspiring young minds with creative activities like fruit-powered batteries and engineering challenges. In APAC, we hosted engaging events for employees and their families, including lab tours, pipetting lessons, and interactive science activities. In the U.S., our partnership with UMass Lowell's The Research, Academics and Mentoring Pathways (RAMP) program provided students with real-world experience, including designing particulate sensors, engaging in engineering mentorship opportunities, and developing technical and professional skills. This six-week program not only focused on innovation and problem-solving but also emphasized leadership, engineer career exploration, and teamwork, culminating in a tour of our Waltham facility to demonstrate the impact of our technologies in the life sciences.

Our commitment to diversity and inclusion in STEM remains at the core of these efforts, as we prioritize reaching underrepresented groups, including girls and minority students, to ensure equitable access to STEM education. By fostering a culture of volunteerism and community engagement, Azenta empowers future STEM leaders while reinforcing our dedication to social responsibility and positive global impact. Through these collective efforts, we aim to inspire a new generation of scientists, engineers, and innovators who will drive progress and create meaningful change.



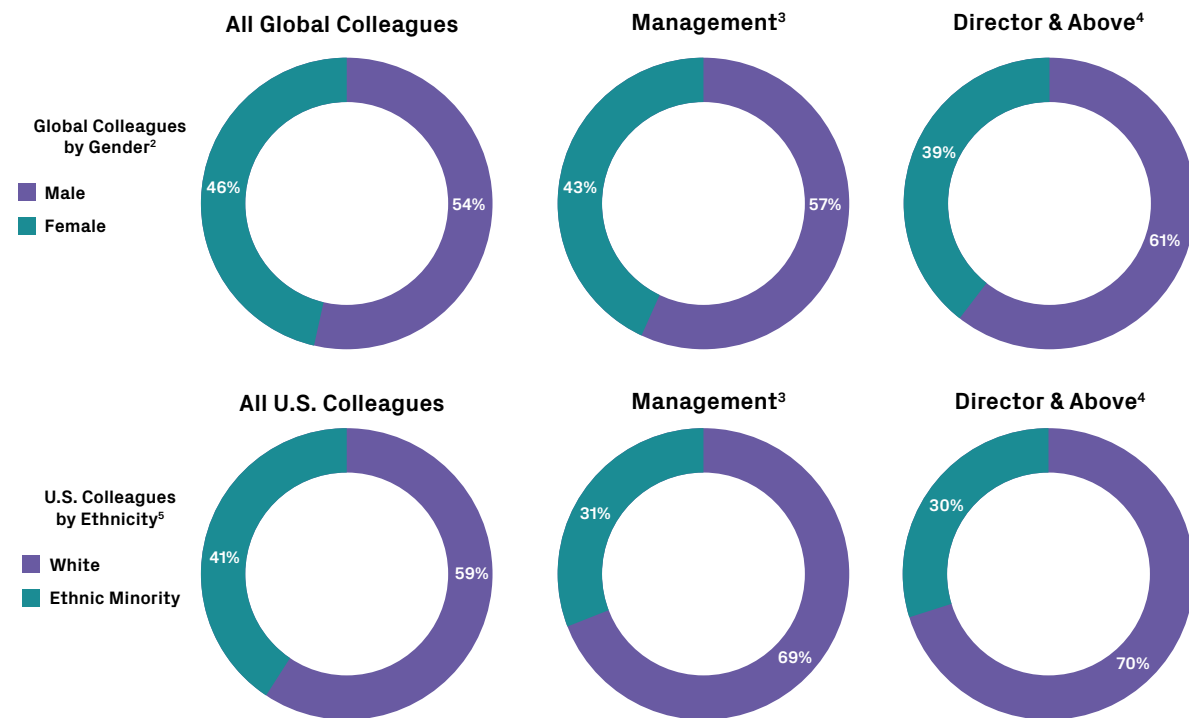
Diversity, Equity, and Inclusion (“DE&I”)

At Azenta, we are dedicated to fostering an inclusive and diverse workplace where every employee feels valued, respected, and empowered to thrive. Our Diversity, Equity, and Inclusion (DE&I) strategy underscores this commitment by focusing on attracting diverse talent, investing in employee development, and creating a culture that encourages retention and growth. We actively work to increase the representation of women and underrepresented groups at all levels of the organization, implementing equitable career progression opportunities and tying executive compensation to diversity goals to ensure accountability and drive meaningful change.



