



QIAGEN N.V.

# Non-Financial Statement 2022

# Environmental, Social and Governance

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# Environmental, Social and Governance

## Our Approach to Sustainability

QIAGEN plays a vital role in helping to advance our understanding about the biology of life – DNA, RNA, and proteins. Our products are used to advance science and improve outcomes for patients around the world. This is underscored by our vision of “making improvements in life possible,” which extends to our commitment of being a sustainable business ensuring that we do not negatively impact our environment, community or society as a whole. We take into consideration the views of our stakeholders – customers, employees, authorities, regulators, suppliers, and shareholders – in making decisions on the way to operate our business.

Our approach to sustainability is to consider our potential impact throughout each area of our business. We have a commitment to deliver the best possible portfolio of products and services while leaving the smallest footprint on our planet. From who we source from to how we produce, we approach each step with the intention to do so in a sustainable way. We know our people are our most critical asset and we care about them from their working environment to career development and opportunity. We aim to attract and retain talent that contributes to our vibrant workforce and our culture anchored in empowerment and ownership. a strong governance structure that provides a clear framework to supports these goals.

In 2022, we made significant improvements across our sustainability measures as we continued working towards creating a more sustainable business that supports our vision of making improvements in live possible.

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**We are committed to contributing to a more sustainable future**

**Solid achievements towards our goals**

**Environment**



Practice sustainability and protect global ecosystems

**Carbon neutral** by 2050

**2030 interim goal:**

42% reduction in Scope 1 and Scope 2 GHG emissions, 25% reduction in Scope 3 (base year 2020)

**70.7% reduction** in Scope 2 emissions in 2022 (compared to 2021)

**16.5% reduction** transportation packaging in 2022

**Social**



Foster diversity, inclusion and access to healthcare

**Top Employer LGBTQ+ with 100%** on 2022 Corporate Equality Index

**35% women** in leadership in 2022

Participation in the **Global-Diversity Equality Index**

**Governance**

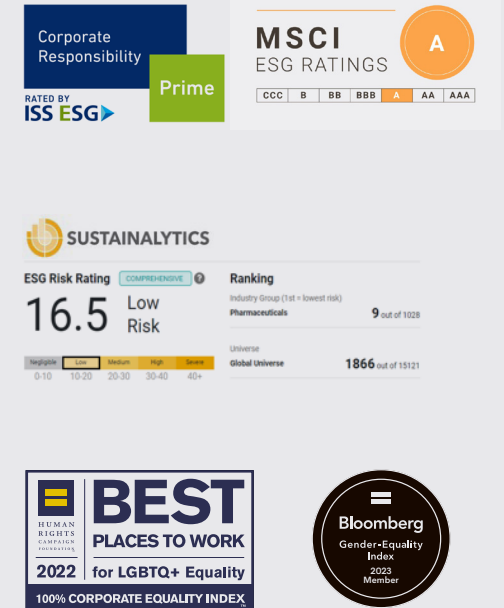


Ensure responsible corporate practices

**100% strategic suppliers** with sustainable engagement goals in 2023

**No material** cyber security incidents in 2022

**78% of new employees** completed compliance training in 2022



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## Commitments and goals

As a global company, QIAGEN actively supports the Sustainable Development Goals (SDGs) of the United Nations (UN). The SDGs identify starting points for policymakers, businesses, and private individuals worldwide to tackle the major challenges of our time from resource consumption and global inequality to climate change. The 17 SDGs and the 169 targets were adopted by all UN member states in 2015 in what is termed the “Agenda 2030.” Companies can make a major contribution to the implementation of the SDGs due to their influence on the environment and society in many ways – from production to distribution of products, the actions and behaviors of employees, and cooperations with partners, suppliers, and customers along the supply chain. At QIAGEN, we are aware of this responsibility and want to make an impactful contribution to the SDGs that can be influenced by our business activities.

Looking at the impact of our business activities on sustainable development, we have identified five SDGs where we can make a contribution:

- SDG 3 Good Health and Well Being
- SDG 5 Gender Equality
- SDG 8 Decent Work and Economic Growth
- SDG 12 Responsible Consumption and Production
- SDG 13 Climate Action

We have further refined our sustainability strategy and goals based on a new materiality analysis completed in 2022 that included a review of the SDG targets detailed below. Our progress toward these goals, together with the external results of ratings and rankings, provide reassurance that we are on the right track with our efforts.

Additionally, our carbon emissions targets have now been validated by the Science Based Targets initiative (SBTi), endorsing our ambition to honor the Paris Agreement’s climate goals.

The SBTi is a global body that enables companies to set ambitious emissions reductions targets in line with the latest climate science. Its Net-Zero Standard is the world’s first science-based certification of net-zero targets set by companies around the world in line with the Paris Agreement's goal of keeping planetary warming to 1.5°C.

We are seeking to achieve net-zero status by 2050 by cutting direct and indirect emissions throughout our operations. We plan to achieve this goal through a series of measures including transitioning facilities to renewable energy, implementing energy-saving measures, minimizing waste in operations, reducing the total plastic footprint and working with suppliers and logistical operators to reduce their carbon footprints. Reference is made to the environment section for detailed description.

The importance of sustainability at QIAGEN is anchored in our compensation system with the inclusion of Environmental, Social and Governance (ESG) related objectives in the annual QIAGEN Team Goals, which are used as a basis for variable short-term incentive compensation for a significant share of our global workforce and the Management Board. Refer to the Remuneration Report for additional information. With regard to the importance of this topic, we have increased their weighting and impact in view of QIAGEN’s sustainability ambitions. This is also aligned with the commitments we made on ESG topics.

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## Sustainability governance

The Nomination & ESG Committee, a dedicated Supervisory Board Committee, oversees the strategy development and performance measurements of our sustainability initiatives. This Committee reviews the operational activities of the Corporate ESG Committee, a cross-functional team with representatives from across the Company. The Corporate ESG Committee is led by our Head of ESG Strategy under the direction of the Executive Committee. The ESG Committee is responsible for developing and gaining approval for our sustainability strategy and driving the implementation. The Executive Committee is provided updates on a quarterly basis while the Supervisory Board is informed at least twice a year.

To anchor sustainability further in the organization, a mandatory ESG Foundational Course was launched in 2022 for all employees. The course provides an overview of ESG initiatives and helps employees understand their role in making the company—and ultimately the world—a better place. Refer to information in the chapter on employee training for additional insight. This training is followed by an “ESG deep dive” class that helps QIAGEN management understand the following objectives:

- To create more sustainable economic value, organizations should strive to make a reasonable profit taking all stakeholders into consideration;
- To create more environmental value, organizations need to think about their greenhouse gas (GHG) footprint and other environmental impacts and work to address these issues profitably; and
- To create more social value, companies should consider the communities and cultures in which they operate as important stakeholders whose health and well-being should be protected.

## Stakeholder engagement

We regard dialogue with our stakeholders as a central element in the development of our company and the achievement of our long-term vision. We are aware that the shift toward a more sustainable economy and society requires intensive dialogue and cooperation between various stakeholder groups.

We proactively engage with our stakeholders around the world, in particular with our investors and shareholders, financial authorities and regulators. Our engagement also involves other important stakeholders including our employees, customers, suppliers and regulators. We welcome this engagement and see these discussions as a way to identify important trends and developments in society and in our business fields. We take the outcomes of these discussions into account when shaping our business strategy as well as our sustainability agenda and objectives.

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Stakeholder group	Formats of engagement	Topics we engage on
Employees	ESG and employee trainings, regular one-on-one review sessions, 180° feedback process, surveys (e.g., sustainability, diversity & inclusion)	Health & safety, culture, inclusion & diversity, innovation, employee development, company strategy and organizational topics
Customers	Surveys (e.g., on sustainability, customer satisfaction), web chat, service portal with 24/7 follow-up, conferences, trade fairs, bilateral engagement, production tours, VIP days in our facilities, questionnaires (e.g., EcoVadis)	ESG strategy and targets, decarbonization, minimizing plastics, quality, and product safety
Shareholders and the financial community	Quarterly reports and quarterly earnings calls, Annual Report, live broadcast of all parts of the Annual General Meeting with access to appointed proxies in advance of the meeting, regular roadshows and calls, investor relations website	ESG strategy and targets, access to healthcare, and corporate governance topics
Suppliers	Strategic reviews, supplier days, workshops, bilateral engagement, initiatives, video conferences including employees	Sustainability performance, quality and product safety, responsible sourcing standards
General society and local communities	Industry-specific forums and conferences, proactive communication with local and national press, local engagement, engagement in more than 50 joint healthcare projects in more than 30 countries.	Access to healthcare, business support
Banks and financial institutions	Mandatory reporting and information (e.g., Annual Report, non-financial reporting), bilateral meetings	Sustainability performance, ESG-linked financing

## Reporting Scope

The basis for the non-financial reporting in the Report by the Managing Board is Book 2 of the Dutch Civil Code. Non-financial reporting requirements are further defined in the EU Non-financial Reporting Directive (2014) and the EU Corporate Sustainability Reporting Directive (in effect as of 2024), including the EU Taxonomy (partially in effect as of 2022) and the proposed EU Sustainability Reporting Standards (in effect as of 2024).

## Materiality analysis

In 2022, we conducted a materiality analysis to identify sustainability topics of relevance to our business, society and the environment. Our first step was to create a long-list of potential material topics by reviewing internal data such as last year's materiality analysis. We analyzed the sector-specific regulations and standards of the draft of the European Sustainability Reporting Standards (ESRS), the reporting standards provided by Global Reporting Initiative (GRI), the relevant guidance issued by Sustainability Accounting Standards Board (SASB) as well as ratings and rankings. We further considered feedback from our investors, partners, suppliers, and customers as well as results from a comprehensive ESG-benchmark assessment we conducted in the reporting year. The long-list was then refined to a final short-list of twenty-one topics.

Next, we evaluated each topic in terms of two perspectives: i) the impact of our business activity on a particular topic (inside-out perspective) and ii) the impact of the topic on assets, financial and the profitability of QIAGEN (outside-in perspective). This involved conducting interviews with each manager familiar with sustainability issues at QIAGEN. Thereafter, we considered the results of ratings and analyses. The results were then discussed, validated, and partially adapted by the Executive Committee and the Supervisory Board.

Through this process, we derived a total of eleven topics that can be classified as material regarding both our impact on the environment and society and in terms of their relevance to our business. Each topic is attributed to one of the four missions "Environmental Responsibility," "Invest in People," "Serving Societies," or "Business with Integrity." Listed below are our material topics with a selection of opportunities and risks for QIAGEN.

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## Connection to European Sustainability Reporting Standards (ESRS)

Mission	Topic	Connection to European Sustainability Reporting Standards (ESRS)	Possible opportunities (selection)	Possible risks (selection)
Environmental Responsibility	Reduce, recycle and replace plastic	E5: Resource Use and Circular Economy	Improved reputation and increasing revenue opportunities due to higher demand for products without plastic.	Loss of revenue due to reputational loss and de-listing as supplier if other suppliers can deliver with less plastic.
	Minimize Carbon Footprint	E1: Climate Change	Secure and stable energy supply due to regenerative energy sources and sustainable contract conditions as well as protection of the climate and of ecosystems.	Increasing costs due to regulations and dependencies on third parties as well as decreasing revenue due to reputational loss.
Invest in People	Occupational Health & Safety	S1: Own Workforce	Good employee health leads to increased efficiency, a higher external recognition and less insurance and litigation costs.	Staff absenteeism due to illness leads to production stops or delays, and reputation loss.
	Diversity & Inclusion	S1: Own Workforce	Increased level of creativity as well as high employee motivation and satisfaction which has a positive impact on innovation potential, reputation and market development.	Increased costs and decreased revenue due to high employee attrition, drop in job performance and lower productivity.
	Employee Attraction & Development	S1: Own Workforce	Being an attractive Employer Brand leads to attraction of highly skilled workers and increased revenue due to higher efficiency and skill level.	Higher costs and less revenue due to less qualified staff, repetitive recruitment and trainings and less productivity and innovation.
	Access to Healthcare	S2: Workers in the value chain S3: Affected communities S4: Consumers and End-Users G1: Business Conduct	Improved health and well-being of populations in line with UN SDG goals and higher revenue due to ESG Ratings and good reputation.	Lower revenue due to loss in market position, low reputation and employee retention.
Serving Societies	Customer Satisfaction	S4: Consumers and End-Users	Increasing customer loyalty leads to financial success and allows for innovation and business extension.	Decreasing revenue due to decreasing customer loyalty and trust, lower standing and less access to talented workforce.
	Quality and Product Safety	S4: Consumers and End-Users	Contribution to global health and increased revenue due to brand image and positive recognition by our customers.	Increased costs and loss of revenue due to regulatory requirements and decreased trustworthiness.
Business with Integrity	Anti-Corruption and Anti-Trust	G1: Business Conduct	Good governance simplifies access to capital from banks and investors and stabilizes revenue due to a good reputation as a business partner.	Negative impact on workers, decreasing revenue and increased costs due to fines and penalties, loss of reputation and drop out of suppliers.
	Governance, Risk and Controls	G1: Business Conduct	Effective decision making due to diverse management composition.	Increased costs and loss of capital due to reputational damage and compliance issues.
	Data and Cyber Security	S1: Own Workforce S4: Consumers and End-Users	Higher revenue due to resilient products and establishing high confidence as a quality leader, protection of (sensitive) data.	Loss of revenue due to disruptive cyber events and loss of crucial data, market share and legal fines.

