AZENTA
LIFE SCIENCES

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2025
ESG REPORT



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Message From Our CEO

Throughout 2025, Azenta focused on what matters most: serving customers with excellence, strengthening the Company for the long term, and operating responsibly in every environment where we work—even as conditions across the life sciences sector remained challenging. We stayed disciplined, focused on fundamentals, and committed to consistent execution.

The implementation of the Azenta Business System (ABS) in 2025, together with our simplified and decentralized operating model, helped us deliver reliably, protect quality, and stay close to our customers. As I spent time with teams and customers across our global network, I saw firsthand a strong commitment to quality, safety, and doing the right thing for patients and communities. That focus gives me confidence in our direction and in the durability of our operating model.

Sustainability is integral to how we run the business. We continued to build a culture of continuous improvement around the drivers of our environmental footprint, prioritizing actions that are durable, measurable, and directly linked to operational performance. We made steady progress toward our long term emissions goals while maintaining the stability and reliability our customers expect. These efforts help manage risk, protect quality, and support customers who depend on us for continuity in their programs.

Our responsibility to people is equally important. Nothing comes before safety. In 2025, we reinforced expectations and routines that keep colleagues safe in every setting, maintained strong compliance and training programs, and continued to foster a culture that encourages speaking up, learning, and continuous improvement. We also invested in inclusion and development so that our people have the support they need to grow their skills and careers at Azenta.

We approach responsible operations with a practical lens: keep processes stable, keep quality high, and keep service dependable. This focus reduces disruption, minimizes rework, and gives customers confidence in the continuity of their work. Wherever possible, we look for solutions that simplify operations for our customers while lowering environmental and operational impacts at the same time.

Strong governance underpins all of this. Our leadership teams and Board receive regular updates on safety, environmental performance, and social priorities. ABS supports clear ownership, disciplined controls, and consistent communication across the organization. Together, these practices build trust with customers, employees, and shareholders—and enable better decisions, made faster.

Azenta is advancing with purpose. Our Sample Management Solutions—including biorepositories, automation, instruments, and consumables—work in concert with our Multiomics and Synthesis Solutions to support some of the most demanding science in the world. The progress we are making on sustainability strengthens that ecosystem. It makes us a safer operator, a more reliable partner, and a more resilient company.

Thank you to our colleagues for your commitment, and to our customers and shareholders for your continued trust. We remain confident in the opportunities ahead and in our ability to deliver meaningful, long term value for all stakeholders.

John Marotta



John P. Marotta
President and Chief Executive Officer

FY2025 ESG at a Glance

FY2025 ESG Highlights

Metrics	FY2025	FY2024
Scope 1 & 2 GHG Emissions (MT CO_2e, market-based)	10,850	14,136
Scope 3 GHG Emissions (MT CO_2e)	80,298	N/A
Renewable Electricity (%)	72%	60%
Total Recordable Incident Rate (TRIR)**	0.77*	0.60
Global Colleagues Female (%)	46%	46%
U.S. Colleagues Ethnic Minority (%)	41%	41%
Employee Engagement Participation (%)	81%*	85%
Employee Completing Performance Reviews (%)	95%+*	90%+

*Reflects continuing operations, excluding B Medical Systems.
**FY2025 TRIR reflects continuing operations only, excluding B Medical Systems, covering 25 locations and approximately 70% of global employees. FY2024 TRIR reflects a broader boundary including B Medical Systems and all office locations. Year-over-year figures are not directly comparable. See page 28 for full methodology details.

What Changed in FY2025:

First Scope 3 disclosure.

FY2025 establishes Azenta's Scope 3 baseline and Scope 3 GHG Emissions near-term reduction target.

Submitted science-based targets to SBTi for validation.

Azenta has submitted its near-term GHG reduction targets to the Science Based Targets initiative (SBTi) for formal validation, a key step toward third-party recognition of our climate commitments.

B Medical Systems divestiture agreement signed.

In December 2025, Azenta entered into a binding agreement to divest B Medical.

Enterprise Risk Management (ERM) program.

Azenta refreshed its enterprise risk management framework, with Board approval of updated risk assessment processes and clearer accountability across business units.

Azenta Business System (ABS) expanded.

Continuous improvement embedded through ABS. Azenta Business System expanded across global operations in FY2025, equipping teams at every level with tools to improve quality, reduce waste, and deliver better outcomes for customers.

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, FreezerPro, and Barkey. Our corporate headquarters are located in Burlington, Massachusetts, and we have over 35 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

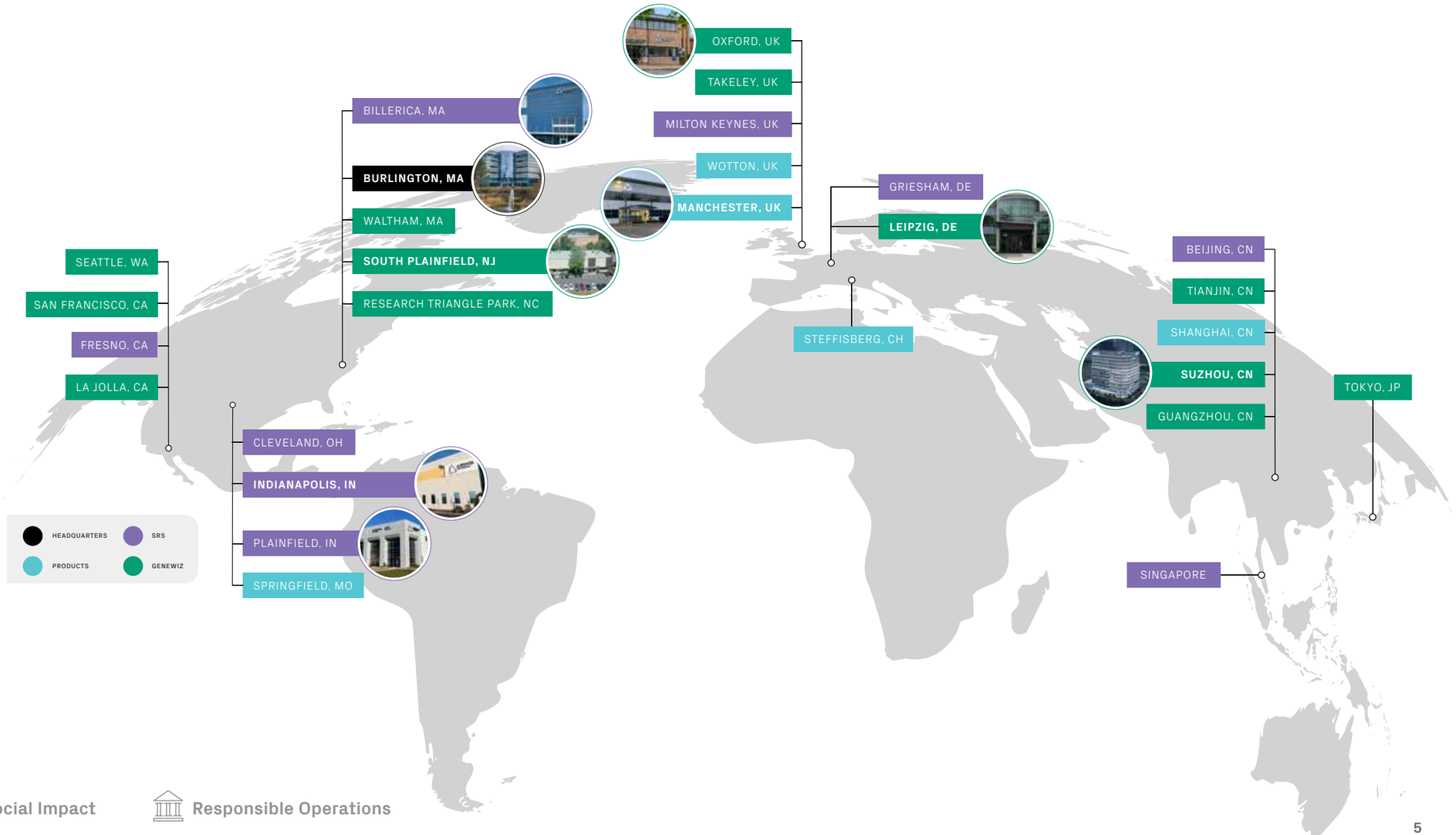
AZENTA BY THE NUMBERS*

~2,700
Employees

>35
Facilities Globally

Serving Customers In
~95
Countries

*For fiscal year ended September 30, 2025. Figures reflect continuing operations and exclude B Medical Systems.