AACR Annual Meeting 2024

Colleague Demographics¹



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, 2024. 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

This commitment starts at the top, with Azenta’s leaders expected to cultivate a culture of inclusion and model the behaviors we wish to see across the organization. Our Social Impact Committee, established in 2018, plays a key role in raising awareness and championing DE&I efforts throughout the company. These efforts are guided by our Diversity Statement in the **Human Rights Policy**, which outlines our dedication to attracting, developing, and retaining talent representative of diverse backgrounds, perspectives, and experiences. We strive to build cultural competency by seeking knowledge, increasing awareness, modeling respect, and promoting inclusion and unity.

To support these goals, we have implemented a range of programs and initiatives aimed at reducing disparities and improving employee engagement. These include targeted development programs for women to ensure their representation in our leadership pipeline and regular pay equity audits to identify and address disparities. In 2024, we conducted a comprehensive review of pay data to confirm that our compensation practices are equitable across gender, race, age, and ethnicity, reinforcing our commitment to fair pay for all.

Our inclusive culture is further strengthened through training programs that equip managers to build stronger, more inclusive teams, fostering an environment where all employees feel welcome and engaged. We continuously listen to employee feedback and refine our DE&I programs to ensure they remain effective and impactful. By reflecting the diversity of our customers and communities, we aim to drive innovation, enhance employee satisfaction, and achieve long-term success.

At Azenta, we firmly believe that inclusion and diversity are key to our success. By advancing these values, we are building a workplace that not only celebrates differences but also leverages them to foster creativity, collaboration, and growth.

Our Company is consistently working towards fostering an inclusive environment that embraces diversity in all its forms. We strive to build a workforce that mirrors the rich diversity of the communities we serve. To achieve this, we actively seek out a wide range of candidates by collaborating with various organizations committed to diversity and inclusion 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.

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.



Formed in 2024, Azenta PRISM, the LGBTQIA+ Employee Resource Group (ERG), plays a pivotal role in advancing the company's diversity, equity, and inclusion (DE&I) initiatives. Guided by a mission to create a welcoming and inclusive environment for all employees—regardless of gender identity or sexual orientation—the ERG operates under three foundational pillars: Education, Outreach, and Advocacy.

By focusing on these pillars, PRISM fosters a deeper understanding and appreciation of LGBTQIA+ issues within the workplace and the broader community. Through events, workshops, and discussions, the ERG promotes awareness of the challenges and contributions of the LGBTQIA+ community, ensuring every employee feels valued and supported. This commitment extends to providing resources, organizing mentoring programs, and offering professional development opportunities to empower LGBTQIA+ employees and help them achieve their career goals. By building a network of support and advocacy, the ERG not only enhances the professional growth of its members but also strengthens Azenta's DE&I efforts, fostering a culture of inclusivity, respect, and equity 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

New at Azenta in 2024:

- Azenta PRISM LGBTQIA+ ERG
- Azenta Career Hub
- Pilot Mentorship Program
- Azenta THRIVE platform
- LinkedIn Learning®



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 over 3,000 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. In December 2024, an Employee Engagement Pulse Survey was conducted as part of our ongoing commitment to fostering a positive and productive workplace. This shorter survey, featuring five targeted questions, was designed to be a lighter, more focused tool for gathering employee feedback. It provided an opportunity to reflect on the initiatives launched in the past year, particularly those aimed at enhancing communication, fostering belonging, and creating opportunities for employee growth.

2023 EMPLOYEE SURVEY RESULTS

We partnered with Glint¹, 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 72².

1. Glint is an employee engagement platform
2. 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?"

Over two-thirds of our employees participated in the Pulse Survey, contributing over 1,200 comments. This strong response underscores the level of engagement within our organization and highlights the importance of listening to employee perspectives. The feedback from this survey has already begun shaping our understanding of how we can continue to improve workplace culture, strengthen communication, and enhance the overall employee experience.

Over the past year, employee feedback has driven several impactful initiatives, including the launch of the Azenta Career Hub, empowering employees to explore internal career opportunities; the expansion of Employee Resource Groups to promote inclusion; and the introduction of wellness programs like Azenta Employee Wellbeing. Additionally, tools such as LinkedIn Learning® and Azenta Thrive have been rolled out to support employee growth and development.