The results of the materiality analysis led us to adapt the structure of our Corporate ESG Committee to enable better coordination of the individual topics. In subsequent workshops, specialist departments carried out a detailed analysis of the maturity levels of each material topic to develop concrete roadmaps and action plans for achieving our goals.



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## Environmental Responsibility

At QIAGEN, we are committed to minimizing the environmental impact of our business activities – from the energy we consume and the resources we use in our manufacturing processes to the materials we use in our own laboratories and offices. We address these issues through the global programs described in this section. We also encourage our employees to conserve energy and reduce waste in their own activities as well as in the services and products we provide. Some of these initiatives are driven by local sustainability committees.

Our Global Environmental Health and Safety (EHS) team is comprised of global managers as well as local EHS representatives that oversee EHS management at many of our sites. The Senior Director of Global EHS is a member of the Corporate Sustainability Committee and the Climate Working Group, helping to ensure our environmental goals and objectives are met. The QIAGEN EHS policy directs all employees to be responsible “for improving environmental performance in order to protect the environment”, to integrate sustainability principles into their decision making and operational activities, and to address and minimize our carbon footprint. This is reinforced by regular training and cross-functional projects to support key objectives identified in the climate scenario analysis.

During 2022, the global process to align our EHS management system with the relevant ISO norms was finalized. This process is being applied to our largest manufacturing site in Hilden. The site has completed the planning phase including the assessment and identification of significant environmental aspects for the site, leading to a clear plan with objectives and goals related to reducing CO<sub>2e</sub> and waste. During 2023, the processes will be further implemented with the aim of certification to ISO 14001 by the end of the first quarter of 2024. In November 2022, Shenzhen Co. Ltd also began implementing the global EHS process to develop an EHS Management System with the aim of being certified to ISO 14001 in 2023.

Overall we apply the Corporate Accounting and Reporting Standards as outlined in the Greenhouse Gas Protocol (GHG Protocol) for the GHG emissions reporting. Hence the consolidated GHG emissions include all emissions from subsidiaries where QIAGEN has financial control. We have developed environmental indicators as below and show consolidated environmental data in relation to our consolidated net sales in order to establish a system for near- and long-term monitoring.

For reasons of transparency, accuracy and consistency we conduct ongoing data review, in case of material changes that reflect an update of previously reported data we provide respective explanation at the affected table. Where we have updated the current year calculation, the corresponding prior year numbers have been calculated as well.

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Environmental Indicators	2022	Indicators 2022	2021	Indicators 2021
Energy (in MWh)	94,005	0.0439 MWh/NS	88,087	0.0391 MWh/NS
GHG emissions Scope 1 + 2 (in tCO <sub>2</sub> e; location-based)	30,399	0.0142 t/NS	30,240	0.0134 t/NS
Freshwater use (in m <sup>3</sup> )	118,551	55.32 l/NS	131,870	58.57 l/NS
Non-hazardous waste (in t)	1,932	0.902 kg/NS	2,434	1.081 kg/NS
Hazardous waste (in t)	1,550	0.723 kg/NS	1,534	0.681 kg/NS
Non-hazardous waste recycled (in t)	648	0.302 kg/NS	n/a	
Hazardous waste recycled (in t)	12	0.006 kg/NS	n/a	

## Energy and emissions

We recognize climate change as one of the most pressing global challenges bringing with it risks such as extreme weather events, and changes in regulations and changes in customer needs and behavior. Operations could, for example, be negatively impacted by fluctuations in the cost of raw materials, components, freight, and energy. New laws and regulations adopted in response to climate change could cause a further rise in energy prices, as well as the price of certain raw materials, components, packaging, and transportation. From general customer feedback and a customer survey we conducted in 2020, we deduced that the majority of our customers are very conscious of environmental issues including plastic consumption and the recyclability and durability of products. These factors influence their choice of supplier.

As a subset of the Corporate ESG Committee, we have set up a dedicated Climate Working Group that defines our emission reduction strategy in alignment with the Science Based Target Initiative (SBTi).

While we began setting emission reduction goals in 2019, in 2021, we committed to reducing greenhouse gas emissions in line with the most recent criteria set out by the SBTi. These targets have been validated and approved by the SBTi early in 2023 and the SBTi has assessed our near-term and net-zero targets against the SBTi's Net-Zero Standard Criteria and the SBTi Near-Term Target Criteria and Recommendations (Version 5). The SBTi target validation team has classified QIAGEN's scope 1 and 2 target ambition and has determined that it is in line with 1.5°C trajectory. Our approved targets are:

- Overall Net-Zero Target: QIAGEN commits to reach net-zero greenhouse gas emissions (GHG) across the value chain by 2050 from a 2020 base year.
- Near-Term Targets: QIAGEN commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2020 base year. QIAGEN also commits to reduce absolute scope 3 GHG emissions from business travel, use of sold products and end-of-life treatment of sold products 25% within the same timeframe. QIAGEN further commits that 67% of its suppliers by emissions covering purchased goods and services, capital goods and upstream transportation and distribution will have science-based targets by 2027.
- Long-Term Targets: QIAGEN commits to reduce absolute Scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2020 base year.

By the end of 2022, we recorded a net decrease of 20.4% or 4,264 tCO<sub>2</sub>e in Scope 1 and 2 emissions compared to 2021. Based on our expanded emissions reporting for 2022, we also recorded a significant reduction in Scope 3 emissions, which were 13.1% or 47,030 tCO<sub>2</sub>e less over a one-year period. In accordance with the requirements of the SBTi, we extended our emissions reporting in 2021 to include additional Scope 3 categories. In line with our continuous review of reported energy consumption data we have updated Scope 3 emissions also for the comparison period, in line with our emission reporting policies and to ensure meaningful comparisons of emissions over time. The total corporate carbon footprint for 2022 amounts to 329,524 tCO<sub>2</sub>e which is 13.5 % or 51,294 tCO<sub>2</sub>e below the same year ago period of 380,818 tCO<sub>2</sub>e.

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For scope 3.1. Purchased goods and services we have applied new spend-based emission factors as released by the Department for Business, Energy and Industrial Strategy (BEIS) for the years 2020, 2021, and 2022. This triggers QIAGEN's recalculation rule based on the science-based targets initiative (+/-5% emission changes within Scope 3). The emission data for the years 2020 and 2021 have been recalculated accordingly.

For scope 3.12. End of life, we have applied a newly developed methodological approach to estimate the weight and type of materials used in sold products for the years 2020, 2021, and 2022. The improved activity data influence the emissions calculation and triggers the recalculation rule based on the science-based targets initiative as well, resulting in restated emissions for prior years.

**QIAGEN Corporate Carbon Footprint 2022**

Emission category (in tCO <sub>2</sub> e)	2022	2021	Change in tCO <sub>2</sub> e 2021 to 2022	Change in % 2021 to 2022
Scope 1: Direct emissions	13,730	11,054	2,676	24.2%
Scope 2: Indirect emissions	2,882	9,822	(6,940)	-70.7%
<b>Total Scope 1 and 2 (market based)</b>	<b>16,612</b>	<b>20,876</b>	<b>(4,264)</b>	<b>-20.4%</b>
Scope 3.1: Purchased goods	234,189	288,179	(53,990)	-18.7%
Scope 3.3: Energy related activities	4,104	4,011	93	+2.3%
Scope 3.4: Transportation and distribution	36,420	33,062	3,358	+10.2%
Scope 3.5: Waste in operations	6,493	6,097	396	+6.5%
Scope 3.6: Business travel	10,621	8,472	2,149	+25.4%
Scope 3.7: Employee commuting	8,092	7,165	927	+12.9%
Scope 3.11: Use phase of sold products	1,552	1,475	77	+5.2%
Scope 3.12: End of life	11,441	11,481	(40)	-0.3%
<b>Total Scope 3</b>	<b>312,912</b>	<b>359,942</b>	<b>(47,030)</b>	<b>-13.1%</b>
<b>Total Emissions</b>	<b>329,524</b>	<b>380,818</b>	<b>(51,294)</b>	<b>-13.5%</b>

Scope 1 covers direct Greenhouse Gas (GHG) emissions from the combustion of fossil fuels on our own premises and by company vehicles.

Scope 2 covers our indirect GHG emissions originating from the external generation of electricity for our operational and business activities. They are reported using both a location-based and market-based approach. A market-based calculation method for Scope 2 emissions reflects emissions calculated with the energy source mix used by each of our sites and is our first priority. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs and is only made when market-based is not available.

Scope 3 covers upstream and downstream emissions that occur along our value chain. The subcategories are reported separately in table QIAGEN Corporate Carbon Footprint 2022. We have considered emissions in the following categories as material to our operations: Scopes 3.1. (purchased goods and services), 3.3. (energy-related activities), 3.4. (upstream and downstream transportation and distribution), 3.5. (waste in operations), 3.6. (business travel), 3.7. (employee commuting), 3.11. (use phase of sold products) and 3.12. (end of life treatment of sold products). The energy data used to calculate Scope 1 and 2 emissions can be viewed by source in the following table:

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**Energy consumption by source (in kWh)**

	2022	2021
Natural gas	37,367,870	35,254,698
Petrol	13,682,304	10,632,676
Diesel	4,169,284	3,833,095
Liquefied Petroleum Gas (LPG)	482	435
Electricity procurement from conventional tariffs	10,300,270	22,587,904
Electricity procurement from green tariffs	25,707,203	14,507,701
Consumption from district heating, district cooling and steam	2,777,584	1,270,813
<b>Total energy consumption (including green energy)</b>	<b>94,004,997</b>	<b>88,087,322</b>

**Energy efficiency and diversification**

Improving energy efficiency is a key part of our climate strategy. In 2022, we conducted an American Society of Heating, Refrigeration and Air-Conditioning Engineers (ASHRAE) level 2 energy audit at our key site in Germantown, Maryland. The audit identified 37 potential measures that are now part of our ongoing review to create a climate goal roadmap.

During 2022, we also launched an energy efficiency campaign to create awareness and understanding about our energy efficiency priorities. This campaign involved guidance on how all employees could contribute to our climate goals and identify creative solutions for energy efficiencies across the company, beyond facility improvements.

To protect the site at Hilden, Germany, from the impact of the war in Ukraine and fluctuations in the supply of natural gas, a project was initiated to reduce the reliance on this resource. This included an energy audit, the installation of heat pumps, a wood burner, and an emergency oil reserve.

**Use of renewable energy**

In 2022, we continued our transition to green energy by purchasing renewable energy certificates for our manufacturing site in Germantown. Together with the site in Hilden, these two sites make up 65% of our global electricity consumption. In addition to renewable energy certificates in Hilden, the solar panels will produce electricity for our own operations and reduce reliance on the electricity grid.

**Electric company cars and commuting incentives**

To reduce the environmental impact of employee commuting, several of our sites have installed charging stations for electric cars and introduced bike-to-work programs at German QIAGEN sites. Many facilities provide discounted train and bus tickets to encourage employees to use public transportation. At our sites in Shenzhen, China, and Manila, Philippines, we offer bus shuttles to public transport stations and in Hilden (Germany) and Manchester (Great Britain) we support commuting by subsidizing public transportation costs. In Hilden, an electric bike program was initiated to encourage employees to avoid using cars. We also rolled out a pilot to track and reduce the emissions of our employees from their commute to and from work. Developed in cooperation with a global telecommunication company, the QIAGEN EcoShift App can track employee emissions and suggest feasible ways to reduce them. The data collected is fully anonymized and adheres strictly to data protection regulations. The app will gradually offer new features and other QIAGEN locations are to follow.

In line with our emissions reduction strategy, we started to transition our fleet of company cars in the U.S., Germany, Switzerland, and Austria to use hybrid or electric vehicles in 2022. Benelux and U.K. will follow suit in 2023. We are expanding the necessary infrastructure for electric vehicles and plan to install new charging stations in 2023. At our U.S. facilities, employees are offered a car allowance in lieu of a company car. This is increased by \$100 per month if the employee chooses a hybrid

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or electric car. For these drivers, we provide a one-off \$500 payment for installing a level-two home charger. We are also working with a U.S. car charging company to provide employees with a corporate electric charging card and expect this system to be in place from 2023 onwards. Hybrid car drivers can use a corporate gas card and electric car drivers are supported by a fixed payment per month to cover electric charging.

## Conservation of resources and waste reduction

### Product life cycle assessment

A life cycle assessment (LCA) considers the environmental impact of the full life cycle of a product (so called “cradle to grave”). This includes the extraction and processing of raw materials, transport to the customer, the energy and material input required when using the product, transport to the disposal facility and incineration of remaining materials.