Environmental Protection Social Impact Responsible Operations

Azenta operates as two business segments: Sample Management Solutions and Multiomics & Synthesis Solutions. 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 December 2025, Azenta entered into a binding agreement to divest B Medical Systems, sharpening our strategic focus on core sample management and multiomics capabilities.

The nature of our work, preserving the biological samples that underpin drug discovery, clinical research, and cell therapy, means that operational reliability, energy efficiency, and data integrity are not only business priorities but sustainability imperatives. When we protect a sample, we protect the science it enables.

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

The Azenta Ecosystem

Azenta is the only provider with end-to-end capabilities spanning biological sample storage and management, gene read and write services, and integrated automation and digital solutions, all supported by a proprietary software ecosystem that customers use to manage, access, and track their assets remotely or on-site. This position serves over 14,000 customers globally, including top pharmaceutical companies, who depend on Azenta for the integrity, continuity, and reliability of their most valuable scientific assets. For Azenta, ESG is integral to how this ecosystem performs: sample integrity requires reliable cold-chain operations; multiomics quality requires engaged people; and expanding digital services requires strong data privacy and cybersecurity.



Consumables & Instruments



Sample Storage & Repository Services



Automated Stores & Cryogenics



GENEWIZ Multiomics & Synthesis Solutions



Sample Management LIMS

FY2025 ESG Reporting Perimeter

FY2025 ESG metrics reflect Azenta's global operations for the fiscal year ended September 30, 2025. In December 2025, after the fiscal year closed, Azenta entered into a binding agreement to divest B Medical Systems.

The scope of individual metrics varies based on the data collection boundary in place during FY2025. GHG emissions, energy consumption, and diversity and DE&I metrics include B Medical Systems. Headcount, facilities, countries served, and safety metrics (TRIR) reflect continuing operations only and exclude B Medical. The SASB Index also excludes B Medical.

For FY2026, Azenta will rebaseline GHG emissions and all remaining metrics to reflect continuing operations only, following the B Medical divestiture.

Azenta in FY2025

FY2025 was a year of meaningful strategic change for Azenta. Against a challenging life sciences market, the Company made real progress on a focused growth strategy, streamlined its portfolio, and embedded the Azenta Business System as its operating foundation.

Portfolio focused on core strengths. In December 2025, Azenta entered into a binding agreement to divest B Medical Systems. This sharpens Azenta's focus on Sample Management Solutions and Multiomics and Synthesis Solutions, where the Company has its most differentiated capabilities and its best long-term growth opportunity.

Pivoting to growth and performance. At the December 2025 Investor Day, leadership outlined the next phase of Azenta's strategy: redirect resources from general and administrative functions toward commercial investment, improve gross margins through operational discipline, and build toward profitable recurring revenue. Three growth vectors define this work:

1. **Scale biorepositories.** Expand Azenta's global biorepository network, particularly in Europe and the U.K., to serve customers requiring long-term sample integrity and cold-chain continuity.
2. **Regionalize gene synthesis.** Build out regional synthesis capacity in the U.S. and Europe to improve lead times and respond to evolving biosecurity requirements.
3. **Invest in technology and automation.** Advance cloud-enabled sample management software, predictive maintenance platforms, and automation solutions that support recurring revenue growth.

The Azenta Business System (ABS). In FY2025, Azenta deepened its ABS deployment by appointing a dedicated Vice President to lead the program globally. ABS translates strategy into measurable results: delivery, quality, waste reduction, energy efficiency, and cost discipline. For ESG purposes, ABS provides a natural structure for tracking and improving the operational drivers of environmental and social performance.

Decentralized operating model. Azenta implemented a simplified operating model in FY2025, assigning clearer accountability to regional general managers and commercial leaders. This improves customer responsiveness and decision-making speed at the business unit level.



Azenta's Investor Day 2025

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.

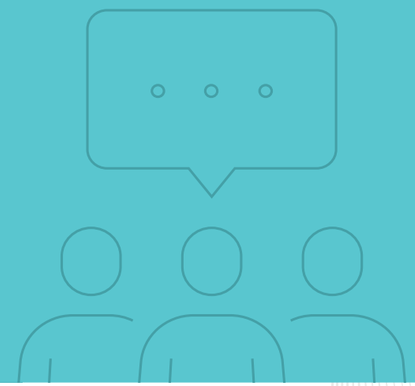
Focus on the Customer



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.

Cultivate Openness



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's approach to ESG is grounded in the same principles that drive the business. The Azenta Business System, our operating framework for continuous improvement, creates a natural foundation for ESG: it emphasizes measurable performance, clear accountability, and discipline at every level of the organization.

As Azenta's portfolio and operating model have changed, so have our ESG priorities. The expansion of our digital services, including cloud-based software for sample management, predictive maintenance platforms, and broader AI tool use, makes data privacy and cybersecurity increasingly important to our governance work. Our biorepository operations, which manage over 60 million samples globally, make reliability and cold-chain continuity sustainability issues as much as operational ones.

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, 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 ESG 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.

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. During FY2025, the ESG Committee engaged on a range of topics including climate target progress, the Company's inaugural Scope 3 disclosure, and employee safety performance, reflecting the breadth of ESG matters that fall within its oversight mandate. 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 FY2025, stakeholder engagement reflected the Company's strategic evolution. Stockholders representing over 20% of outstanding shares accepted invitations for Board and executive discussions covering strategy, governance, and compensation. Separately, pharmaceutical and biotech customers, approximately 55% of Azenta's revenue, increasingly included ESG performance criteria in vendor qualifications and RFPs, with particular focus on Scope 3 disclosure, cold-chain reliability, and data privacy. These inputs, alongside investor feedback on Scope 3 reporting and ABS progress, directly shaped the evolution of this report and have informed our FY2026 ESG priorities.