Looking ahead, a more comprehensive Employee Engagement Survey is planned for later in 2025. This larger survey will provide a deeper understanding of workplace culture, communication, and the overall employee experience, further reinforcing our commitment to continuous improvement and ensuring that employee voices remain central to our progress. In the meantime, the December 2024 Pulse Survey offers a quick and actionable snapshot of how we are doing and where we can improve, keeping employee feedback at the forefront of our journey.

Work-life balance is also a core component of our employee engagement strategy at Azenta. We recognize that our employees have diverse needs and responsibilities outside of work, and we strive to accommodate these through various initiatives. Furthermore, we encourage a culture of open communication, where employees feel comfortable discussing their needs and seeking support. By promoting a healthy work-life balance, we aim to enhance job satisfaction, reduce burnout, and retain top talent within our organization.

Employee Recognition

Azenta provides our employees an online recognition platform, offering an innovative way to appreciate and celebrate achievements. 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.



Azenta Employee Wellbeing Week, May 2024

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
- 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 Well-Being

At Azenta, the mental health and well-being of employees are top priorities. Recognizing the critical role that mental well-being plays in overall health and productivity, Azenta has implemented a comprehensive suite of benefits and support services designed to help employees manage stress, anxiety, and other mental health challenges. These initiatives are part of a broader commitment to fostering a supportive and inclusive workplace where everyone can thrive.

One of the key components of Azenta's mental health strategy is the Employee Assistance Program (EAP). This program offers free, confidential services to employees and their family members, providing up to three mental health sessions. These sessions can help manage a range of issues, including stress, anxiety, depression, conflict resolution, relationship improvement, substance abuse, and other personal challenges. The EAP is a valuable resource that underscores Azenta's commitment to supporting the mental well-being of its workforce.

In addition, Azenta actively promotes mental health awareness through various initiatives, including the observance of World Mental Health Day. This day serves as a reminder of the importance of mental health in the workplace and the positive impact it can have on overall well-being. By raising awareness and providing access to essential mental health resources, Azenta aims to create a stronger, healthier, and more resilient workforce. Employees are encouraged to take advantage of the support available to them and to prioritize their mental health as part of their overall wellness journey.



Azenta's well-being program is deeply rooted in fostering an inclusive workplace culture that prioritizes the well-being of employees. This program encompasses a broad spectrum of aspects, such as physical, emotional, social, financial, and career well-being. Throughout the year, Azenta holds a variety of events and activities centered around these different facets of well-being. For example, the Global "Step into Spring Walking Challenge" encourages physical activity and camaraderie among employees. In the U.S., additional events include EAP webinars, financial wellness webinars hosted by the 401(k) provider, and "De-stress at your Desk" webinars. For the U.K. region, Wellbeing Week features activities such as the Smoothie Bike Challenge, Wellness Wednesday Fruit Basket, and Healthy Snack Bar & Drink deliveries to the Manchester site, along with EAP webinars. The APAC region's Global Wellbeing Week offers a variety of initiatives, including both offline and online sessions focused on physical, emotional, and financial wellbeing.

Azenta supports employee well-being with mental health resources, EAP services, and global wellness initiatives for a thriving workplace.

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 global operations.



Talent Attraction and Retention

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

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



2023 Summer Interns

Interns work onsite at our Corporate Headquarters, or in a Laboratory, or Manufacturing Settings in either our Indiana, Massachusetts, or New Jersey locations. In 2024, Azenta welcomed students from top institutions such as Brandeis University, The University of Massachusetts Amherst (UMASS), Syracuse University, and the University of Connecticut.

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

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

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

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



China New Hire Orientation



South Plainfield, NJ Ice Cream Social

In 2024, Azenta launched the Career Hub, an internal portal to enhance employee growth and development.

In 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.

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.

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.

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 an 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 2024, over 90% of all eligible employees globally completed an annual performance review with their managers.

The Azenta THRIVE platform empowers employees with tailored tools and training for career growth.

Training & Development

At Azenta, we are dedicated to fostering a culture of growth, innovation, and continuous learning to inspire and engage our global workforce. Our comprehensive training and development programs are designed to attract, build, retain, and empower employees at all levels, regions, and roles, enabling them to achieve their professional goals while meeting the evolving needs of our organization.