In 2019, and again in 2021, we conducted an LCA for the QIAamp DNA Mini Kit, one of our best-selling products, and one which is similar in composition and manufacturing process to other QIAGEN kits. Areas identified for optimization in the first instance included changes to secondary transportation packaging to reduce plastic usage, further details of which can be found in the section “Plastic Footprint Reduction.” The 2021 LCA was carried out with an increased scope in accordance with ISO 14040/14044 and certified by an independent third party (GUTcert). The LCA reconfirmed the environmental impacts within the entire life cycle of a QIAamp DNA Mini Kit. The detailed report on the LCA can be found on our sustainability website.

We are currently conducting an analysis of the amount of plastics contained in our top selling products, the results of which are expected mid 2023. With improved data we will be able to measure the impact of reducing plastic and, in future, use the results for our other testing kits. We are also planning to measure the impact of the kits’ transportation. Using the broader basis of data on the plastic consumption and transportation, we will conduct new LCA's for representative products in 2023.

### Plastic footprint reduction

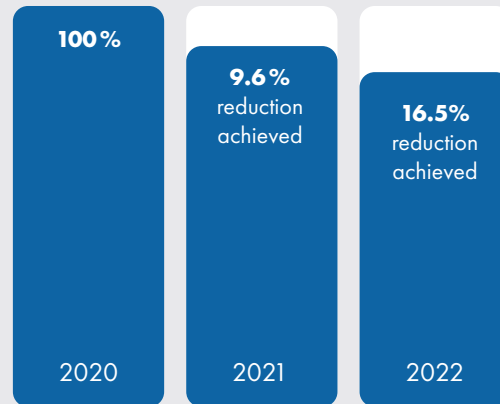
While technical, regulatory, safety and hygiene standards mean we must use plastics in many of our products, and for transport and packaging, we are working to eliminate plastics wherever possible without compromising product quality. Our global cross-functional plastic footprint reduction team identifies opportunities to reduce plastic, investigates more environmentally friendly alternative materials, and optimizes recyclability, where possible.

We are setting ambitious corporate goals to reduce plastic transportation packaging materials and overachieved the goal for 2022 of 9% by 7.5% and recognized a plastic reduction in transportation packaging of 16.5% compared to 2021, which equals an absolute reduction of plastic of 28.8 t. Key initiatives in 2022 included further replacing packaging materials with sustainable alternatives. The biggest impact was derived from our global initiative to replace bubble foil and air cushions with paper fill. This has been rolled out in (Asia and Pacific) APAC, (European, Middle-east and Africa) EMEA and the Americas (North and South America). In 2022, the roll-out of ecofriendly transport boxes was launched in EMEA, replacing expanded polystyrene (EPS) transport boxes with cold chain shipments. The Beverly, Massachusetts site in the U.S. has also changed its dry ice transport packaging, replacing EPS coolers with ecofriendly packaging. APAC and the Americas have successfully implemented the roll-out of ecofriendly shipping boxes and converted plastic materials such as tape to a paper-based material for our shipping boxes.

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**Plastic footprint**

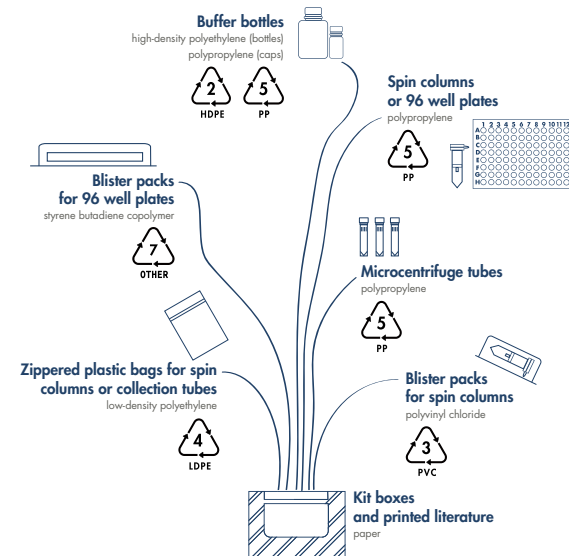


**16.5%**

**Plastic footprint reduction**  
For transportation packaging  
starting in 2020

**Recycling Card**

This infographic describes the composition of most QIAGEN purification kits. You can use this information as a guide for recycling kit components and reducing plastic waste in your lab. Depending on the specific kit and application, certain kit components may contain or come into contact with chemicals and biological samples, and should be disposed of according to your local guidelines and regulations.



In 2023, we aim to reduce plastic in transportation packaging by a further 7%. This will be achieved by introducing new technology for pallet wrapping, as recently implemented in the Hilden warehouse.

Furthermore, we are expanding our plastic reduction strategy “reduce – replace – recycle” into other workstreams that cover product packaging or operational waste reduction. Our project teams are working on the reduction of the thickness of primary plastic product packaging materials, while other project teams are searching for paper-based product packaging alternatives. To reduce plastic waste, we are continuously reducing the use of single-use plastics at all sites, such as single-use plastic overshoes, which we no longer use in uncritical production areas. We aim to increase the sustainability awareness of our employees and customers and are setting up an educational program for our employees in collaboration with My Green Lab, a non-profit organization working to create a global culture of sustainability in science.

Active cooperation with our logistics suppliers is helping to reduce shipping waste. Initiatives include switching to re-usable passive temperature control shipping systems for certain cold-chain products and reusable containers for long-term bulk shipments. We are exchanging best practice examples of green logistics solutions with our global distribution centers to identify further opportunities.

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With the aim to reduce plastics in our products, we launched an eco-friendlier product range, QIAwave in January 2022. The three new QIAwave kits deliver the same high-quality DNA and RNA but produce less plastic and cardboard waste compared to our RNeasy Mini, DNeasy Blood & Tissue and QIAprep Spin Miniprep Kits. The new QIAwave Kits feature fewer components, waste tubes made from 100% recycled plastic, and buffer concentrates in smaller bottles. More compact kits and new packaging methods reduce the cardboard needed to box them up. Instructions for use are available online. This results in up to 63% less plastic and up to 42% less cardboard compared to our standard kits. QIAwave marks the beginning of our journey to translate sustainability into our products and we continue to work on improving the QIAwave Kits. Our next development steps aim to reduce plastic further by re-designing the spin columns and waste tubes.

The QIAwave Kits are the first sample preparation kit in our industry to receive the prestigious ACT (Accountability, Consistency, and Transparency) Environmental Impact Factor Label from My Green Lab. Compared to our standard kits, our QIAwave Kits have a 35% lower environmental impact factor, taking criteria such as manufacturing, impact reduction, responsible chemical management, product and packaging content as well as disposal of packaging into account. In 2023, we will launch additional QIAwave Kits for the simultaneous purification of DNA and RNA from cells and tissues, as well as RNA isolation with effective gDNA removal.

### Environmentally friendly facilities

We aim to make our buildings environmentally friendly by incorporating Green Building certification standards into our corporate architecture guidelines. More than a third of our main locations have already achieved this standard or are currently planning to do so. Hilden's research and development and the production facility were awarded LEED (Leadership in Energy and Environmental Design) Gold certification, and an extension to the QIAGEN Germantown facility received Silver certification. In 2021, our Manchester subsidiary moved to a new BREEAM (Building Research Establishment Environmental Assessment Method) certificated site, which uses energy saving technology.

Our initiatives to improve energy efficiency include energy modeling during the design phase of buildings, installation of solar panels, replacing gas and oil with renewable sources (such as wood pellets and heat pumps fueled by green electricity), energy extraction from co-generators, improved insulation, heat recovery, LED lighting, motion-controlled lighting, off-hour reduction, use of green electrical energy and installation of intelligent building systems. The engagement of our employees in energy savings is proven by several local energy saving initiatives. In its corporate architecture guideline, QIAGEN also defines standards for health and wellbeing measures, which almost all our main locations have partially or fully implemented, such as access to kindergartens or gyms, covered bicycle stands, facilities for sport and leisure, ad-hoc childcare offices, canteens, and coffee corners.

The majority of our main sites separate its waste. To reduce commuting related emissions, QIAGEN offers electric vehicle charging, as well as electric vehicle and bicycle policies at many locations. More information can be found in the chapter Electric company cars and commuting incentives.

Local volunteer committees at our facilities collaborate across regions and departments to identify and implement sustainability projects that mitigate waste, reduce emissions, educate other employees, and engage with local communities. Our committees have introduced recycling and composting programs, replaced single-use items with reusable products, and donate surplus office furniture and lab equipment to local community organizations. Key actions in 2022:

- in partnership with a global telecommunication company, our volunteer group in Germany helped to develop the Ecoshift commuting app which tracks and calculates emissions generated by our employees on the way to and from work;
- our employee committee in the Philippines organized an annual tree planting at La Mesa Watershed, during which 49 volunteers planted 400 trees;
- in the US, our volunteer group saved large plastic buckets and containers from landfill and incineration by donating them to local businesses.

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Beyond such infrastructure-related initiatives, QIAGEN supports ecological and social activities. The Hilden site has, for example, insect-friendly gardens, which are home to two colonies of company bees. Furthermore, we offer social or ecological volunteering days in Germany (Hilden and Stockach) and the United States (Germantown and Frederick).

## Water consumption

Our production processes and office facilities require only moderate amounts of fresh water. In 2022, our operations consumed with 118,551 cubic meters of water (2021: 131,870 cubic meters) which is a lower consumption of 13,319 cubic meters or 10% less compared to the year-ago period. 13.3 megaliters were extracted from areas classified as having medium-high, high, or extremely high water stress, as defined by World Resource Institute Aqueduct. We aim to use this resource sparingly going forward especially in high-stress locations. Existing measures at key sites include using process water – a by-product of manufacturing – to cool buildings. We have also installed hand-motion activated faucets, introduced low-flow plumbing, dual-flush toilets and the use of rainwater to flush toilets. Our site in Manchester, for example, has reduced its water consumption by 37% as a result of such measures.

<b>Water Consumption by Water Stress Level (in megaliters)</b>	<b>2022</b>	2021
Low	101,749	105,855
Low-medium	3,497	14,444
Medium-high	8,867	6,200
High	2,826	3,455
Extremely high	1,612	1,916
<b>Total water consumption</b>	<b>118,551</b>	<b>131,870</b>



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## Invest in People

### Employees

Our long-term success and growth depend on the knowledge, skill, and passion of our employees. Focusing on human capital therefore drives our economic performance and considerably influences the sustainability of our operations. We are convinced that the professional and personal development of our employees is an integral factor in creating value for customers, colleagues, partners, and shareholders. One of our global goals is being recognized as an employer of choice, which enables us to attract top talents that are critical to our long-term success. To achieve that, we encourage a work environment that empowers and involves employees at all levels.

#### We have a culture of empowerment

##### Decentralized decision-making

- Giving teams at all levels greater influence
- Bringing decisions closer to customers

##### Ambitious but realistic targets

- Appropriately balance opportunity and risk
- Training teams on PRe-mortem analysis

##### A culture of “doers”

- Foster a stronger culture of ownership
- Increase diversity in global workforce



As a company headquartered in the EU, freedom of association and collective bargaining are cornerstones of the good relationship between management and representatives of employees. Approximately 75% of our workforce is employed in member states of the OSCE (Organization for Security and Cooperation in Europe), which includes states from Europe, Central Asia and North America. In all regions where we operate, including the OSCE, we respect local labor laws and regulations including freedom of association and collective bargaining as outlined in our Human Rights Policy, which is available on our sustainability website. We strive to foster an open-door workplace culture where employees can approach management and / or Human Resources about any concerns without fear of retaliation. Our policy states that employees may communicate openly with management regarding their working conditions without threat of reprisal, intimidation, or harassment. We have the following

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policies which aim to incorporate our culture and values into all our internal and external relationships. These policies are communicated to all employees when they first join QIAGEN, and are reviewed for any necessary updates on an annual basis. Employees may access these policies at any time via the company intranet.

- QIAGEN's Corporate Code of Conduct and Ethics provides our employees with a clear understanding of the principles of business conduct and ethics that are expected of them.
- QIAGEN's Ethical Standards Policy defines our cultural norms and values as defined in our mission, vision, and identity. Our values form the basis of our business success and every employee is expected to treat everyone in an open, honest, and respectful manner.

Employees by Region	2022				2021			
	Female	Male	Total	Percentage	Female	Male	Total	Percentage
EMEA	1,863	1,695	3,558	57.6%	1,735	1,654	3,389	56.2%
Americas	610	760	1,370	22.2%	612	772	1,384	23.0%
APAC	632	618	1,250	20.2%	610	645	1,255	20.8%
<b>Total employees</b>	<b>3,105</b>	<b>3,073</b>	<b>6,178</b>	<b>100.0%</b>	<b>2,957</b>	<b>3,071</b>	<b>6,028</b>	<b>100.0%</b>
	50.3%	49.7%			49.1%	50.9%		

In 2021, we introduced an initiative to foster inclusive networks and inspire a culture of empowerment. We call this initiative EMPOWER and it was launched by more than 100 voluntary ambassadors who facilitated approximately 300 workshops with close to 3,500 employees participating globally. The workshops were structured to anchor the EMPOWER principles into our day-to-day activities and discussions were focused around both our strengths as well as key areas to improve. As a result of the workshops, approximately 400 team action items were targeted with approximately 97% completed in 2022. Key practices in human resources have been updated to embed this culture of empowerment into the development of our employees, including within our 360° feedback process, called QIAlead, our Pulse Check questionnaires and across all leadership programs.