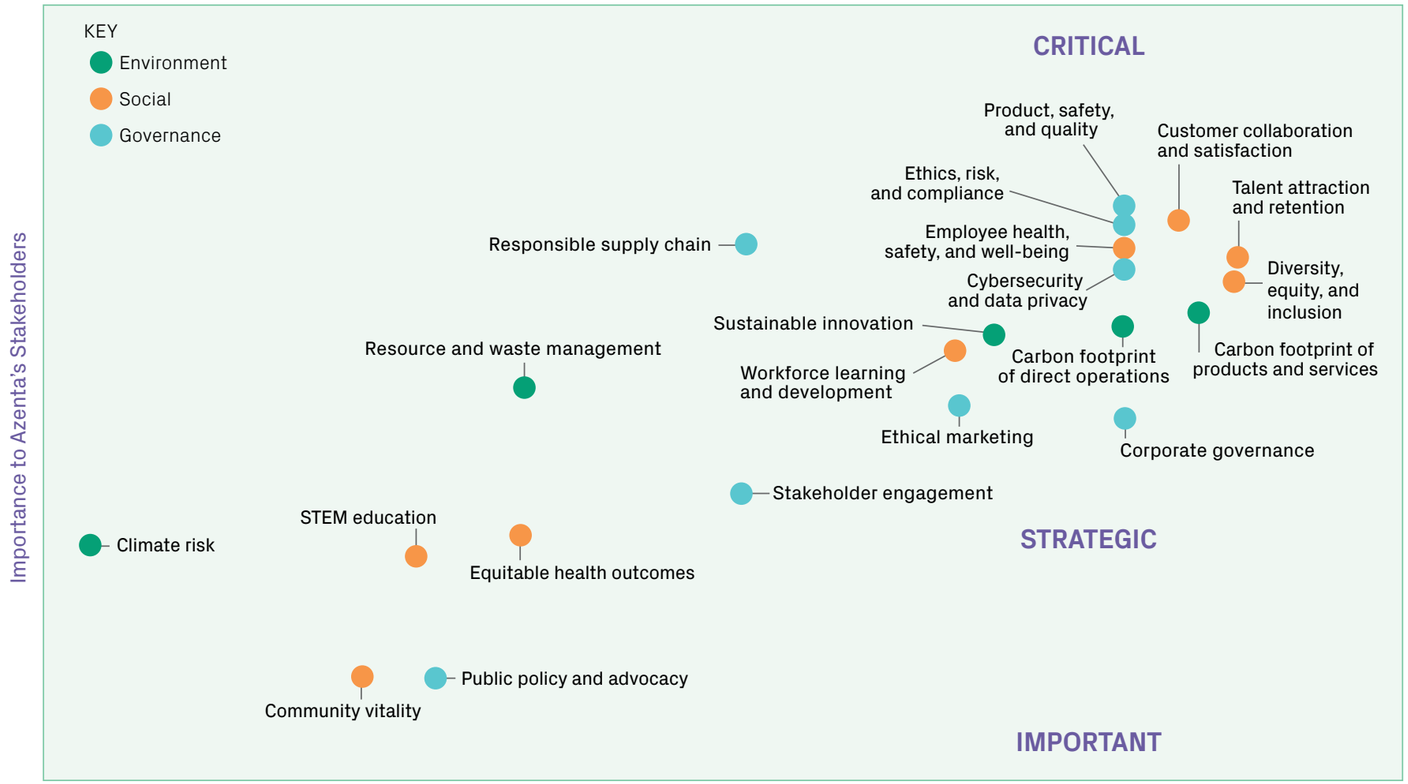
About This Report

Our Approach to Materiality[1]

In line with our Company's growth and evolution as a standalone life sciences company, we engaged an independent third-party advisor to conduct a comprehensive review of our material ESG topics. 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 our ESG strategy. From that evaluation, Azenta identified 21 priority topics that are material to the long-term sustainability of our business and are addressed throughout this report. Our 21 priority topics remain unchanged for FY2025. Throughout the year, we continued to engage with customers, investors, and ESG rating agencies, and we monitor developments in ESG reporting standards and peer practices on an ongoing basis. These interactions inform how we prioritize and present our ESG disclosures, even in years where a formal re-assessment is not conducted. We will evaluate whether a full refresh is warranted in a future reporting cycle as our business and stakeholder expectations continue to evolve.

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

Azenta's ESG Matrix



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

Frameworks

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

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 also reference the International Financial Reporting Standards (IFRS) Sustainability Disclosure Standards (IFRS S1 and IFRS S2) as context for investor-focused reporting. Our climate disclosures continue to follow the familiar TCFD structure, which is embedded in IFRS S2, and we retain a SASB index for comparability. We plan to continue publishing SASB and TCFD disclosures annually in future ESG Reports. This report covers our Fiscal Year 2025 progress, from October 1, 2024, to September 30, 2025. In this report, unless otherwise noted, any references to 2025 shall be for the fiscal year ended September 30, 2025. 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.

Why this matters to our customers: Customers increasingly require supplier emissions data as part of vendor qualification. Our environmental performance affects our competitiveness as a cold-chain sample management partner.

FY2025 progress: ~40% reduction in Scope 1 and 2 emissions since 2022. 72% renewable electricity. First Scope 3 baseline established. On track for 100% renewable electricity by 2030.

Focus for FY2026–FY2027: Rebaseline Scope 1, 2, & 3 following B Medical divestiture. Expand our renewable energy usage.

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 established near-term greenhouse gas (GHG) emissions reduction targets aligned with a 1.5°C climate pathway. As part of our FY2025 SBTi submission, we have updated our near-term Scope 1 and 2 target to reflect the Science Based Targets initiative's 2026 methodology update, which revised how minimum reduction ambition is calculated for companies setting targets. Our updated Scope 1 and 2 target includes reducing absolute Scope 1 and 2 GHG emissions 45% by FY2033 from a FY2025 base year.[1] Azenta is also establishing a near-term Scope 3 reduction target for the first time, committing to reduce absolute Scope 3 GHG emissions 25% by FY2033 from a FY2025 base year. Azenta has submitted its near-term Scope 1, 2, and Scope 3 reduction targets to SBTi for validation, advancing our commitment to science-based climate action. Our Scope 3 target covers the following categories: 3.1 Purchased Goods and Services, 3.3 Fuel and Energy Related Activities, 3.4 Upstream Transportation and Distribution, 3.6 Business Travel, and 3.11 Use of Sold Products. These categories represent the largest and most actionable sources of Azenta's value chain emissions. Our Scope 3 inventory also includes 3.2 Capital Goods, 3.5 Waste Generated in Operations, 3.7 Employee Commuting, and 3.12 End-of-Life Treatment of Sold Products. These categories are outside the current target boundary but are reported in full as part of Azenta's commitment to comprehensive value chain disclosure.

In addition to our near-term climate targets, we have also established longer-term targets and an ambition that guide our strategy. These include our target to reach 100% renewable electricity by 2030 and our ambition to achieve net-zero GHG emissions across our value chain by 2050. We continue to take practical steps to advance our climate strategy and support progress over time, while maintaining the quality and continuity our customers expect. Building on the progress made, we remain committed to driving meaningful action and accountability as we work toward a more sustainable future.

In 2025 we are proud to report meaningful progress toward these goals. We reduced our Scope 1 and 2 GHG emissions by approximately 40%, since 2022, and continued to take critical steps toward achieving our targets. By increasing the amount of renewable electricity we purchase to 72% globally in 2025, 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.

1. Azenta's FY2023 and FY2024 ESG Reports reflected a target to reduce absolute Scope 1 and 2 GHG emissions 55% by FY2033 from an FY2022 base year. In April 2026, SBTi updated its corporate target-setting methodology, revising how minimum reduction ambition is calculated for companies setting or renewing targets. In conjunction with our FY2025 SBTi submission, Azenta has updated its targets to align with the revised methodology, using a consistent FY2025 base year across all scopes. Our underlying commitment to science-aligned decarbonization remains unchanged.

For more information on Azenta's climate management program please reference our TCFD disclosures in the appendix (page 39.) 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 45% by 2033, from an FY2025 base year.	Reduced Scope 1 and 2 GHG emissions by approximately 40% since 2022, demonstrating a strong foundation for achieving our updated target.	**New Target**
Reduce absolute Scope 3 GHG emissions 25% by FY2033 from a FY2025 base year, covering key value chain categories.	FY2025 represents the first year of tracking progress against this target.	**New Target**
Reach 100% of purchased electricity from renewable sources by 2030.	Sourced renewable electricity for 72% of our 2025 usage.	● **On Track**

Azenta has established GHG emissions reduction targets aligned with climate science.

In 2023, we published our inaugural Task Force on Climate-related Financial Disclosures (TCFD) Report.

Carbon Footprint

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 from Our Operations

At Azenta, reducing our greenhouse gas (GHG) emissions is a core part of our commitment to sustainability and environmental stewardship. Our strategy prioritizes actions that are durable, measurable, and directly linked to operational performance, allowing us to make meaningful progress on emissions reduction while supporting the growth and resilience of our operations. In 2022, we introduced a centralized system to track energy usage across all our site locations, establishing the foundation for measuring Scope 1 and 2 GHG emissions from our operations and supporting our ongoing efforts to manage and reduce emissions.