Central to our learning strategy is the Azenta THRIVE platform, a comprehensive resource that supports employees at every stage of their career journey. THRIVE offers leader development programs, coaching and feedback techniques, hiring best practices, and tailored resources to empower managers to lead with confidence. Employees benefit from a variety of tools and resources, including comprehensive training programs, productivity tips, and career advancement opportunities, ensuring they stay ahead of the latest industry trends and best practices. For new hires, THRIVE provides essential tools and resources to facilitate a smooth transition, helping them quickly adapt, build confidence, and make meaningful contributions.

To further enhance learning opportunities, Azenta leverages LinkedIn Learning® as a key component of its development programs. This platform provides employees with access to thousands of high-quality courses covering technical skills, business strategies, personal development, and leadership training. With self-paced learning options and regularly updated content, LinkedIn Learning® enables employees to tailor their development to fit their schedules, earn certifications, and align their learning with their career aspirations.

All managers and employees are encouraged to include training and development goals as part of our performance management and annual objective-setting process. This approach ensures that employees meet Azenta's standard training requirements while personalizing their learning to align with their unique career goals. In 2024, employees across our global workforce completed an average of over 10 hours of training, reflecting our commitment to fostering growth and development at every level. Additionally, our tuition reimbursement program encourages employees to pursue undergraduate and graduate degrees related to their current roles or future aspirations, further supporting long-term career success.

In 2024, Azenta was able to provide Front Line Leader training to 96 Azenta leaders from across the globe. This consisted of 33 in the Americas, 23 in EMEA and 40 in APAC. 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. Each participant in this interactive course completes facilitated training, engages in individual exercises, and participates in an assessment, covering topics such as communication, resolving workplace conflict, and driving change.



2024 APAC Sales Summit

Additionally, in 2024, Azenta launched a pilot mentorship program in the U.K. for high-potential female employees, pairing 12 participants with mentors who were Directors or above. Over approximately an eight-month period, these mentor-mentee pairs engaged in meaningful discussions and guidance sessions. The program demonstrates our commitment to fostering a supportive and enriching work environment that aligns with our company values. The mentoring program aimed to provide personalized guidance and support to help employees develop their skills, navigate challenges, and achieve professional goals. By connecting mentees with experienced mentors within the organization, the program sought to enhance cross-functional expertise, empower individuals to live out our company values, cultivate professional networks, and foster career growth. Each mentorship was tailored to meet the unique personal development goals and interests of the mentees, supporting their growth within the company. Building on the success of the pilot program, we plan to broaden its reach to include high-potential employees across the U.S., the rest of Europe, and Asia.

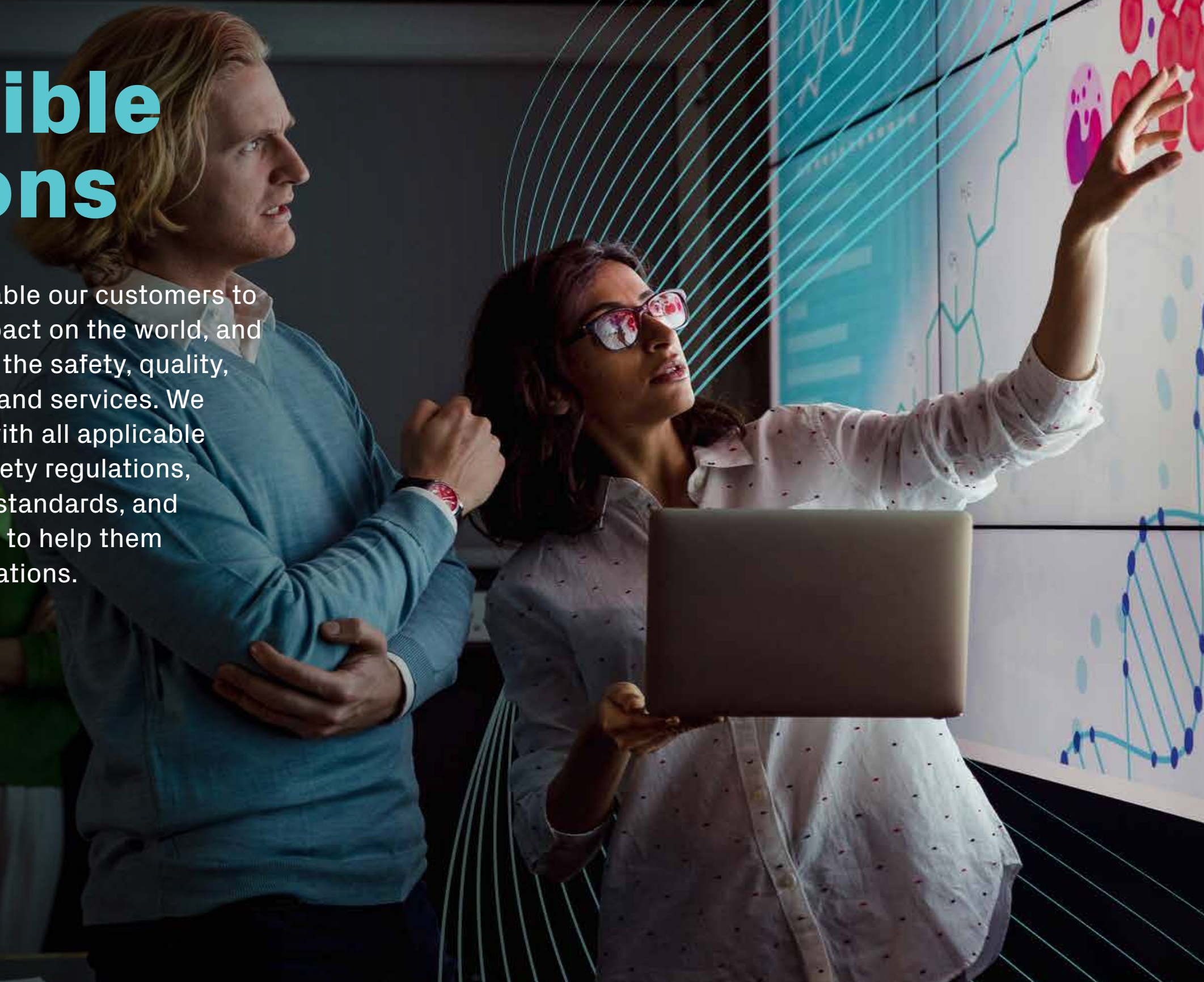
At Azenta, our dedication to providing the resources and opportunities employees need to excel ensures they are equipped to thrive, innovate, and make a meaningful impact.