## Employee development and training

We seek to inspire our people to grow, so they have the right mindset, behaviors and skills to thrive and achieve organizational goals and objectives. With our focus on performance management, employee, career and leadership development we foster individual and organizational effectiveness to support achieving QIAGEN's commitment. Our formal coaching guidelines to EMPOWER every employee and encourage them taking responsibility for their own learning, growth and career development.

As part of our talent and succession management, we have established transparent career paths with the QIAGEN Profile Navigator. It defines jobs, core competencies and approaches to advancement across the global organization. In addition, our global Performance Enhancement System creates a clear framework of regular one-on-one review sessions for each employee and their manager to discuss career development. These include discussions of goals and achievement levels, assessment of relevant competencies, as well as training needs and career planning steps. They are held on a mandatory basis at least once a year.

We consider high-quality training and career development to be an integral part of our success. We offer various training opportunities via our global e-learning platform QIAlearn as well as in person trainings or trainings offered in a hybrid format. Training focuses on job-specific skills, compliance, competencies, and leadership development. Most trainings continue to be conducted virtually. During 2022, employees completed more than 40,000 virtual instructor-led and e-learning courses.

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As part of the professional development, we also offered in 2022 a Mentorship Exchange program to support QIAGENers in their development journey. The Mentorship Exchange program is a powerful, evidence-based internal mentorship program that pairs employees across the organization. In 2022, we had 256 participants.

Our success is based on having leaders with the capability to lead in an ever-changing work environment. We need to ensure that we remain competitive, innovative and prepared for the future so that we not only adapt to a world that is changing rapidly, but proactively anticipate and drive the changes ourselves. As part of our continued leadership development, in 2022 we launched our newly designed, interactive and blended training journey program called “Cultivate” for new Managers in EMEA and the U.S. There is a strong focus on self-directed learning, online and in-person workshops and discussion groups to build leadership and management networks across the organization.

As part of the feedback mechanism for continuous improvement to individual leadership competencies, an annual 180° feedback process provides the opportunity for employees and supervisors to give anonymized feedback to managers. In case of unsatisfying feedback, a formal process is in place to follow up with specific solutions. In 2022, we rolled out a pilot for 360° feedback, which we are currently developing further.

In addition, in 2022 on our online learning platform, QIAlearn, we launched a global online new hire onboarding portal for new employees joining the company as well as anyone new to a managerial role. The path contains several e-learnings which employees can work through at their own pace.

## Diversity

Diverse teams strengthen our organization through the variety of ideas, perspectives and approaches they bring to our business. Our teams perform best when they are composed of individuals with the widest possible range of personalities, backgrounds, and traits. At QIAGEN, we are committed to creating an environment that is rich in diversity and empowers all employees. We actively work to ensure we provide an environment where all individuals have the equal opportunity to grow and contribute, regardless of their age, educational background, sex, sexual orientation, gender identity, gender expression, nationality, ethnicity, veteran status, physical abilities, or religion. Our diversity is a strength and makes QIAGEN a great place to work. We leverage this strength through our Executive Council of Equal Opportunity (ECEO), our diversity council that oversees our diversity and inclusion (D&I) initiatives.

The ECEO strives to ensure QIAGEN policies, practices and procedures are conducive to recruiting, retaining, educating, and developing a diverse, high-performing workforce that draws from all segments of society. It values fairness, diversity, and inclusion, and aims to foster an environment that attracts the best talent, values diversity of life experiences and perspectives, and encourages innovation. The ECEO is comprised of volunteers from across the company: executives, management, and individual contributors. The cross-functional approach to membership allows multiple perspectives and experiences to be included in the overall advancement of QIAGEN’s diversity goals. The council consists of a minimum of six advisory board members and a minimum of four council members with a co-chair leadership structure that reports to an Executive Committee Sponsor. Globally agreed, cross-functional objectives are tied directly to our corporate goals on D&I and the ECEO drives and communicates initiatives within each organizational area and sponsors our D&I ambassador program and the QIAGEN Communities, our employee resource groups.

Our diversity ambassadors are comprised of employee volunteers who champion D&I across our global sites through various activities such as hosting site and region-specific speakers and presentations, and organizing trainings, workshops, and events to educate the community within QIAGEN and beyond. In 2022, the ambassadors hosted events to educate and celebrate Juneteenth in the U.S., promote awareness on anxiety and depression, and support the LGBTQIA+ community through participation in local Pride parades and engaging in conversations about allyship.

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In May 2022, following a series of discussions, surveys, and focus groups, we introduced QIAGEN communities, our employee resource groups. These four groups are all volunteer-led and focus on: (1) disability, mental health, and well-being through Thrive@QIAGEN, (2) parents and caregivers through QIAGEN Parents and Caregivers Community (QPACC), (3) LGBTQIA+ through Pride@QIAGEN and (4) women through QIAwomen.

In 2018, we started our strategic initiative on gender diversity with a focus on improving the number of women in management. The participation of women in management roles increased from approximately 28% in 2018 to 35% in 2022 (2021: 34%) because of strategic initiatives to drive awareness, engagement, and development of better gender representation among our management team. We continue to work towards gender parity and are targeting a 2023 goal of 36% or more women in management roles and it is our goal to achieve at least 40% of women in management in the mid-term in accordance with our Gender Diversity Policy. More information about the policy on diversifying the Management Board and the Supervisory Board can be found in the Corporate Governance Report.

In 2022, QIAwomen hosted events featuring both internal and external speakers to share experiences and promote discussion. These included on-site events in support of the UN's campaign to end violence against women. These gave participants the opportunity to exchange resources and, in the US, support a local charity for survivors of domestic violence. Launched in July 2022, QIAwomen has grown to more than 300 members. For the second consecutive year, QIAGEN has been listed on the Bloomberg Gender Equality Index (GEI), which provides an opportunity for companies to assess progress towards parity, benchmark against peers and highlight a commitment to gender equality. QIAGEN also endorses the Women's Empowerment Principles, as expressed between the UN Global Compact and UN Women. These principles emphasize the business case for corporate action to promote gender equality and women's empowerment.

Our commitment to diversity extends beyond cultural and gender diversity. In 2021 we made a targeted review of all our policies and guidelines and updated them to ensure clarity and confirmation of our commitment to equality for LGBTQ+ workers and their families, including joining the Business Coalition for the Equality Act. As a result of these updates, as well as of other initiatives focused on the LGBTQ+ community during the year, our U.S. subsidiary received a perfect score of 100 on the Human Rights Campaign (HRC) Foundation's 2022 Corporate Equality Index (CEI). We aim to continue our participation in this program and have been actively assessing the new criteria being introduced for the 2023 CEI. The Pride@QIAGEN community was launched in June 2022 over 150 members. The community hosted virtual and in-person events in support of pride month activities in the U.S., Poland, Germany, Mexico, and the U.K., and held several virtual discussions to engage outside of pride month and share ways to support the LGBTQIA+ community throughout the year. QIAGEN also endorses the Standards of Conduct for Business: Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People which builds on the UN Guiding Principles of Business and Human Rights.

During 2022, we further focused on disability and assessed which targeted areas we could identify for improvement through a project team assembled as part of our leadership training program. The project team identified key areas to review such as hiring and retention strategies for onboarding differently-abled candidates, improving information accessibility and visibility within QIAGEN and extending our outreach in our local communities. Our Thrive@QIAGEN employee resource group has grown to almost 200 members since it launched in July 2022 and hosted an event championing well-being and inclusion in the workplace. In 2022, we participated for the first time in the Global Diversity Equality Index (GDEI) and will use the results as a scorecard and benchmark to identify and implement specific actions to better support our differently-abled employees.

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### Employees by age, gender and management roles

	2022		2021	
	Female	Male	Female	Male
Under 30 years old	584	395	456	340
30 to 50 years old	2,063	1,984	2,015	2,014
Over 50 years old	458	694	486	717
	<b>3,105</b>	<b>3,073</b>	<b>2,957</b>	<b>3,071</b>
Employees in management roles	<b>226</b>	<b>425</b>	<b>211</b>	<b>412</b>

### Employee satisfaction and retention

Our employees are the key to our success, and we strive to be a great place to work. Employees join QIAGEN and stay with us because they know their work makes a difference in improving lives around the world. Our internal and external ratings have continued to improve and highlight our good reputation and preferred position within the global working environment.

In 2022, many of our subsidiaries have been recognized as an employer of choice including our subsidiaries in Germany and Poland, where we were once again recognized as a "Top Employer" by the Top Employer Institute, a global authority on recognizing excellence in people practices. Additionally, we received the Top Employer Certificate for China for the first time in 2022. The "Top Employer" title is awarded after a very rigorous process where companies must share detailed information on their HR practices, have an onsite review and provide several employee interviews. Further, our subsidiaries in the U.S., Brazil, Mexico, India, Hong Kong, and Taiwan were once again recognized as a "Great Place to Work" in 2022. To earn the certification, at least 7 out of 10 employees must classify the company as a "Great Place to Work" in an anonymous survey. Our business service center in the Philippines won multiple employer certifications in 2022, including Asia's "Great Place to Work" and Asia's "Best Employer Brand in 2022."

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## Our commitment to excellence also extends to our QIAGENers

US  
Great  
Place  
To Work



Mexico  
Great  
Place  
To Work



UK  
Top Employer  
Award



Germany  
Top Employer  
Award



Poland  
Top Employer  
Award



China  
Great  
Place  
To Work



Taiwan  
Great  
Place  
To Work



Brazil  
Great  
Place  
To Work



Hong Kong  
Great  
Place  
To Work



Philippines  
Great  
Place  
To Work



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Depending on local law and custom, there are different types of QIAGEN employment ranging from long-term fixed contracts to temporary positions. We offer flexible time and programs for parents returning from parental leave, including part-time work.

<b>Employees by contract</b>	<b>2022</b>		2021	
	Total	Percentage	Total	Percentage
Full-time employees	5,903	95.5%	5,612	93.1%
Part-time employees	275	4.5%	416	6.9%
<b>Total employees</b>	<b>6,178</b>	<b>100.0%</b>	<b>6,028</b>	<b>100.0%</b>

Work-life balance is an important measure to create and maintain employee satisfaction. We provide services to help employees balance their personal lives with our dynamic work environment, including in-house childcare at certain sites, and flexible working hours. Beginning in 2021, we began the roll out our QIAflex program, our flexible working framework, on a limited basis and in 2022 have expanded the QIAflex program worldwide. QIAflex provides the structure that local site leadership follows in developing the model of flexible working for employees whose role is suitable for remote work. QIAflex allows eligible employees to work remotely up to 40% of the time.

We also have frameworks in place for performance-based and share-based compensation, as well as incentive programs for new ideas and innovation. All members of QIAGEN management participate in our stock plan and are eligible to receive stock unit grants subject to performance and / or service requirements. These programs aim to ensure fair and attractive compensation and to encourage each employee to contribute to our long-term success. Our Remuneration Report provides detailed information on the compensation practices regarding our Supervisory and Managing Boards. Our internal pay ratio is defined as the ratio between the average pay of the Managing Board and the average pay of our employees on a global level. The combined pay ratio in 2022 for the Managing Board was 95:1 (2021: 68:1).

An essential component of our efforts to maintain a high level of satisfaction at work is our corporate health and safety management. We offer a wide range of measures and tools, from annual “health days” with free counseling, screening and medical check-ups, to fitness opportunities in the form of in-house gyms, on-site soccer fields and beach volleyball courts, and online yoga. Beginning in January 2023, Employee Assistance Programs (EAP) are available globally. EAPs are offered at no cost to employees and delivered by external providers to support a broad range of issues such as child care, financial or legal problems or wellness matters. Our employees can make use of a consultant service to get support on personal matters via phone, video-based counseling, or face-to-face.

We also deploy short anonymous global engagement surveys, called Pulse Checks, to provide a snapshot of engagement levels within the organization. The findings from the Pulse Checks are used to help leaders focus on specific engagement topics. In 2022, two Pulse Checks were conducted and had an average participation rate of 63% (2021: 65%) with an average score of 4.0 — on a scale of 1 (lowest) to 5 (highest) — across all areas of engagement.

In 2022, our global voluntary turnover rate was 14.1% and at the management level turnover was 9.6% representing a return to pre-pandemic levels as recovery in the labor market continued to improve.

<b>Turnover</b>	<b>2022</b>		2021	
	Headcount	Voluntary Turnover	Headcount	Voluntary Turnover
Overall turnover	<b>6,178</b>	<b>14.1%</b>	6,028	11.1%
Management turnover	<b>651</b>	<b>9.6%</b>	623	7.7%



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## Occupational safety and health protection

At QIAGEN, we recognize our responsibilities with respect to occupational health and safety. All employees are required to adhere to local health and safety procedures and practices. Safety, orderliness, and cleanliness are a key success factor at QIAGEN.