Azenta Commits to

- Reducing Scope 1 and 2 GHG emissions by 45% by 2033, from an FY2025 base year
- Reducing absolute Scope 3 GHG emissions 25% by FY2033, from an FY2025 base year, across the target categories identified in this report
- 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 emissions generated by Azenta across Scope 1 and 2 for FY2022, FY2023, FY2024, and FY2025, calculated in metric tons of carbon dioxide equivalents. We report emissions annually following the close of our fiscal year as part of our ESG Report. In FY2025, we achieved approximately 40% reduction in Scope 1 and 2 GHG emissions (market-based) since 2022, demonstrating meaningful progress on our decarbonization journey.

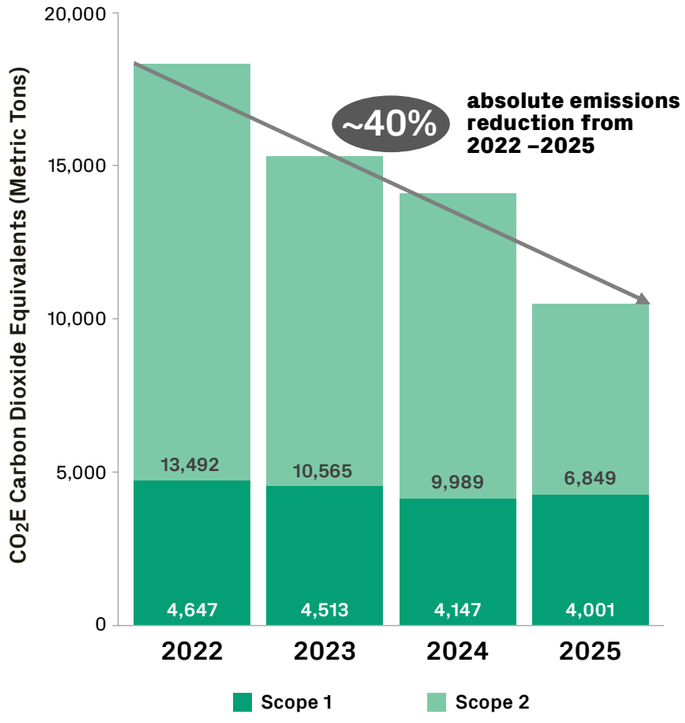
Azenta's Direct and Indirect Carbon Emissions[1]	CO_2E Carbon Dioxide Equivalents (METRIC TONS)			
	FY 2022	FY 2023	FY 2024	FY 2025
Scope 1:				
Scope 1 - Stationary Sources (Facilities)	1,596	1,623	1,445	1,522
Scope 1 - Mobile Sources (Azenta-operated vehicles)	801	780	617	512
Scope 1 - Fugitive Emissions[2,5]	2,250	2,110	2,085	1,967
Scope 1 - Total	**4,647**	**4,513**	**4,147**	**4,001**
Scope 2 - Electricity and Purchased Steam:				
Scope 2 (location-based)[3]	18,967	20,772	22,625	19,544
Scope 2 (market-based)[4]	13,492	10,565	9,989	6,849
Total Scope 1 & 2 Emissions (market-based)[5]	**18,139**	**15,078**	**14,136**	**10,850**
Scope 3[6]				80,298
Total Scope 1, 2, & 3 Emissions (market-based)				**91,148**

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 CO_2e.
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 72% of our 2025 usage through renewable energy credits (RECs) and energy attribute certificates (EACs).
5. Total GHG emissions for FY2022 and FY2023 reflect revised figures previously disclosed in Azenta's 2024 ESG Report. Revisions were made to correct the calculation of Scope 1 fugitive emissions to account only for annual emissions. Restated figures are used as the basis for progress reporting against our climate targets.
6. Scope 3 emissions are disclosed for the first time in FY2025 and reflect an initial inventory prepared in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard. Certain categories rely on spend-based estimation methods where primary supplier data is not yet available. Prior year Scope 3 figures are not available as this represents Azenta's baseline year for Scope 3 reporting. Methodology will be refined in future reporting cycles.

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 2025, 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.

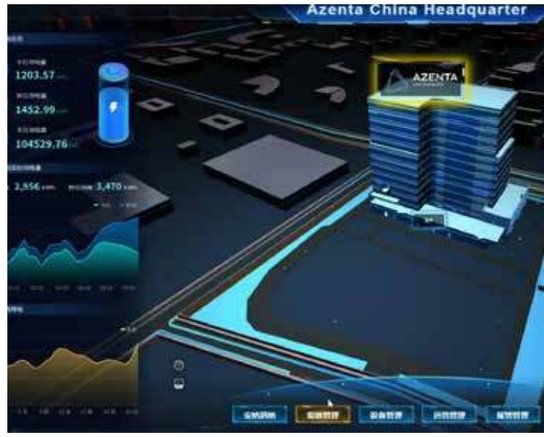
At our Indianapolis, Indiana facility, our primary sample storage biorepository, we have entered into a renewable energy credits program with our electric utility provider, which effectively offsets 100% of our non-renewable electricity consumption at this location. Our Manchester, U.K. facility also 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.





Suzhou, China facility solar panels





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

Azenta Operations[1]

Energy Consumption	Units	2025
Total Electricity Consumption from Renewable Sources*	MWh	34,415
Total Energy Consumption from Nonrenewable Sources	MWh	13,381
Total Energy Consumption	MWh	47,797
% of renewable energy out of total energy mix	%	72%

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.

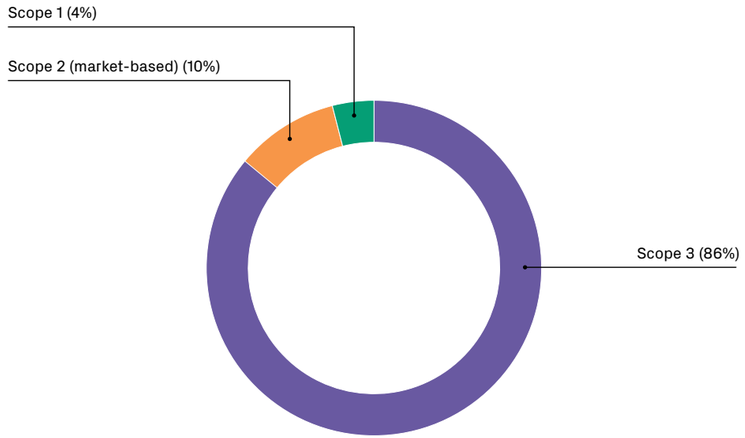
GHG Emissions in our Value Chain

In FY2025, Azenta is disclosing Scope 3 GHG emissions for the first time, an important step in understanding the full extent of our climate impact and building the foundation for targeted value chain action over time. Scope 3 includes indirect emissions that occur upstream and downstream of our operations and are generally outside of our direct control.

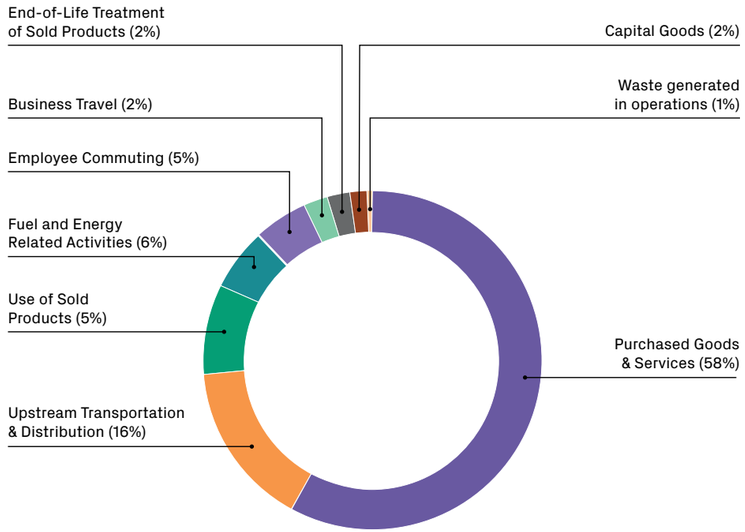
Our initial Scope 3 inventory has been prepared in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. The inventory covers the following categories: 3.1 Purchased Goods and Services, 3.2 Capital Goods, 3.3 Fuel and Energy Related Activities, 3.4 Upstream Transportation and Distribution, 3.5 Waste Generated in Operations, 3.6 Business Travel, 3.7 Employee Commuting, 3.11 Use of Sold Products, and 3.12 End-of-Life Treatment of Sold Products.