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.



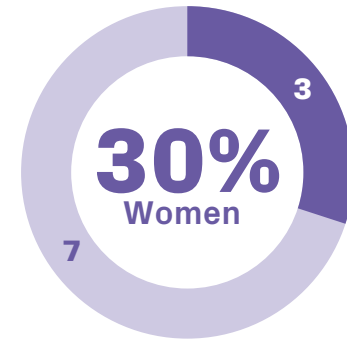
Corporate Governance

Good corporate governance is the cornerstone of Azenta's success, ensuring transparency, accountability, and ethical decision-making across all levels of the organization. By maintaining robust governance practices, Azenta fosters trust among stakeholders, supports sustainable growth, and strengthens the foundation for long-term value creation. Further information is found in our [Corporate Governance Guidelines](#) and [Standards of Conduct](#).

The Board currently has the following standing committees: an Audit Committee, an Environmental, Social & Governance (ESG) Committee, a Finance Committee, a Human Resources and Compensation Committee, a Nominating and Governance Committee and a Value Creation Committee. 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 review of Board composition as discussed above and also takes into account industry knowledge, executive experience, operational experience, scientific and academic expertise, geography, and personal background of each member of the Board and potential nominees to join the Board. The emphasis throughout the process of identifying, evaluating, and nominating candidates and continuing members of the Board is to ultimately produce a group of directors that functions effectively as a leadership team. 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.

Azenta Board of Directors

Gender Diversity



Racial/Ethnic Diversity



40%
Total Diversity
(based on director questionnaires)

* Board gender data is as of our last Annual Meeting of Stockholders, January 2025

Our Board recognizes the value and strength that come from having a range of skills, experiences, and unique backgrounds represented among its members. Women comprise 30% of the Board, and 40% of the members contribute to gender or ethnic diversity, reflecting our commitment to fostering an inclusive and diverse leadership team.

We consider Board refreshment on an ongoing basis at Azenta. Our 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.

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.

At Azenta, information security is a top priority, and the company has implemented a comprehensive framework to assess and manage cybersecurity risks. This framework includes regular privacy and security risk assessments to identify potential vulnerabilities and embed data protection measures into the design and development of products and services. By conducting these assessments, Azenta ensures that data protection controls are consistently applied throughout the product development life cycle, maintaining the confidentiality, integrity, and availability of information.