Our Global Environmental Health and Safety (EHS) team defines the principles and direction for the implementation of global EHS policies and procedures, which are in alignment with international standards. Local EHS teams at our facilities coordinate, manage, and monitor site-specific occupational health and safety risks and hazards, which includes the management of permits and licenses, risk analysis and assessments, planning for unplanned events, accident reporting, and health and safety inspections.

During 2022, we finalized the global processes for our EHS Management system to meet the ISO norms and the local implementation of these new processes commenced at our largest manufacturing site in Hilden, Germany. The site has completed the planning phase, including the assessment and identification of significant safety risks for the site, with the aim of certification to ISO 45001 by the end of the first quarter of 2024. QIAGEN Shenzhen Co. Ltd, located in China, also began the process of implementing an EHS Management System with the aim of being certified to ISO 45001 by the end of 2023.

In 2022, we also committed to a company-wide goal to reduce the rate of lost workday cases due to injuries by driving initiatives to improve our culture of safety. To support this initiative, we continued to drive safety awareness via our QIAttention campaign, which aims to promote reporting of safety incidents and near misses using our Global EHS Reporting tool.

The result of this initiative is reflected in the table below which shows an increase in the number of near misses reported and a reduction in the lost time case rate in 2022 compared to 2021:

<b>Safety Indicators (employees and contractors)</b>	<b>2022</b>	2021
Total recordable incident rate	1.18	0.97
Lost time case rate (excludes restricted and transferred work)	0.75	0.80
Number of near misses	93	81

Our corporate goal for 2022 was to keep the number of recordable work-related lost workday cases (Days Away, Restricted and Transferred, DART) below 1.1 /per 100 employees. The data for this metric during 2022 was collected monthly from 14 sites across all regions. The DART rate for 2022 was 0.83 and achieved the corporate goal. The DART rates for our 14 key facilities in 2022 and 2021 were as follows:

<b>DART rate for key facilities (employees and contractors)</b>	<b>2022</b>	2021
Total number of calculated work hours <sup>(1)</sup>	7,987,934	8,263,028
Total number of recordable work-related cases	47	40
Total number of recordable work-related cases that caused days away, restricted or transferred encountered	33	35
DART (per 100 employees)	0.83	0.85

<sup>(1)</sup> Total number of calculated work hours including employees, temporary workers and contractors.



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The table below shows the number of recordable work-related incidents and number of days lost due to injuries for all workers, which include employees, temporary workers and contractors, during 2022 and 2021 by region at key manufacturing sites.

Reportable Incidents and Lost Workdays for All	Total Recordable Incidents <sup>(1)</sup>		Days Lost due to Injuries	
	2022	2021	2022	2021
Total average headcount per month at key manufacturing sites	3,929	3,815	3,929	3,815
EMEA	39	30	275	471
Americas	6	9	38	146
APAC	2	1	0	0

<sup>(1)</sup> Recordable incidents include all work-related accidents excluding first aid cases.

The table below compares the safety indicators for employees and temporary workers against contractors for work related injuries and also recordable work-related cases at key manufacturing sites.

Safety indicators for full-time employees and temporary workers vs. contractors	Full-time employees and temporary workers		Contractors	
	2022	2021 <sup>(1)</sup>	2022	2021 <sup>(1)</sup>
Number of hours worked	7,286,205	7,332,668	701,729	930,360
Number of work-related fatalities	0	0	0	0
Number of work-related injuries including first aid cases	163	134	22	26
Rate of work-related injuries including first aid cases	4.47	3.65	6.27	5.59
Number of recordable work-related cases <sup>(2)</sup>	39	26	8	14
Recordable incident rate <sup>(2)</sup>	1.07	0.71	2.28	3.01
Main types of work-related injuries and illnesses	Slipping, tripping, falling, misbehavior, unsafe working procedures	Slipping, tripping, falling, unsafe equipment, misbehavior, unsafe working procedures	Misbehavior, unsafe acts by people	Slipping, tripping, falling, unsafe equipment

<sup>(1)</sup> 2021 data has been amended to ensure comparability.

<sup>(2)</sup> Recordable incidents include all work-related accidents excluding first aid cases.

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and Governance**[Our Approach to Sustainability](#)[Environmental Responsibility](#)[Invest in People](#)[Serving Societies](#)[Business with Integrity](#)[EU Taxonomy](#)[ESG performance at a glance](#)[Detailed Tax Disclosure](#)[GRI Content Index](#)[SASB Index](#)[TCFD Index](#)**Measures at QIAGEN to fight COVID-19**

To keep the high level of health and safety for all QIAGEN staff, all measures, capabilities, and capacities to fight COVID-19 continued to be offered in 2022 and were updated as needed. This involved following the local authority guidelines, for instance those of the Centers for Disease Control and Prevention (CDC). In operations and manufacturing locations, we required full-masking and the segregation of employees. We kept further facility measures in place, such as limited occupancy of conference rooms and elevators, additional room dividers, and thorough cleaning. At the Hilden, Germany site, we provided all staff with free face masks (surgical or FFP2), disinfectants at all central and crucial locations, and maintained onsite rules and regulations aligned with the most current recommendations from respective authorities.

As the pandemic slowed down, we continued to offer, at our Hilden, Germany site, free coronavirus testing by rapid antigen self-test throughout the year. These were provided for guests and visitors as well as for Hilden-based employees to take home for testing prior to work and in case they showed symptoms, respectively. PCR testing was available for travel purposes or on-site meetings where we used our in-house saliva-based sample collection method “Lolli-Test 2go.” Results were delivered within a maximum of 24 hours, and people testing positive were called individually to ensure measures were followed to protect the health and safety of all involved. In 2022, we ran more than 105,000 PCR tests in our internal laboratory for Hilden-based employees, their families, and external service providers, using our technologies for sample prep and virus detection. This represents a 50% increase of the more than 69,000 tests run in 2021. We plan to keep all the above offerings available for staff to keep the high level of safety on site in the near term.

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## Serving Societies

QIAGEN's mission is to make improvements in life possible by enabling our customers to achieve outstanding success and breakthroughs in life sciences, applied testing, pharma and molecular diagnostics. We are committed to delivering our customers and their patients innovative solutions that unlock new insights for scientific research, forensics, food safety or better treatment decisions. We understand and live up to our responsibility to customers and patients who depend on us for reliable, efficient and safe workflows.

### Customer satisfaction

Customer satisfaction is an integral part of the QIAGEN mission to make improvements in life possible. Our customers have high expectations in terms of reliability, safety, and environmentally-friendly manufacturing of our products. We develop our products and services in close consultation with our customers and incorporate their feedback into our processes.

We are committed to continually improve our customers' experience, taking into account their evolving needs and expectations. Globally, we have established a systematic approach to measure customer experience in the form of an aggregated Customer Experience Indicator (CEI). This is measured monthly through a set of internal KPIs, including, but not limited to, product and delivery performance, quality, and speed of phone support. As part of a post-interaction satisfaction survey, we gather external customer feedback and link satisfaction levels to customer experience in our transactions. This allows us to quickly and reliably identify areas for improvement and derive corrective actions where needed. Departmental and employee contributions to CEI performance are integrated into our annual goal-setting process. For 2022, we achieved a score of 94.5 points out of a maximum of 100 points and remain at the same high level as in 2021 (94.4%).

Further, we have introduced a transactional net promoter score (NPS-T) for customer care and tech service. The NPS is a market research metric that measures customer satisfaction by asking respondents to rate the likelihood that they would recommend a company or a specific product. Weekly reviews by country managers make sure that the NPS-T service is running smoothly and that customer feedback and inquiries are followed up by the service teams. We will implement a relational NPS (NPS-R) in 2023 which will provide information about the overall state of the relationship between the company and our customers.

### Quality and product safety

QIAGEN stands for quality. Since our founding in 1984, we have been committed to the highest quality for our products and strive to exceed our customers' expectations. Product safety is also our utmost priority. Our customers rely on us to develop products that are safe for them, their customers and the environment.

### Product quality

Our reputation as a quality supplier is best-in-class in our industry and is the foundation of our loyal global customer base. Our products are designed and developed following state-of-the-art usability standards and are verified and validated according to their intended purpose.

To achieve and maintain our quality standards, we established quality management systems (QMS) in all our manufacturing facilities worldwide. These assure consistent high quality as well as safe and effective medical devices. Our QMS are certified according to ISO 9001, ISO 13485, ISO 18385, and comply to 21 CFR 820 and all other applicable medical device standards around the world. Refer to section "Government Regulations" in the Management Report for additional insight. Furthermore, we are committed to regularly adapting our system to new or revised regulatory requirements like the new European In Vitro Diagnostic Devices Regulation EU/2017/746 (IVDR) and others.

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## Product safety

We strive to ensure our products and their components are safe to use by customers and our employees. In the early stages of product development, the Chemical Compliance Department provides a statement and guidance on the use of specific substances. During this evaluation, we put special emphasis on substances of very high concern (according to REACH in the EU) and ensure that these substances are not added to new products. To reach this goal, we use toolboxes that represent a list of all materials that can be used in development, including an overview of qualified substances, suppliers, and components. When assessing the manufacturability of a new product, the evaluation considers technical aspects, regulatory requirements, financial aspects, and timeline constraints. We have developed a strategy to reduce substances of concern in our production processes. Our Chemical Compliance department maintains a reference list of substances that pose risks to humans and/or the environment and hence should be avoided in products. We reached our goal to completely eliminate the use of OPnEO and NPnEO (substance groups for substances of very high concern) in production processes by the end of 2022. Further, we have launched projects to substitute OPnEO and NPnEO in non-regulated/non-in-vitro diagnostic (IVD) products within the next three years, and in IVD and otherwise regulated products within the next eight years.

To ensure the compliance of our products, including automated system products, QIAGEN uses software configured to support supply chain communication and data evaluation. It also monitors conformity with directives such as REACH, RoHS, the Waste Framework and Conflict Minerals.

Our design and development processes also cover the generation of user instructions and marketing material for our products. As with all companies in the medical device/IVD industry, our product claims and properties are verified and validated during development and approved by regulatory bodies around the world as part of the product submission process. All IVD products are specially tested for safety and usability during development. We market products only in accordance with their approved intended purpose and declare potential residual (or remaining) risks in the instructions for each product. With regard to “green” marketing claims, we follow specific guidelines such as the Federal Trade Commission’s Green Guides or the guide to biodegradable, compostable and related claims on plastic products issued by the Department of Justice, State of California. All communications are legally reviewed at QIAGEN via a document control system before publishing.

In order to assure quality of the products, each manufactured production lot is verified according to predefined specification prior to market release. We monitor product performance in the field by established procedures for complaint handling, data analysis, trending and post market surveillance. QIAGEN, like other companies, is exposed to the financial implications of potential recalls and other adverse events due to equipment failure, manufacturing defects, design flaws, or inadequate disclosure of product-related risks. In the event of a recall, we have established global procedures applicable to all QIAGEN sites that aim to avoid the further use of the product and to guarantee cost-neutral procedures for our customers. We guarantee full traceability of each product to the final customer and can therefore notify customers directly in the event of a recall. Required actions for recalls depend on the individual case. They can range from providing additional information to physically recalling a product. We have defined processes, responsibilities, and improvement programs as required by regulating authorities to avoid the recurrence of recalls. Due to our stringent quality management, recalls rarely occur. In past recalls, we were able to reach 90% to 100% of customers to confirm the recall.

Recalls and Affected Products	2022	2021	2020	2019	2018	2017	2016	2015
Number of recalls	6	6	6	3	4	0	3	1
Percentage of affected products	0.09%	0.08%	0.14%	0.15%	0.09%	0.00%	0.21%	0.02%

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## Access to healthcare

Improving access to diagnostics remains one of the world's greatest healthcare challenges. QIAGEN is committed to enhancing access to our products to underserved patient populations in both developed and developing countries while addressing major global health challenges. We reached millions of patients in 2022 through numerous collaborations with key global health stakeholders, focusing our efforts on the control and elimination of tuberculosis (TB), HIV, COVID-19, Human Papilloma Virus (HPV), and Monkeypox (MPOX) among other infectious and neglected diseases.

Under the lead of the newly appointed Vice President Global Public Health, the Global Public Health Task Force (GPHTF), composed of representatives from each region where QIAGEN operates, coordinated multiple projects focused on marginalized and vulnerable populations, low resource areas, developing countries, rural communities, and gender-based equity in 2022. To this end, the GPHTF established over 50 public health projects in more than 30 countries, with a focus on building local capacity, supporting disease-specific awareness and educational campaigns, addressing affordability challenges, and supporting research projects. More information on this can be found online.