As a first-year disclosure, certain categories rely on spend-based estimation methods where primary supplier data is not yet available. We are actively working to improve data quality across all categories and expect to refine methodology and improve category-level accuracy in future reporting cycles.

GHG Emissions Category*



Scope 3 Breakdown*



* Sum of percentages listed does not equal 100% due to rounding.

Scope 3 emissions reflect an initial inventory for FY2025 prepared using available data and estimation methods aligned to the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Certain categories rely on spend-based estimation methods. Data coverage and methodology will be refined in future reporting cycles.

Resource and Waste Management

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



CryoArc™ Pico, launched February 2023

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

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.

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

Azenta's Semi-Automated Handheld Screw Cap Decapper

Automated Stores: New Sustainably-Focused Design

BioArc™ ULTRA™



As our customers face growing pressure to reduce the environmental footprint of their own laboratory operations, Azenta's product innovation strategy directly addresses this need. The BioArc™ Ultra exemplifies our commitment to designing solutions that advance both scientific capability and sustainability performance.

Launched in February 2024, the BioArc™ Ultra is 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.

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.



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 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.

Why this matters to our customers: With over 2,700 employees managing more than 60 million samples globally, our people programs directly affect service quality, safety, and continuity.

FY2025 progress: 81% employee engagement survey participation. 95%+ of eligible employees completed annual performance reviews. Completed global well-being program.

Focus for FY2026-FY2027: Expand EHS TRIR coverage. Continue ABS-linked workforce training. Improve internal mobility through Career Hub.

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.

Better Health Outcomes

The breakthroughs that improve and save lives depend on a reliable scientific foundation, and that is where Azenta plays a critical role. Our customers are the world's leading pharmaceutical, biotech, and academic institutions developing the therapies, diagnostics, and cell and gene treatments that will define the next generation of medicine. Azenta supports this work by providing the cold-chain sample management infrastructure, genomic services, and automation solutions that help these breakthroughs move from discovery to patient faster and more reliably. The reliability and precision of our services directly supports our customers' ability to accelerate discovery, reduce time to market, and ultimately reach more patients with better treatments.

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

Azenta is committed to advancing science through curiosity, creativity, and continuous learning. We believe progress happens when young people are inspired to explore new ideas and apply them to real-world challenges. This belief shapes how we operate as a company and how we support our surrounding communities. We partner with schools, nonprofits, and industry groups to expand access to high-quality STEM education, and we encourage our employees to share their knowledge as mentors and volunteers. By strengthening pathways for future scientists and innovators, we aim to help spark discoveries that create lasting impacts globally.

Our China team partnered with the Suzhou Industrial Park Library to host a STEM event that introduced elementary students to the role of acids and alkalis in everyday life. The team guided students through hands-on experiments using pH strips to test common household items, which helped them observe how different substances vary in acidity and alkalinity. Through this activity, students learned that these properties influence how products behave and why certain safety precautions are important when handling food, cleaning supplies, and health-related items. By building this understanding, the program equipped students with knowledge they can apply to use everyday materials more safely and confidently.

Our NJ volunteers brought science to life for 6th through 8th grade students at Dwight D. Eisenhower Middle School during the school’s annual Career Day. Our NGS team shared an inside look at their work decoding DNA, RNA, and proteins, which supports key research across healthcare and life sciences. This helped students understand how NGS technology drives scientific discovery. A major highlight was a pipetting demonstration that let students handle real laboratory micropipettes for the first time. Guided by our volunteers, students practiced precision measurements with mock reagents and quickly recognized the importance of accuracy in scientific work. The team also emphasized teamwork, problem-solving, and a passion for learning in STEM while sharing their own career journeys to inspire students as they explore future paths. The experience made a strong impact on students and educators and reinforced Azenta Life Sciences’ commitment to supporting the next generation of scientists.





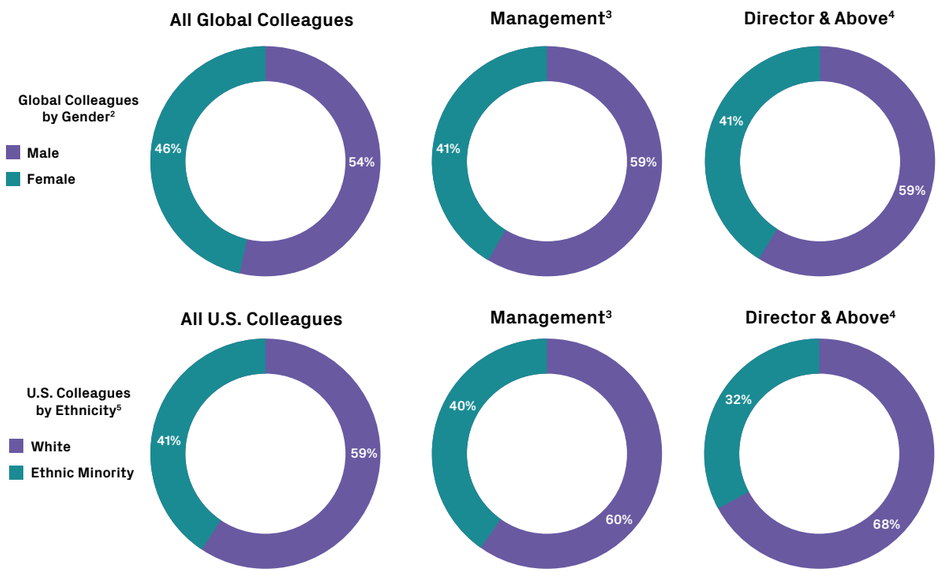




Human Capital

At Azenta, we are committed to cultivating a workplace culture where employees feel valued, respected, and empowered to perform at their best. Our people strategy centers on attracting and retaining top talent, investing in employee development, and fostering an environment that supports long-term growth and engagement. We emphasize fair, consistent, merit based career progression, provide development opportunities at all levels of the organization, and integrate workforce and culture priorities into our talent and people practices to support sustainable performance and positive organizational outcomes.

Colleague Demographics[1]



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, 2025. 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



Forum Labo 2025

This commitment begins with leadership. Azenta's leaders are expected to foster a culture of inclusion and model behaviors that promote respect, collaboration, and accountability across the organization. These expectations are guided by our **Human Rights Policy**, which reflects our commitment to attracting, developing, and retaining talented individuals and supporting an environment where employees are treated fairly and with dignity throughout their careers. We seek to strengthen cultural awareness by encouraging learning, modeling respectful interactions, and reinforcing a sense of belonging and shared purpose.

To support these objectives, Azenta has implemented a range of programs and practices designed to enhance employee engagement and promote consistent and equitable employment experiences. These efforts include leadership development initiatives that support internal mobility and readiness for expanded responsibilities, as well as regular reviews of compensation practices to help ensure alignment with our commitment to fair and competitive pay. In 2025, we conducted a comprehensive review of compensation data to assess consistency across roles and levels, reinforcing our focus on equitable pay practices.

Our inclusive culture is further supported through training programs that equip managers to build effective, high-performing teams and foster open, respectful working environments. We actively seek and incorporate employee feedback to inform ongoing improvements to our people practices and workplace experience.

By cultivating a workplace where employees feel respected, engaged, and supported, Azenta aims to strengthen collaboration, enhance innovation, and drive long-term business performance. We believe that a strong sense of inclusion and belonging contributes to employee satisfaction, operational excellence, and sustainable growth.