The main elements of Azenta's information security risk assessment process include a periodic review of risks, detailed descriptions of identified risks, and the presence of risk mitigation plans. Periodic reviews are conducted to ensure that the company remains vigilant against emerging threats and can adapt its security measures accordingly. Each identified risk is thoroughly documented, including its potential impact and likelihood, to provide a clear understanding of the threat landscape. Additionally, Azenta has established risk mitigation plans for each identified risk, outlining the steps needed to mitigate or eliminate the threat. These plans are regularly updated and tested to ensure their effectiveness. Through these rigorous risk assessment processes, Azenta is committed to protecting its data, systems, and stakeholders from emerging cyber threats.

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.

At Azenta, we recognize the importance of maintaining transparent and ethical relationships with governments and regulatory bodies. Our approach to government relations is rooted in compliance with all applicable laws and regulations, including anti-bribery and anti-corruption statutes. We ensure that all interactions with government representatives are conducted with the highest standards of integrity and transparency, reflecting our commitment to ethical business practices. Our commitment to ethical governance and public policy engagement underscores our dedication to being a responsible corporate citizen and a trusted partner in the global healthcare landscape.

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. 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**.



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.

At Azenta, we are committed to upholding the highest standards of labor rights, including the freedom of association and the right to collective bargaining. We recognize that these rights are fundamental to fostering a fair and equitable workplace. To ensure that all employees can freely associate and collectively bargain, we comply with all relevant labor laws and regulations in the countries where we operate. We maintain open lines of communication with employees, engaging in regular dialogue to address any concerns. This proactive approach helps us build trust and mutual respect between management and employees, creating a more harmonious and productive work environment.

The company's policies on fraud are designed to prevent, detect, and address any fraudulent activities within the organization. These policies are part of a broader commitment to compliance with all applicable laws and regulations, including anti-bribery and anti-corruption statutes. Azenta's comprehensive fraud prevention includes rigorous internal controls, regular assessments, and continuous monitoring to identify and mitigate potential risks. By fostering a culture of transparency and accountability, Azenta is dedicated to protecting its reputation and maintaining the trust of its stakeholders.

Product Safety & Quality

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

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



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.

At Azenta, ensuring business continuity in case of emergencies is a top priority. By adhering to the highest quality and infrastructure standards and achieving industry-leading accreditations, Azenta guarantees that all stored samples are managed with the utmost care and precision. In the event of an emergency, Azenta's biorepositories are equipped with multiple layers of redundancy to ensure the safety and integrity of all samples. The state-of-the-art sample management and storage facility in Indianapolis exemplifies this commitment. This facility is designed to sustain operations for up to two weeks, thanks to robust systems including breaker panels, generators, backup freezers, and 13,000 gallons of liquid nitrogen on-site. These measures ensure that every sample and product stored at Azenta is maintained at the proper temperature, providing peace of mind to our customers. By creating such a resilient infrastructure, Azenta demonstrates its unwavering commitment to safeguarding valuable samples and ensuring uninterrupted service, even in the face of unforeseen challenges.

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. To this end, 100%* of our global buyer team has received training on sustainable procurement, equipping them with the knowledge and tools to make decisions that align with our values and long-term goals.

* 100% of our global buyer team has received training on sustainable procurement, excluding employees who were on leave. These employees will be required to complete the training upon their return.

Since 2023, we have been 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.

We are collaborating with EcoVadis® and leveraging their platform to evaluate the ESG performance of our suppliers. Through this partnership, we have established a comprehensive process to identify suppliers that may pose sustainability risks to our company. This risk analysis involves a thorough review to determine whether further action is necessary to address gaps in sustainability practices or to improve compliance with our company's required standards. To date, we have received ESG Scorecard assessments for approximately 55% of our Tier 1 suppliers by spend.

| Sustainable Supply Chain | Unit | Performance to Date |
|--|------|---------------------|
| Total number of suppliers identified as Tier 1* | # | ~100 |
| Percentage of Tier 1* suppliers (by spend) that have been assessed on sustainability through an EcoVadis ESG assessment. | % | 55% |

*Tier 1 suppliers are defined as Azenta's top suppliers by spend that have a relationship with Azenta and are critical to our operations. These suppliers are involved in providing essential components, goods, materials, or services that directly impact our company's production, service offerings, and quality.

100% of buyers globally have received training on sustainable procurement.