Over the course of the year, several awareness campaigns and educational programs were led in various regions worldwide to support integration of QIAGEN products into national diagnostic pathways and accelerate uptake of international policy. Ongoing educational workshops and campaigns are planned into 2023 through the African Society of Laboratory Medicine in collaboration with Africa CDC (Centers for Disease Control and Prevention) seeking to highlight QIAGEN's solutions to address public health challenges.

In terms of our commitment to affordability, QIAGEN is committed to offering UN agencies, public health authorities, non-profit organizations, and non-governmental organizations operating in low-resource, high-burden countries access to the lowest available global price for our products. This pricing transparency is publicly listed on the websites of the international bodies that procure our products. In most cases, countries that are eligible for Global Fund financing qualify for our global health pricing.

In addition to offering the lowest global price for global health customers, we have also scaled up donations to areas most in need. Our social responsibility efforts aim to provide access to cutting-edge molecular technologies to people worldwide, regardless of their economic or social status, including diagnostic solutions designed especially for settings where limited medical resources are available. In this context, we revised and expanded our Global Donation and Sponsorship Policy, which included creating a Global Donation Review Committee in 2022 to help streamline and scale-up these donation activities. In 2022, more than a dozen institutions globally received financial or product-related donations or both.

Collaboration has proven pivotal to achieving our healthcare objectives. In 2022, we established 25 partnerships with governments, UN institutions and nongovernmental organizations to implement research projects, scale-up programmatic usage, or develop pilot initiatives in low- and middle-income countries (LMIC), with the goal of bringing more innovation to patients.

Complementary to our core business activities, "QIAGEN Cares" is the company's Corporate Social Responsibility program, an umbrella for supporting initiatives that improve lives by fighting diseases with the help of our products. These initiatives are finding new ways to ensure developing countries with scarce resources gain access to affordable diagnostics that play a critical role in helping to prevent and treat diseases. Infectious diseases and various malignancies can be treated much more cost-effectively and with improved patient outcomes through early and precise detection. Yet many developing countries lack properly trained lab personnel and technical infrastructure to utilize the latest molecular testing technologies.

In 2022, our Life Sciences teams were also active in providing research grants and support to various public health, research and academic laboratories in Europe, Asia and North America. For example, the Life Sciences team provided non-monetary research support within the Young Scientist Research Grant 2022 to young scientists

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all over the world to support their projects in cancer and in microbiome/microbiology research with an additional focus on sustainability. After receiving close to 900 submissions, five young scientists from different regions were selected to receive \$10,000 each in consumables and software packages to support their research projects. These projects spanned from miRNA biomarkers in glioma pathogenesis to tackling plastic waste using the mealworm microbiota.

In addition, the Young Investigator Award was offered again in 2022. The award is based on a competition that encourages and supports new generations of forensic scientists that show potential to make a lasting impact on human identity and forensics. Young scientists from all over the world were invited to participate and the winner was entitled to a consumables and instruments package of up to \$60,000. The three finalists were honored during the International Society for Forensic Genetics (ISFG) Congress in Washington, D.C. in September of 2022.

### Tuberculosis

Tuberculosis (TB) is one of the world's leading fatal infectious disease killers and QIAGEN is undertaking a global effort to advance diagnostics for TB in low-resource, high-disease burdened countries.

In January 2022, the World Health Organization (WHO) renewed its recommendations on the use of QuantiFERON-TB Gold Plus products for the diagnosis of TB infection. Recent developments have confirmed the value of QuantiFERON-TB Gold Plus as a standard for blood-based TB detection. In 2022, QIAGEN donated over 9,000 QuantiFERON-TB tests and related instruments valued at approximately \$134,000 to the STOP TB partnership, which includes the WHO, The Global Fund, non-governmental organizations, research institutes and local Ministries of Health, and is helping to improve Latent Tuberculosis Infection (LTBI) management.

In 2022, we reached millions of individuals with over 16 million QuantiFERON-TB tests performed around the world. In the Africa region, QIAGEN made QuantiFERON-TB products available on the ground for the screening of 18,000 prisoners in Uganda, 10,000 individuals in Kenya and Democratic Republic of Congo, and 5,000 children in Malawi. By the end of 2023, we aim to provide an additional 5,000 tests to screen children under 5 years of age in Malawi. Moreover, to create greater awareness in the Africa region around the need for TB infection screening, a working group comprising French Speaking National TB programs was created in collaboration with Pasteur Network (Centre Pasteur du Cameroun). In Indonesia, more than 1,000 individuals were screened for TB infection in 5 pilot sites. In India, under the aegis of National TB Elimination Program, State TB Programs and Partner agencies like Union, Clinton Health Access Initiative (CHAI) and Foundation for Innovative New Diagnostics (FIND), around 150,000 QuantiFERON-TB tests were made available on the ground as a part of the screening of TB contact to provide TB preventive therapy. In Brazil, QuantiFERON-TB test has been incorporated into the national guidelines and more than 50,000 tests were made available to screen people living with HIV and patients who are candidates for hematopoietic stem cell transplantation.

QIAGEN was also recognized by the Treatment Action Group among the top five largest private sector funders of TB diagnostics research in 2021. Importantly, we are proud to renew our commitment to pediatric TB R&D and be listed among the top private sector investors in this area. Children are often a neglected segment of this already neglected disease. The unique needs of children and adolescents require new tools and innovations, and QIAGEN is a leader in developing testing solutions suitable for this vulnerable population.

### Women's health

QIAGEN is committed to support and improve women's health in line with WHO's Global Strategy for Women's, Children's and Adolescents' Health Initiative (CHAI), 2016–2030. A key example of this commitment is our work in cervical cancer with our women's health portfolio which includes careHPV, QIAscreen and QIAsure. We work with UN agencies, public health authorities, non-profit organizations, and non-governmental organizations to further strengthen access to HPV testing.

In 2021, QIAGEN was recognized by the CHAI for providing careHPV, the lowest cost HPV test currently available in the market, for public health programs and UN

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procurement agencies. QIAGEN remains committed to maintaining the lowest global price and has announced an additional donation scheme of careHPV instrumentation for global health partners who commit to working towards scaling up HPV testing in their public health programs. Across sub-Saharan Africa region, QIAGEN products have been used for screening for HPV. In 2022, we partnered with the National AIDS Council of Zimbabwe and Population Solutions for Health to provide free cervical cancer screenings at the “one woman, one health” cancer awareness event. Under this campaign, more than 800 tests were performed in a single day driving up the awareness of screening for cervical cancer. This is on top of 30,000 women screened in Zimbabwe over the last three years. After a successful validation study of Care HPV, further roll-out is expected in the beginning of 2023. In south Asia, we supplied 114,000 QIAGEN HC2 solution to the Ministry of Health of Bhutan under their Flagship Project to screen cervical cancer. In India, we supplied 75,000 careHPV tests over the last five years and 13,000 tests in 2022 alone to Adyar Cancer Institute-Chennai.

### COVID-19 testing

Throughout the COVID-19 pandemic, we have been working closely with governments, public health authorities and customers to ensure worldwide availability of critical COVID-19 testing diagnostics, while also developing new dedicated COVID-19 tests to cover all stages of the infection cycle.

Dedicated COVID-19 tests brought to market since the start of the pandemic include:

- QIAStat-Dx Respiratory SARS-CoV-2 Panel (EUA, CE-IVD)
- NeuMoDX single-plex and 4-plex assays (EUA, CE-IVD)
- artus SARS-CoV-2 Prep&Amp UM (CE-IVD)
- QuantiFERON SARS CoV-2 T cell immune response (CE-IVD)
- QIAseq Direct SARS-CoV-2 and QIAseq SARS CoV-2 primer panel



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**Support for local initiatives**

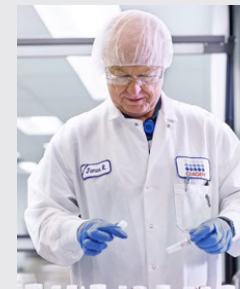
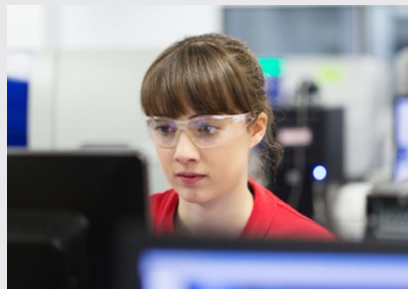
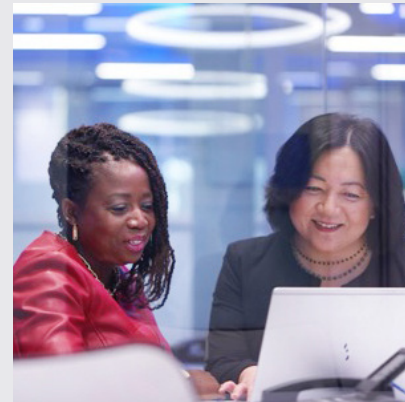
We support a broad range of activities in communities where our businesses are based. Our expanded Global Donation and Sponsorship Policy and new Global Donation Committee was successfully implemented at the beginning of 2022 to streamline and scale-up our activities and to routinely track our level of sponsorships and donations across the organization. Our activities include sponsorship of science education, disease awareness campaigns, the installation of school laboratories and promotion of biology in school curricula. Our local engagement goes beyond financial support, and we collaborate with the local Rotary Club to help integrate refugees from Syria, Ukraine (see below) and other war-torn countries through a program that includes language training and cultural orientation, assessment centers, and internships at QIAGEN.

Our Hilden site also works with Hephata, a local institution for citizens with disabilities, who undertake a broad range of operational tasks for the company, including certain packaging and production responsibilities.

In North America, our employees are granted eight hours of paid community service time per year, and contributed volunteer time to meeting community needs. Our Community Service Committee mobilizes volunteers and provides company funds for projects that improve the lives of people locally and nationally.

**~6,200** passionate  
**QIAGENers** around the world

People from all functions working together to achieve our vision:  
Making improvements in life possible





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## Ukraine

When Ukraine was invaded in February 2022, QIAGEN immediately mobilized to provide healthcare and humanitarian support for the affected population as well as for refugees fleeing to neighboring countries. This included organizing a company-wide donation effort channeling resources to local institutions and global ones including Project Hope and the International Red Cross and Red Crescent Movement.

Additionally, local teams based in Poland organized near weekly supplies delivered first to Ukraine and then to refugees who left all behind. Many of our colleagues drove almost ten hours to the border to bring refugees to a safe place and often hosted them at home.

Finally, members of the QIAGEN GPHTF met with representatives of the Ukraine Ministry of Health, Public Health Centre, and the Global Fund, to discuss product-based donations for human ID and forensic equipment in support of identifying missing persons and war crimes investigation, TB control, and mitigating the spread of other diseases such as cholera and polio as a result to the disruption in healthcare services brought about by the invasion.

## Business with Integrity

### Business Ethics and Anti-corruption

In conducting responsible business, we are consistently mindful of the ethical foundations of QIAGEN in our day-to-day business operations. This means, in particular, the respect for human rights and legally compliant business behavior.

### Ethics in clinical studies

Clinical studies are essential to evaluate the performance and clinical value of our regulated clinical diagnostic tests. This information is required by regulatory authorities to gain marketing approval. More importantly we are committed to bringing high performance products to the market, and this can only be achieved by establishing the performance characteristics of a potential product according to its intended use. Therefore, we and our partners conduct clinical studies for our diagnostics tests that are to be approved for use as in vitro diagnostics in a patient care pathway. In the conduct of these studies, we commit to ensuring the well-being, safety, ethical concerns, and legal rights of the study volunteers.

In light of this, we have built global procedures for the conduct of clinical studies which abide by the following principles:

- the Declaration of Helsinki: this is a statement of ethical principles that was developed by the World Medical Association to guide medical research WMA Declaration of Helsinki – Ethical Principles for Medical Research Involving Human Subjects – WMA – The World Medical Association
- the International Conference on Harmonization and national Good Clinical Practice (GCP) guidelines
- ISO 20916: In vitro diagnostic medical devices — Clinical performance studies using specimens from human subjects — Good study practice

All investigators and staff involved in QIAGEN studies must be suitably qualified for their role and have a current GCP certificate, which aims to prepare research staff in the conduct of clinical trials with human participants and is renewed biannually. Hence, laboratories are only accessible to employees that are qualified and trained to enter using an access card entry system. Eligible studies must be approved by ethics committees or the Institutional Review Board prior to starting, and if required, have the appropriate regulatory approvals from authorities in the country in which the study is being conducted. We use residual (left-over) patient samples whenever possible, minimizing the need to actively collect samples from patients. Where active participation by volunteers in studies is needed, we obtain informed consent by providing volunteers, in accordance with best practice, with a comprehensive overview of the study including its risks and benefits and alternative options for the patient.

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Appropriate guidelines, such as ISO20916, Clinical and Laboratory Standards Institute guidelines and direct feedback and guidance documents from regulatory authorities, are followed when designing QIAGEN clinical studies. This is to ensure the integrity of study design, adherence to sound scientific principles and that high quality data is generated, while the risk to volunteers is minimized.