Azenta's Employee Resource Groups (ERGs) support talent engagement, development, and retention by providing structured, company-supported forums for collaboration and professional growth that are open to all employees. Sponsored by senior leaders, ERGs offer opportunities for employees to share insights, build internal networks, and contribute to initiatives that enhance employee experience and organizational effectiveness. Participation in ERGs is voluntary, aligned with Azenta's policies and applicable laws, and focused on supporting professional development and business priorities. These groups help leaders better understand workforce needs and reinforce a connected, high-performing workplace that enables all employees to succeed throughout their careers.

AZENTA PRISM

Formed in 2024, Azenta PRISM is an employee resource group that supports a respectful and inclusive workplace by fostering engagement, education, and connection across employees of different identities and experiences, focused on the LGBTQ community. Open to all employees, PRISM provides a forum for awareness, collaboration, and open dialogue, helping to promote a sense of belonging and a positive employee experience. The group is supported by executive leadership and operates in alignment with Azenta's policies and business priorities. PRISM's activities focus on engagement and community connection. Through employee discussions, awareness sessions, and internal events, the group promotes mutual respect and understanding across teams. These efforts are designed to strengthen engagement and collaboration and contribute to a workplace environment where employees feel supported and able to perform at their best.

WOMEN'S EDGE
Engage Deliver Grow Enable
AZENTA

Women's Edge is an employee resource group that focuses on fostering connection, development, and collaboration across the organization, with an emphasis on supporting women in the workplace. Open to all employees, the group provides a forum for learning, networking, and open dialogue that contributes to a positive employee experience and a strong sense of belonging. Women's Edge is supported by executive leadership and operates in alignment with Azenta's policies and business priorities.

The group's activities emphasize professional development, engagement, and internal community connection. Through employee discussions, learning sessions, and internal events, Women's Edge supports career development, knowledge sharing, and cross-functional collaboration for all employees. These efforts are designed to strengthen engagement, enhance leadership readiness, and contribute to a workplace environment where employees feel supported and positioned to succeed.



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 2,700 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 regularly seek employee feedback through companywide engagement surveys to better understand the employee experience and inform our people and culture priorities. Survey insights are reviewed by senior leadership and shared with leaders across the organization to support accountability and action at the local and enterprise levels. This approach reflects our commitment to listening, transparency, and continuous improvement, and to fostering an inclusive and engaging workplace where employees feel connected to our purpose and supported by their leaders.

2026 EMPLOYEE SURVEY RESULTS

We partnered with Glint[1], a people success platform that helps leading organizations increase employee engagement and improve business results, to design, administer, and evaluate our 2026 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. While conducted in January 2026, this survey reflects the programs and culture built throughout FY2025 and is included here as the most current available measure of employee engagement.

81%[2]

Global Participation in Azenta's 2026 Employee Engagement Survey.

1. Glint is an employee engagement platform
2. Percentage reflects continuing operations only, excluding B Medical Systems.

In January 2026 we conducted a comprehensive Employee Engagement Survey, the results of which are included here as they reflect the culture and programs built throughout FY2025. This survey 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.

To strengthen engagement and follow through, we established 12 Employee Ambassador Groups across our global operations. These groups are cross functional teams of employees and leaders who serve as local champions for engagement, helping translate feedback into practical actions that matter most to their teams. Our 2026 global engagement survey achieved an 81% participation rate, providing a strong foundation for meaningful dialogue. Employee Ambassador Groups review feedback themes, support leaders in developing targeted action plans, and help improve communication and ownership at the local level, reinforcing a culture of accountability and shared responsibility for engagement.

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 couple of years, 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.

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 2025

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.

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
- Encourage employees to conduct job hazard analysis with the purpose of recognizing workplace hazards and reducing risk

2025 EMPLOYEE HEALTH & SAFETY (GLOBAL)[1]

0.77[1]

Total Recordable Injury Rate (TRIR)[2]

1. TRIR is calculated for Azenta employees and contingent workers globally and is calculated as (number of recordable cases *200,000 work hours) / total work hours.
2. The reported TRIR reflects our continuing operations only, excluding B Medical Systems. Data covers 25 locations, approximately 70% of global employees. Coverage is expanding as reporting processes stabilize across additional sites. Following a restructuring and reorganization during the reporting year, TRIR data for certain locations was not available for the full period. We are expanding coverage to additional locations as processes and reporting stabilize.

Talent Attraction and Retention

Identifying the right talent for our organization—individuals who can contribute today and grow with us over time—is essential. In an increasingly competitive environment, we seek technical, scientific, and professional talent at various stages of their careers who can make an immediate impact and continue to take on broader responsibilities as the business evolves. Our approach emphasizes attracting, developing, and supporting talent with the skills, experience, and potential needed to drive performance and long-term success.

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.



Indianapolis Komen All-Star Walk, August 2025



Take Your Child to Work Day, South Plainfield NJ, April 2025

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.

In May 2025, Azenta completed its second annual Global Well-being Week, reflecting our ongoing commitment to employee health across physical, financial, and mental dimensions. The week-long program included interactive webinars on nutrition, stress management, and financial wellness and retirement planning, a step challenge to encourage physical activity, an Employee Assistance Program overview covering counseling, financial coaching, and caregiving resources, and an employee raffle promoting health and well-being.

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.



Indianapolis Summer Celebration, August 2025



APAC Employee Appreciation Day, April 2025

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 support a strong, inclusive and competitive talent pipeline, we source candidates through a range of channels and strategic partnerships that reflect a variety of experiences and backgrounds aligned with our workforce needs. We also focus on ensuring that new employees are supported and positioned for success through thoughtful onboarding and integration practices. These efforts are intended to promote engagement, productivity, and a positive employee experience, contributing to a welcoming and supportive workplace environment.

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.

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 2025, over 95% 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.

A cornerstone of our workforce development in FY2025 has been the continued rollout of the Azenta Business System (ABS), our lean management framework that drives continuous improvement across the organization. Through structured Kaizen workshops, daily management routines, and problem-solving disciplines, ABS equips employees at all levels with the tools and mindset needed to identify inefficiencies, simplify processes, and deliver better outcomes for our customers. In FY2025, we appointed a dedicated Vice President of the Azenta Business System to lead and expand ABS deployment across our global operations, reflecting our commitment to embedding a continuous improvement culture throughout the organization. ABS is not simply a set of operational processes — it is a fundamental part of how we develop our people, build capability, and create a workplace where employees are empowered to drive meaningful change.

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. 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.



2025 Azenta Sales Meeting



Azenta Distributor Meeting, February 2025

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.

Why this matters to our customers: With over 2,700 employees managing more than 60 million samples globally, our people programs directly affect service quality, safety, and continuity. Governance quality, cyber resilience, and supply chain integrity are central to vendor qualification decisions of our customers.

FY2025 progress: Board-approved ERM refresh. Cybersecurity integration.

Focus for FY2026-FY2027: Expand supplier ESG assessments.

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 Human Resources and Compensation Committee, and a Nominating and Governance Committee. Board composition is a critical area of focus for the Board. In evaluating Board composition, the Nominating and Governance Committee considers each director's and potential nominee's industry knowledge, executive experience, operational experience, scientific and academic expertise, geography, and personal background. 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 to guide the Company. The Nominating and Governance Committee believes that a Board composed of directors with diverse skills, experiences, and perspectives strengthens its ability to provide effective oversight, and considers this breadth of diversity as part of every director search.

Our Board recognizes the value and strength that come from having a range of skills, experiences, and unique backgrounds represented among its members.

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")

Azenta's Enterprise Risk Management (ERM) program is designed to identify, assess, and mitigate the Company's most significant enterprise and business-unit risks in line with our strategic and operational objectives and evolving external expectations. In FY2025, we implemented a refreshed ERM framework approved by the Board, standardized our risk assessment templates across business units, and consolidated the results into an enterprise view of priority risks and countermeasures.