Appendix

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 2024 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 | 2024 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 2024 Form 10-K (pages 63 & 64) 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 acquired two companies, B Medical Systems and Barkey, which both manufacture medical devices. In 2024, Barkey issued 1 voluntary recall of 26 units, while Azenta and B Medical Systems 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 2024, 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 2024, 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 2024, Barkey received zero FDA Form 483s, one warning letter, zero seizures, one recall, and zero consent decrees. |

Appendix

SASB Index

| Topic | SASB Metric | Code | 2024 Reporting |
|---------------------------------------|--|--------------|--|
| Ethical Marketing | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | HC-MS-270a.1 | In 2024, 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 16) 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 | 14 of our facilities are either ISO 9001 or ISO 13485 certified via third-party audit programs. More information can be found on our Certifications website . 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 Conflict Minerals and our most recent Conflict Minerals Report . More information can be found in Azenta's Supplier Code of Conduct . |
| Business Ethics | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption | HC-MS-510a.1 | In 2024, 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 Standard of Conduct and Global Anti-Corruption Policy governs the interaction of our directors, officers, and employees with government officials, customers, suppliers, competitors, colleagues, and others. |

Appendix

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>Governance <i>Disclose the organization’s governance around climate-related risks and opportunities.</i></p> <ul style="list-style-type: none"> Describe the board’s oversight of climate-related risks and opportunities. Describe management’s role in assessing and managing climate-related risks and opportunities. | <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> |

Appendix

TCFD Index

| TCFD Recommended Disclosures | Disclosure Summary |
|---|---|
| <p>Strategy <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"> Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning. Describe the resilience of the organization's strategy. | <p>In 2023, Azenta initiated 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. Azenta 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>CLIMATE-RELATED RISKS:</p> <p><i>Physical Risks:</i> Azenta 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> Azenta 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 Azenta'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&D initiatives focused on energy efficiency and environmentally friendly emerging technologies for the sample management solutions. This strategic resilience enables Azenta to adapt to the evolving landscape of technological advancements, ensuring long-term viability and sustainability.</p> <p><i>Market Risk:</i> Azenta 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. Azenta 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> Azenta 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> |

Appendix

TCFD Index

| TCFD Recommended Disclosures | Disclosure Summary |
|---|--|
| <p>Strategy <i>(Continued)</i></p> | <p>CLIMATE-RELATED OPPORTUNITIES: <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 & 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 at Azenta. We achieve this focus through innovative initiatives as well as strategic R&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"> • Describe the organization’s processes for identifying and assessing climate-related risks. • Describe the organization’s processes for managing climate-related risks. • Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk | <p>As an integral component of our comprehensive Enterprise Risk Management (ERM) process, climate-related risks have received focused attention. 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

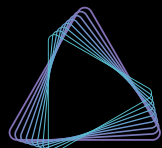
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| <p>Metrics & Targets <i>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</i></p> <ul style="list-style-type: none"> • Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. • Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. • Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. | <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 & 2), aiming to gain a comprehensive understanding of our climate impact. This strategic endeavor empowered us to make more informed decisions and 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, 2023, and 2024 can be found in the Environmental Protection section of our 2024 ESG Report, located on page 11.</p> <p>In 2023, Azenta took a significant step in advancing our climate strategy by committing to align our greenhouse gas (GHG) emissions targets with the Science Based Targets initiative (SBTi). This commitment includes setting both short-term science-based emissions reduction targets and long-term net-zero targets, with plans to seek validation from the SBTi in the future. These ambitious targets are firmly rooted in the 1.5°C warming scenario outlined in the Paris Agreement, underscoring our dedication to addressing the pressing challenges of climate change.</p> <p>Building on our climate strategy, in 2023, we created climate change targets to reduce our contribution to global GHG emissions. Specifically, we committed to reducing Scope 1 and 2 GHG emissions by 55% by 2033, from a 2022 base year. Last year, we also committed to achieving net-zero GHG emissions across our value chain by 2050. In 2024, we are proud to report meaningful progress toward these goals. We reduced our Scope 1 and 2 GHG emissions by approximately 20%, from a 2022 base year, and continued to take critical steps toward achieving our targets.</p> <p>We had 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 2024, we took a significant step and Azenta sourced renewable electricity for 60% of our 2024 usage primarily through purchasing RECs and 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 reflect our role as responsible stewards of environmental resources and our commitment to fostering a sustainable future.</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, 2024, 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 and on the U.S. Securities and Exchange Commission's (SEC) website at 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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