We convene a monthly Medical Safety Committee, chaired by the Chief Medical Officer, to oversee study and patient risk, and to assess any adverse event or device event reports, which are then appropriately reviewed and reported to authorities (e.g., FDA, European Competent Authorities, dependent on study location) when required.

Personally identifiable data that we collect during the conduct of QIAGEN studies is kept confidential in accordance with all applicable laws and regulations. We issue all volunteers with unique subject identification numbers to de-identify patient data, ensuring we meet the requirement for data privacy. For transparency and accessibility of clinical performance data of QIAGEN clinical diagnostic tests, QIAGEN undertakes to:

- register relevant studies on [www.clinicaltrials.gov](http://www.clinicaltrials.gov), a resource provided by the U.S. National Library of Medicine;
- publish studies in peer-reviewed publications in an anonymized fashion.

### Ethical use of genetic editing

Genome editing tools such as CRISPR-Cas9 are revolutionizing life science research and have the potential to prevent and treat many diseases. QIAGEN's solutions are used in almost every laboratory conducting CRISPR and other gene modification. While such technologies can enable major advances in life science research, we truly appreciate the complex ethical considerations of using such technology as well as the need for clear guidelines and policies.

At QIAGEN, we fully support the careful development of guidelines by scientific and societal leaders, with involvement and transparency for diverse elements of society with a stake in the issue. Tight regulations and ethical rules about the use of genome editing are necessary to prevent misconduct and avoid harm to people and the ecosystem in which we live. We endorse the principles and proposals of scientific organizations and advisory groups – such as the American Society of Human Genetics and the European Society of Human Genetics - that have issued cautionary guidelines.

In 2019, leading scientists and ethicists from seven countries called for an international moratorium on all clinical uses of human germline editing to produce genetically modified children. These leaders are asking for a fixed-period ban on changing heritable human DNA (in sperm, eggs or embryos) to make genetically modified offspring. QIAGEN strongly agrees with the moratorium and requires compliance according to our Human Rights Policy. All employees who become aware or have suspicions of customers using our products in a non-compliant manner in this field are required to notify our Head of Legal and Compliance in accordance with our policy on Ethical Issues in Gene Typing.

### Ethical product use

We endorse the application of our products, our services, and our operations in compliance with human rights principles and codes such as the U.N. Guiding Principles on Business and Human Rights. Many of our products, such as DNA or RNA extraction kits, have an intended use for a broad range of research and diagnostic applications, including COVID-19, oncology testing and forensics. None of them are designed for population screening, but we acknowledge that it is technically possible to operate our products for this purpose. As per our Human Rights Policy, we do not tolerate the misuse of our products for purposes such as mass screening and surveillance of ethnic minorities, and we will block customers involved in such practices from further sales should this become known to us. However, as we operate via distributors in many countries, we have no means of monitoring the identity of all our customers or control the use of our products by end-customers.

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Following media reports about the use of DNA profiling technologies for the genetic surveillance of minorities in certain countries, we reviewed our commercialization channels in such countries and could not confirm that any such practices were performed with our products.

To further mitigate this risk, we requested our distributors in 2022 to sign modified distribution agreements requiring them to block end-customers from further sales in the event they become aware of any misuse of our products as defined by our Human Rights Policy. Those amendments give us the legal leverage to terminate the respective distribution agreement if necessary.

## Human rights

Respect for human rights is an essential component of promoting sustainability in our global business. As a publicly listed company with international operations, we regard ourselves as a responsible corporate citizen in all the countries and regions where we do business. This role includes rights and obligations governed by international and national law, with human rights as one of the foundational elements. Our Human Rights Policy is designed to provide guidance on all human rights issues in our sphere of influence, including our relationship with customers, employees, and in our supply chain. Our Human Rights Policy can be found on the Sustainability page on our website.

In February 2022, the government of Russia invaded Ukraine. The governments of the European Union, the United States, Japan and other jurisdictions have imposed sanctions on certain industry sectors and parties in Russia and the regions of Donetsk and Luhansk in Ukraine, as well as enhanced export controls on certain products and industries. QIAGEN condemns Russia's actions against Ukraine and supports these measures. We decided in 2022 to suspend business operations in Russia and Belarus, while our employees have launched various initiatives to support refugees from Ukraine.

In this sense, we acknowledge and endorse the UN Universal Declaration of Human Rights, the European Convention on Human Rights, the business-related Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights and its application in National Actions Plans of our relevant jurisdictions. Our subsidiaries in the U.K. comply to the U.K. Modern Slavery Act 2015.

Management of human rights issues at QIAGEN lies within different departments such as Legal Affairs and Compliance, Human Resources, Procurement, Sales or ESG – depending on the subject area. Our review of potential compliance matters with respect to human rights violations applies a risk-based approach as further discussed under "Compliance." Our review takes into account that our global operations can be classified as either administrative, research and development, manufacturing or sales based. None of these areas, including our manufacturing sites, allow for employment practices that violate human rights principles (such as child or slave labor). Furthermore, local management is responsible to support that all employees adhere to the observance of the principles set forth in our Code of Conduct and Ethics and our Human Rights Policy at all sites.

## Our approach to tax

We are committed to conduct business lawfully, ethically, and with the highest degree of integrity. These fundamental values and principles are key to our long-term success and the basis of our tax strategy. Our tax strategy is firmly anchored within the company, being considered within our risk management, subject to management decisions and reviewed with our Supervisory Board. Our tax strategy is embedded in the following guiding principles reflecting our status as a listed company and the regulated nature of our business.

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## Tax accountability and governance

Tax is part of our corporate governance and is supervised by the our Managing Board. Our tax function is centrally managed and controlled by our Global Tax Department, which is part of the Global Finance organization. It is led by the Global Head of Tax, who ultimately reports to the Chief Financial Officer. Under the ultimate responsibility of our Audit Committee and Managing Board, the Chief Financial Officer regularly reviews, evaluates, approves and where necessary adjusts our approach to tax.

## Tax follows business

One of the basic principles for sustainable tax management is that taxes should be paid where economic value is generated. We allocate assets to the jurisdictions in which the underlying activities are performed, and risks are assumed. This ensures that the return on our business activities is allocated and taxed where they are actually performed. The volume of product and service that flows among entities within the company is significant, and the price of transactions among our entities is an important factor in our overall tax organization. Within Global Tax our Transfer Pricing Team determines the policy for the pricing of such transactions based on a full analysis of the value drivers of our business, ensuring that international and local rules are followed. Our objective is that all entities are remunerated at “arm’s length,” in accordance with OECD guidelines and country-specific rules and regulations.

The intellectual property related to our products and also to marketing specific intangibles are key profit drivers within QIAGEN, and profits generated with the employment of such assets are appropriately remunerated with the respective owner. The owner is the company controlling and taking the entrepreneurial risk of investing in the intellectual property. Our main entrepreneurs and intellectual property owners are companies in Germany and the U.S.

We only use business structures that are driven by commercial considerations are aligned with business activities and have genuine substance. We do not operate in countries that are on the EU list of non-cooperative jurisdictions for tax purposes.

## Seeking and accepting tax benefits

Like many companies, we seek to optimize our global tax position by accepting tax incentives. In doing so, we strive to achieve an appropriate balance between corporate, employee and shareholder interests as well as public interest. We are committed to conducting business lawfully, ethically, and with the highest degree of integrity. We seek to comply with both the letter and the spirit of the relevant local and international tax laws and principles wherever we operate, and we anticipate paying tax on profits where our business activities take place and added value is created. If possible and ethically appropriate, we apply for tax incentives and exemptions. Such tax incentive schemes relate to eligible Research and Development activities performed by QIAGEN.

## Compliance and relationships with tax authorities

We are committed to complying with the tax legislation of the countries in which we operate and create added value and to paying the right amount of tax at the right time. We strive for full and timely tax compliance. To minimize any tax compliance risk, a frequent review process is in place to secure timely and correct tax filings and tax payments. In the execution of tax compliance, third-party tax service providers are often involved under the supervision of the Global Tax Department.

## Stakeholder engagement

We seek an open dialogue with our stakeholders, including relevant tax authorities, our shareholders, customers, business partners, employees, governments, regulators, NGOs and the communities in which we operate. In some cases, QIAGEN and the respective tax authority may disagree on the correct application of local tax law. In the event of disputes, we collaborate with the respective tax authority in a fair and positive spirit to find balanced solutions in accordance with the applicable laws.

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## Transparency

Country-by-Country Reporting (CbCR) requires multinationals to report with aggregate data on the global allocation of income, profit, taxes paid and economic activity among tax jurisdictions in which they operate. This requires QIAGEN N.V., the ultimate parent of the QIAGEN Group, to file an annual CbCR report to the Dutch taxing authorities.

We provide in the following selected, aggregated information for the regions Europe, Middle East and Africa (EMEA), North and South America (Americas) and Asia Pacific, Japan and Rest of World (APAC). We also provide more detailed information and reconciliation in accordance with the respective GRI standard in the Sustainability Report on our website within the Financial Reporting section. The following information is based on U.S. GAAP (United States Generally Accepted Accounting Principles) which is underlying to the CbCR filing in the Netherlands.

	2022				2021			
in thousands, except headcount	EMEA	Americas	APAC	Total	EMEA	Americas	APAC	Total
Headcount	3,556	1,372	1,250	6,178	3,343	1,433	1,252	6,028
Income tax paid	64,085	28,326	6,154	98,565	22,170	75,108	4,805	102,083
Related party revenues	2,239,637	827,477	28,534	3,095,648	2,133,257	874,037	221,178	3,228,472
Profit before income tax for CbCR	234,848	240,534	21,930	497,312	260,302	372,301	12,432	645,035
Tangible assets	798,317	344,754	86,125	1,229,196	762,676	344,916	97,433	1,205,025

## Financial assistance from governments

We recognize government grants when there is reasonable assurance that all conditions will be complied with, and the grant will be received. Our government grants generally represent subsidies for specified research and development activities and are therefore recognized when earned as a reduction of the expenses recorded for the activity for which the grants are intended to compensate. Thus, when the grant relates to research and development expenses, the grant is recognized over the same period that the related costs are incurred. Otherwise, amounts received under government grants are recorded as liabilities in the statement of financial position. When the grant relates to an asset, the value of the grant is deducted from the carrying amount of the asset and recognized over the same period that the related asset is depreciated or amortized.

In 2022, we received income from government grants in the amount of \$2.4 million (2021: \$1.3 million).

## Compliance

As a publicly listed company with international operations, we are subject to regulation in various jurisdictions. Unethical behavior and non-compliance with laws and regulations have the potential to seriously harm our business, our reputation, our shareholders, and expose our employees to personal liability. We have established a comprehensive Compliance Program, which translates legal and regulatory requirements as well as our fundamental values into clear and precise guidelines in our Corporate Code of Conduct and Ethics, supplementing specific policies for our employees. Our Compliance Program is overseen by the Compliance Committee under the leadership of the Head of Global Legal Affairs and Compliance, who reports in this function directly to the Audit Committee of the Supervisory Board. The Compliance Committee consists of managers from Legal, Internal Audit, Human Resources, Commercial Operations, Trade Compliance and Regulatory functions. Our Corporate Code of Conduct and Ethics can be found on our Compliance webpage under Investor Relations.

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Our compliance program includes a broad range of policies including, but not limited to, aspects such as conflicts of interest, insider trading, revenue recognition, confidentiality, and social media. Policies regarding interactions with healthcare professionals are fully compliant with the AdvaMed Code of Ethics and are described in detail in our Global Sales and Marketing Policy that includes guidelines on samples, gifts etc. Moreover, we do not make or receive any payments to or from political parties or political action committees. Such actions have been prohibited without exception by our Code of Conduct since its establishment in 1996. QIAGEN is a member of a number of industry trade associations such as AdvaMedDx (U.S.) and MedTech (Europe) which work to advance important healthcare related initiatives with governmental and non-governmental organizations. We also collaborate with global health policy institutions such as the World Health Organization and regional consortia such as the African Society for Laboratory Medicine to improve affordable access to testing solutions for neglected diseases in low-resource settings. Besides our engagement in industry associations, we are not active in any direct lobbying activities.

We pay special attention to antitrust and anti-corruption laws. Our specific antitrust and anti-corruption policies support our commitment to ensure that we abide by the antitrust and anti-corruption laws of the countries in which we operate. Our policies on anti-trust and anti-corruption can be found on our Compliance webpage under Investor Relations. We extend our Compliance Program not only to our management and employees, but also to third-party intermediaries such as distributors or agents. Our third-party due diligence program, which is administered by our Global Compliance Manager, focuses on our local distributors and agents and contains the following six elements:

- (1) pre-screening, anti-corruption questionnaire and certification for new distributors, resellers, and agents;
- (2) annual risk assessment of selected third parties based on a calculated risk score, which factors in location of business and Corruption Perceptions Index;
- (3) annual audits of the anti-corruption program and third-party risk management conducted by internal and external auditors;
- (4) training for third-party distributors;
- (5) contractual obligation to comply with applicable laws (including anti-corruption laws) and QIAGEN's Code of Conduct and Anti-Corruption Policy as well as compliance certification; and
- (6) due diligence in the form of annual background checks of random selection of third parties and ongoing monitoring.