The ERM program is led by the Company's SVP, General Counsel and Corporate Secretary, working closely with the executive team, functional leaders, and business unit leaders. The Audit Committee and full Board provide oversight through recurring engagement on enterprise risk topics, including cybersecurity.

We update risk assessments and countermeasure status on a recurring cadence and conduct periodic deep-dive reviews to ensure the Board and management have a current view of the Company's risk profile and mitigation progress.



Security, Cybersecurity, and Data Privacy



Protecting high-value biological samples and sensitive scientific data is foundational to Azenta's role as a trusted partner. As we expand our digital ecosystem through AI, automation, and cloud-enabled solutions, cybersecurity and data privacy remain central to our enterprise risk management and Board oversight.

How our cyber risk profile is evolving. Our risk landscape is shifting alongside our digital growth. Key drivers include the adoption of AI-enhanced software development, the use of operational and firmware data for predictive maintenance and machine learning, and the pursuit of data-driven scientific results. Simultaneously, we face increasingly sophisticated external threats, including AI-driven phishing, ransomware, and advanced identity theft. These risk drivers are explicitly tracked within Azenta's ERM program and included in recurring Audit Committee reporting.

Governance and oversight. Azenta's information security program is led by a dedicated group reporting to the Chief Digital and Information Officer, 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, engages in cybersecurity risk oversight through detailed annual reports and periodic updates from the Chief Digital and Information Officer. Cybersecurity is a standing topic in Azenta's Board ERM calendar.

FY2025 changes and maturity improvements. In FY2025, Azenta expanded phishing simulation training and employee security awareness programs, initiated a process to increase cyber insurance coverage from $5M to at least a $10M target, and continued partnerships with specialized cybersecurity providers for threat monitoring and incident response readiness.

Risk management and resilience practices. We employ a layered defense strategy combining strong processes, internal controls, and leading technical solutions, including 24/7 threat monitoring, partnerships with specialized security providers, continuous employee training, and comprehensive cyber insurance. This includes data encryption, endpoint and network security technologies, secure design practices for our products and services, strong multifactor authentication, secure remote working technology, and security monitoring. Our services platforms are designed to withstand failures, and critical data is backed up to redundant locations.

The Company maintains a comprehensive framework to assess and manage cybersecurity risks, including regular privacy and security risk assessments to identify potential vulnerabilities and embed data protection measures into the design and development of products and services. Data protection controls are consistently applied throughout the product development lifecycle, maintaining the confidentiality, integrity, and availability of information. The main elements of our information security risk assessment process include periodic reviews of risks, detailed descriptions of identified risks, and risk mitigation plans. Each identified risk is thoroughly documented, including its potential impact and likelihood. Risk mitigation plans are regularly updated and tested to ensure their effectiveness.

Azenta also maintains strong physical security controls across its service offerings. Biorepository facilities are custom-designed and purpose-built for storing samples, secured by card-controlled access areas that admit only trained staff. Each facility is protected by 24/7 video monitoring and surveillance procedures, along with heat, smoke, and motion detectors. Our datacenter partners provide layered physical protection to our computer systems.

Our security program includes extensive logical controls, a least-privilege access control model, segregation of duties, and access reviews. All employees are trained on their security responsibilities at hire and annually thereafter. Key aspects of our cybersecurity controls are evaluated periodically through independent third-party audits and assessments.

Privacy and data protection at Azenta is a cross-functional program drawing on Legal, Human Resources, and Information Technology. We maintain compliance with all relevant data protection laws and regulations globally, including the General Data Protection Regulation (GDPR). Where applicable, certain genomics data is retained in its country of origin to meet regulatory requirements. We regularly conduct audits and risk assessments and review our security and privacy policies and procedures to ensure the protection of our Company and all stakeholders.

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 life sciences 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.

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 2025 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	2025 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 2025 Form 10-K (page 65) 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	Barkey, an Azenta-owned company that manufactures medical devices, issued zero medical device product recalls in FY2025. Azenta's other core businesses do not manufacture FDA-regulated medical devices. As Azenta entered into a binding agreement to divest B Medical Systems in December 2025, B Medical Systems data is not included in this SASB Index.
	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	HC-MS-250a.2	This metric has limited applicability to Azenta's core businesses, as we do not manufacture FDA-regulated medical devices. Barkey, an Azenta-owned company that manufactures medical devices approved by the FDA, had no products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database in FY2025. As Azenta entered into a binding agreement to divest B Medical Systems in December 2025, B Medical Systems data is not included in this SASB Index.
	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	Azenta's core businesses do not manufacture FDA-regulated medical devices. Barkey, an Azenta-owned company that manufactures medical devices approved by the FDA, reported zero fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience database in FY2025. As Azenta entered into a binding agreement to divest B Medical Systems in December 2025, B Medical Systems data is not included in this SASB Index.
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-MS-250a.4	Azenta's core businesses do not manufacture FDA-regulated medical devices. Barkey, an Azenta-owned company that manufactures medical devices approved by the FDA, received zero FDA Form 483s, zero warning letters, zero seizures, zero recalls, and zero consent decrees in FY2025. As Azenta entered into a binding agreement to divest B Medical Systems in December 2025, B Medical Systems data is not included in this SASB Index.

Appendix

SASB Index

Topic	SASB Metric	Code	2025 Reporting
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	In 2025, 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 has limited applicability to Azenta, as our core businesses do not manufacture FDA-regulated medical devices and our customers are primarily pharmaceutical, biotechnology, academic, and government institutions. For Barkey, an Azenta-owned company that manufactures medical devices, all products are marketed solely for their approved and intended uses in compliance with applicable laws and regulations. Across all of our businesses, we present our products and services accurately and objectively and maintain a strict internal review process to ensure all marketing and external communications comply with relevant legal and regulatory 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 19) for more information about our Company's approach to meeting the demand for sustainable products.
	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	At this time, Azenta does not have a program for accepting products for take-back, reuse, or recycling.
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	Many 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 2025, 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

This climate related financial risk disclosure is informed by the TCFD framework and is intended to describe climate related financial risks to Azenta and the measures we have adopted to reduce and adapt to those risks. This disclosure is provided for the most recent reporting period available and reflects a qualitative assessment of climate related risks and opportunities across our operations and value

In alignment with our dedication to climate action, Azenta adheres to annual reporting in accordance with the 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. This disclosure reflects a qualitative assessment of climate related risks and opportunities based on the information available for this reporting period. We expect to enhance the level of detail over time as data quality and analytical capabilities mature.

TCFD Recommended Disclosures	Disclosure Summary
Governance *Disclose the organization's governance around climate-related risks and opportunities.* • Describe the board's oversight of climate-related risks and opportunities. • Describe management's role in assessing and managing climate-related risks and opportunities.	The Board of Directors considers oversight of ESG-related risks and opportunities essential to the Company's strategy and long-term growth. The Environmental, Social, and Governance (ESG) Committee of the Board oversees Azenta's corporate sustainability and social impact initiatives, including monitoring progress against our climate-related goals and targets. Climate change falls within the scope of the ESG Committee, and it is the responsibility of this committee to assess and make recommendations on our climate policies and initiatives. At quarterly ESG Board Committee meetings, our General Counsel presents the Company's comprehensive sustainability agenda, including climate-related matters, and seeks input on emerging initiatives. The Board's Audit Committee oversees critical business and operational risks, including the Company's Enterprise Risk Management (ERM) framework and processes. This encompasses governance, risk management practices, and the essential components that support identification, measurement, mitigation, and reporting of risks. The Audit Committee engages with management on risk exposures and mitigation strategies for significant risks, including climate-related issues. The Human Resources and Compensation Committee evaluates the potential impact of ESG considerations on Executive Leadership's compensation. Through the integration of sustainability metrics into management's balanced ESG Performance Based Variable Compensation scorecard, the committee incentivizes the management team's commitment to the Company's sustainability goals. Guided by the 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 climate change. The committee is responsible for formulating recommendations and actionable plans to address emerging risks and opportunities, and for assessing accountability metrics across the organization. Azenta's Board of Directors works closely with this senior executive team, through the various Board Committees, to shape both short-term and long-term business strategies and provide timely input on sustainability and climate-related risks and opportunities. Azenta's Enterprise Risk Management (ERM) program is designed to identify, assess, and mitigate the Company's most significant enterprise and business-unit risks in line with our strategic and operational objectives and evolving external expectations. In FY2025, we implemented a refreshed ERM framework approved by the Board, standardized our risk assessment templates across business units, and consolidated the results into an enterprise view of priority risks and countermeasures. The ERM program is led by the Senior Vice President, General Counsel and Corporate Secretary, working closely with the executive team, functional leaders, and business unit leaders. The Audit Committee and full Board provide oversight through recurring engagement on enterprise risk topics, including cybersecurity. Risk assessments and countermeasure status are updated on a recurring cadence, with periodic deep-dive reviews to ensure the Board and management have a current view of the Company's risk profile and mitigation progress. Climate-related risks are tracked within the ERM program and included in recurring Audit Committee reporting.

Appendix

TCFD Index

TCFD Recommended Disclosures	Disclosure Summary
Strategy *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.* • 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.	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: **CLIMATE-RELATED RISKS:** *Physical Risks:* Azenta has identified physical risks from climate change that are event-driven (acute) or longer-term shifts (chronic) in climate patterns that could impact 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. Over the longer term, shifts in climate patterns (chronic physical risks), such as rising mean temperatures, 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. These physical risks may affect financial outcomes through operational disruption, higher recovery and continuity costs, and additional capital needs to maintain reliable service. Additionally, we identify and seize opportunities to advance projects that enhance operational efficiency, while engaging with customers to explore markets for sustainable products. *Technology Risk*: Azenta has identified technology risks as a climate-related risk to our business and 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 risk is centered on asset or reduced demand for current offerings in the short term and may necessitate agile adjustments to maintain competitiveness. The impact of emerging technologies could incentivize our development efforts 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 embarked on reducing our GHG emissions through innovative energy efficiency initiatives and continued investments in low-emission solutions. These technology-related risks may affect financial outcomes through changes in investment priorities, potential redesign or upgrade needs, and the risk of obsolescence if expectations evolve. M*arket Risk:* 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 market forces 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 supply chain costs of raw materials, components, and energy, leading to increased expenses and supply chain interruptions. Enhancing the reliability and sustainability of our supply chain is a key priority to mitigate this risk, and we can actively respond by focusing on supporting business continuity and proactively engaging suppliers. These market risks may affect financial outcomes through shifts in customer demand, pricing dynamics, and changes in purchasing requirements. *Reputation Risk:* Azenta has identified that regulatory risk is a climate-related risk our business could face over the medium term, based on changing customer preferences and changing customer behavior in the future. A low-carbon economy may shift in consumer preferences and changing customer behavior in the future, which could impact revenue from the decreased demand for our products and services. We also anticipate that we may be increasingly impacted by a heightened demand for more environmental reporting, as customers may request additional measures of climate change considerations in performance. We have experienced an increasing number of requests from customers for sustainability information, suggesting that customers may be climate change criteria with consideration for future purchasing decisions. Moreover, there is a growing interest and engagement from our pharmaceutical customers regarding our carbon footprint, and we are strategically positioned to capitalize on this opportunity. These regulatory risks may affect financial outcomes through increased compliance costs, changing reporting expectations, and the investments required to maintain readiness as requirements evolve. Measures adopted to reduce and adapt to climate-related financial risk include actions to reduce emissions over time, strengthen operational resilience, and improve continuity planning. These measures include ongoing efforts to reduce greenhouse gas emissions, governance and oversight through board and management processes, and business continuity and disaster recovery planning intended to reduce the potential impacts of acute events and longer-term changes in climate conditions across operations and supply chains.

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TCFD Recommended Disclosures	Disclosure Summary
Strategy *(Continued)*	**CLIMATE-RELATED OPPORTUNITIES:** *Resource Efficiency:* 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. *Product & Services:* Azenta has identified our products and services as a climate-related opportunity our business could experience over the medium term. We appreciate and recognize the opportunity for Azenta to innovate more sustainable products and create low-emission products to improve our competitive position and thrive in changing consumer preferences. Fostering the adoption of cutting-edge technologies and low-carbon energy solutions has been a strong focus ay Azenta. We achieve this focus through innovative initiatives as well as strategic R&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. 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. Our current resilience discussion is qualitative and is based on identified risk drivers and existing mitigation measures, and we expect to enhance this analysis over time as data availability and tools mature.
Risk Management *Disclose how the organization identifies, assesses, and manages climate-related risks.* • 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	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. 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. Azenta's General Counsel 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. 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 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. 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. 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.

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TCFD Recommended Disclosures	Disclosure Summary
Metrics & Targets *Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.* • 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.	Azenta monitors various metrics to evaluate climate-related risks and opportunities, including total greenhouse gas (GHG) emissions, energy consumption, and purchased and onsite renewable electricity. In 2022, we began tracking greenhouse gas emissions across our entire organization (Scope 1 and 2), establishing the foundation for measuring our climate impact and informing our reduction strategy. We monitor and disclose our Scope 1 and 2 GHG emissions annually in accordance with the Greenhouse Gas Protocol. Detailed data on our Scope 1 and 2 GHG emissions for FY2022, FY2023, FY2024, and FY2025 can be found in the Environmental Protection section of this report on page 13. In 2023, Azenta established climate targets aligned with the 1.5°C warming scenario outlined in the Paris Agreement, reflecting our commitment to addressing the pressing challenges of climate change. In FY2025, we updated our near-term targets to reflect the Science Based Targets initiative's (SBTi) April 2026 methodology update, which revised how minimum reduction ambition is calculated for companies setting targets. Our updated targets include reducing absolute Scope 1 and 2 GHG emissions 45% by FY2033 from a FY2025 base year and reducing absolute Scope 3 GHG emissions 25% by FY2033 from a FY2025 base year across key value chain categories. In FY2025, Azenta reduced Scope 1 and 2 GHG emissions by approximately 40% since 2022, demonstrating a strong foundation for achieving our updated targets. Azenta has submitted its near-term Scope 1, 2, and 3 reduction targets to SBTi for validation. We have also set a target to source 100% of our purchased electricity from renewable sources by 2030. Our approach includes expanding our renewable energy portfolio through Renewable Energy Credits (RECs) and Energy Attribute Certificates (EACs), as well as onsite renewable energy installations such as the solar panels at our Suzhou, China facility. In FY2025, Azenta sourced renewable electricity for 72% of our total usage. To further reduce transportation-related emissions, we have installed onsite Electric Vehicle charging stations at several of our locations. These efforts reflect our role as responsible stewards of environmental resources and our ongoing commitment to a more sustainable future.

Forward-Looking Statements

This ESG Report includes forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. These forward-looking statements relate to, among other things, our performance on Environmental, Social and Governance topics, Company priorities, planned strategic transactions, climate and emissions reduction goals, and new product development. Examples of forward-looking statements in this ESG Report include, without limitation, statements regarding the planned closing of the divestiture of B Medical Systems, our targets to reduce absolute Scope 1 and 2 GHG emissions by 45% by FY2033 and absolute Scope 3 GHG emissions by 25% by FY2033, and our goal to source 100% of purchased electricity from renewable sources by 2030. Forward-looking statements are subject to substantial risks and uncertainties. Statements that are not historical facts, including statements about our beliefs, plans, goals, targets, ambitions, and expectations, are forward-looking statements. Such statements can generally be identified by words such as “targets,” “goals,” “plans,” “expects,” “intends,” “will,” “anticipates,” “believes,” “estimates,” “aims,” “ambition,” or similar expressions. 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, 2025, 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, whether as a result of new information, future events or developments, or otherwise.

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