All our compliance policies are available to employees through the intranet. Each policy includes a contact address and the invitation to comment or to ask questions. Our employees' awareness of compliance is increased by regular in-person trainings, which are held by external as well as in-house legal and regulatory experts. We also offer an online training program focusing on topics such as antitrust and competition, bribery and corruption, conflicts of interest, data protection, gifts and entertainment, harassment, insider trading, reporting as well as respectful communication.

Online training is provided to all employees with offerings in multiple languages and supported by multiple communication resources. All new employees are required to take online training on our Corporate Code of Conduct and Ethics and to confirm that they have read and understood the Code. Additional training customized to the specific area of responsibility is mandatory. Employees in sales and marketing as well as upper management are required to complete training on anti-corruption and antitrust laws. These basic trainings are followed by regular refresher courses (depending on the course, from quarterly to every three years). In 2022, our employees completed more than 15,000 compliance course enrollments. In addition, employees are informed through our intranet and regular updates on compliance topics via our internal communication platform Yammer and our quarterly Compliance Newsletter. During 2022, each employee was offered the opportunity to take cyber security, master data governance, and health & safety near miss prevention trainings as required.

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We provide a hotline for reporting accounting-related concerns anonymously and in good faith. In accordance with the U.S. Sarbanes-Oxley Act and the listing standards of the NYSE, we follow a strict non-retaliation policy. We will diligently investigate all such complaints and will protect the anonymity of the complainant to ensure protection from retaliation as well as to secure the employment status of the complainant. We also offer a direct email and telephone hotline for employees to address questions or make suggestions for our Compliance Program.

## Data and cyber security

In the light of the external threat landscape, that evolved further during the COVID-19 pandemic, the war in the Ukraine, the new realities of a remote workforce and an increasingly hostile cyber space, managing cyber security risk remains a priority. We are committed to and continue to make considerable investments to enhance the cyber resilience of our organization, products and services, and to preserve the trust of our customers, partners and employees.

Our data and cyber security-related processes are based on the ISO 27001 standard as well as on the "Standard of Good Practice for Information Security 2020", which is used to improve resilience against the ever-changing threat landscape. Global cyber security and privacy requirements are actively monitored for and discussed as part of our Cyber Security Council as well as during Data Protection committee meetings, both held quarterly. Cyber security risks are managed as part of our Enterprise Risk Management and regularly reported to the Audit Committee. Refer to further discussion in our Management Report under Risk Management.

Our cyber security program ensures that data and cyber security efforts and initiatives reflect evolving business requirements, regulatory guidance, and emerging threats. We have supporting privacy and cyber security policies and guidelines in place, which are reviewed and approved as part of QIAGEN's Cyber Security Council and Compliance Committee procedures. These documents are available to all employees on QIAGEN's intranet, and we offer further mandatory trainings on a regularly basis, during which we carry out knowledge checks to ensure that the content was understood by the trainees. We also conduct regular 'phishing' simulations, awareness webinars and workshops on important security topics, as well as role specific trainings. In addition, the Cyber Security team regularly conducts incident response exercises to evaluate the organizations established procedures, including an analysis of each applicable incident response stage.

We are working with the Council for Registered Ethical Security Testers (CREST) certified partners to conduct regular, at least annual, security assessments of our infrastructure. To facilitate information and knowledge exchange, QIAGEN has joined well-known industry and governmental cyber security communities like the Information Security Forum (ISF), Allianz fuer CyberSicherheit and Health-ISAC.

Our Cyber Security team pro-actively monitors for exposed weaknesses in the organization's systems and services. QIAGEN's threat and vulnerability management program covers our global networks, digital workplaces, and cloud environments with state-of-the-art security controls. To our knowledge, we did not experience any material cyber security incidents or material breaches of customer data privacy, cases of data theft or data loss related to customer data in 2022. We also did not record any well-founded privacy complaints with Data Protection Authorities.

## Sustainable supply chain management

We strive to ensure that our quality standards, compliance with laws and regulations as well as environmental and social standards are maintained along the entire value chain of suppliers and partners. We demand the same high standards from our business partners. Our supplier policy includes specific requirements for corporate governance, environmental and social standards, to which we expect our suppliers to adhere as minimum standards. Among other issues, it includes obligations to reduce the use of substances of concern, to ensure collective bargaining and freedom of association among employees, fair wages, and regulations concerning maximum working time. The supplier policy, which is our external policy for our supply base, is available online on our website under sustainability.

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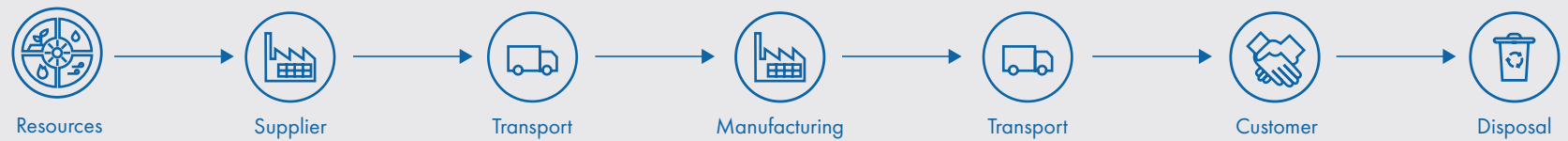
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In alignment with our policies, chief among which is our Corporate Code of Conduct and Ethics, every employee is required to conduct themselves honestly, fairly, and objectively in all business relationships with suppliers and all others with whom QIAGEN maintains business relationships. Our compliance training program ensures that employees in the procurement organization understand our guidelines and comply with them. The training is mandatory, and in 2022, 78% of new hires completed the training. Our procurement policy, which is our internal policy, is available on our website under sustainability.

**Integrating sustainability throughout the value chain**



**Examples of sustainability in product design**

- Avoiding materials that cause a lot of damage when they are mined, cannot be recycled or do not decompose
- Improving repairability, longevity, and allowing for reuse
- Designing products to use less energy and produce less waste for customers
- Optimizing recycling by making it easy to separate materials

**Structure of our supply chain**

We operate in more than 35 locations worldwide, and our sites are supported by a global supplier network that includes approximately 6,500 (2021: 8,300) suppliers in 71 (2021: 70) countries, supplying resources such as chemicals and bioreagents, plastics, packaging materials, as well as other materials and services essential to our business. In 2022, 95% (2021: 75%) of our overall purchasing volume came from OECD countries.



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Region of origin of suppliers	2022	2021
Europe	58%	47%
Asia	8%	25%
North America	27%	21%
South America	4%	4%
Australia	2%	2%
Africa	1%	1%
<b>Total</b>	<b>100%</b>	<b>100%</b>

## Due diligence process

To minimize compliance, environmental and social risks in our supply chain, we apply a multi-stage vendor selection process. Suppliers are subjected to a risk analysis regarding environmental and social criteria based on their geographic location. These criteria were supported by information from the MVO Netherlands platform financed by the Dutch Foreign Ministry, as well as the Bertelsmann Stiftung's Sustainable Development Goals Index in 2020. This analysis identified no suppliers for whom potential risks exist due to geographic location and sales to QIAGEN.

In 2022, we shared our new supplier policy with all our suppliers, and it is included in our terms and conditions. In 2022, suppliers representing 95% of our purchasing volume have signed our supplier policy as a mandatory part of the contracting process. Beginning in 2023, all suppliers that accept our purchase orders agree to comply with our supplier policy. The policy contains requirements regarding legal compliance, anti-bribery and corruption, labor rights, free speech, right of assembly, non-discrimination and fair treatment, health, and safety as well as environmental protection and conservation. We provide an anonymous whistleblower hotline which can be used by all employees. The contact details can be found on our website within our Anti-corruption Policy. In addition, as part of our quality agreements with the suppliers, first-tier suppliers must confirm REACH, RoHS and conflict mineral compliance as appropriate.

As part of our supplier selection process, we conduct additional assessments. Some suppliers are analyzed with a supplier risk assessment. This includes all strategic suppliers with a high critical impact on QIAGEN's security of supply. The analysis is based on the following criteria, among others: quality management, financial stability, embargoes, risks of natural disaster. This process is currently in evaluation against further criteria in context with evolving compliance, environmental and social standards. The relevant data for the assessment is either submitted via a questionnaire, or the suppliers are assessed on site during a visit. Though it has not yet occurred, if a supplier does not fulfil all criteria, next steps would be decided on an individual basis.

Quality audits are conducted on site at least every three years for all "A"-categorized suppliers. We document all audits and share the results with the audited suppliers. The majority of our audits result in minor, rarely major findings, in the quality processes of our suppliers. In case of non-conformity with respect to quality processes, corrective actions are delivered to the supplier and followed up until effective implementation.

Our subsidiary in Hilden, Germany will be subject to the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtgesetz) effective as of January 1, 2024. The new law will impose due diligence requirements on our supply chain. To effectively address the wide-ranging challenges of a sustainable supply chain and to meet the legal requirements as well as our own ambitions, we plan to realize a number of measures in 2023, such as the publication of our human rights strategy on our corporate website, or the refinement of our risk analysis and prevention measures. In our approach, we not only focus on assessments and audits, but also on a partnership approach that includes, for example, training courses and events with our suppliers. We are also currently preparing to implement a leading cloud-based tool to automate and optimize our due diligence processes and to enable continuous documentation in the supply chain beyond human rights topics. Our requirements of the software were defined during

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workshops held with all relevant QIAGEN departments in February 2023. We aim to begin using the tool to review a range of selected suppliers by summer 2023. We anticipate that this tool will also help us to achieve our supply chain-related climate target to which we have committed under the SBTi as further discussed under "Energy and Emissions."

## Conflict minerals

U.S. legislation has been enacted to improve transparency and accountability concerning the sourcing of conflict minerals from mines located in the conflict zones of the Democratic Republic of Congo (DRC) and its adjoining countries. The term conflict minerals currently encompasses tantalum, tin, tungsten (or their ores) and gold. Certain of our instrumentation product components that we purchase from third party suppliers contain gold. This U.S. legislation requires manufacturers, such as us, to investigate our supply chain and disclose if there is any use of conflict minerals originating in the DRC or adjoining countries. We conduct due diligence measures annually to determine the presence of conflict minerals in our products and the source of any such conflict minerals. Because we do not purchase conflict minerals directly from smelters or refineries, we rely on our suppliers to specify to us their conflict minerals sources and declare their conflict minerals status. We disclosed our most recent conflict minerals findings to the Securities Exchange Commission for the calendar year ending December 31, 2021 on Form SD on May 31, 2022 and will provide updated disclosure to the Securities Exchange Commission as required.

## EU Taxonomy

Under the Green Deal, the European Union is striving for a green transition of its economy. The deal calls for sustainable growth by mitigating climate change, protecting the environment and preserving biodiversity. To help reach its goal of climate neutrality by 2050, the European Union aims to redirect capital flows towards sustainable investments and projects.

The Taxonomy-Regulation is part of the EU Action Plan on Sustainable Finance and contains a classification system for ecologically sustainable business activities. Under the Regulation's disclosure obligations, companies will be required to disclose their share of Taxonomy-eligible and -aligned activities. This will increase transparency and allow investors to make decisions according to sustainability aspects.

The EU Taxonomy-Regulation defines six environmental objectives to which the economic activities listed in the Regulation and its delegated acts can contribute:

- climate change mitigation
- climate change adaptation
- sustainable use and protection of water and marine resources
- transition to a circular economy
- pollution prevention and control
- protection and restoration of biodiversity and ecosystems

For the reporting year 2022, only economic activities contributing to the first two environmental objectives (climate protection and adaptation to climate change) need to be considered. As yet, no delegated act has been adopted to include activities regarding the four remaining objectives.

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The EU taxonomy distinguishes between two levels: Taxonomy-eligibility and Taxonomy-alignment. According to Article 8 of the Taxonomy-Regulation, in conjunction with the Delegated Act for the reporting year 2022, key figures on sales, operational and capital expenditures are to be reported for Taxonomy-eligible and Taxonomy-aligned economic activities. For the first time, Taxonomy-alignment must be reported, and the tables provided within the Delegated Act on Article 8 are to be used for the presentation of the key figures.

### Taxonomy-eligibility and Taxonomy-alignment

An economic activity is Taxonomy-eligible if it fulfills the description given in the Delegated Act of the corresponding environmental objective. For Taxonomy-alignment, an economic activity must additionally comply with technical and social criteria.

The technical screening criteria are composed of the elements of significant contribution and the do-no-significant-harm approach:

- Substantial Contribution: Companies must meet defined technical requirements, for example regarding the level of CO<sub>2</sub> emissions of an economic activity.
- Do-Not-Significant-Harm (DNSH): Companies must ensure that the contribution to one of the six environmental goals does not have a significant negative impact on any of the other goals. This must be verified through, for example, a climate risk analysis.

The underlying requirements for Substantial Contribution and DNSH are documented for each individual economic activity in the Delegated Act of the corresponding environmental objective. For the minimal social safeguards, a universal approach for every activity is set through which the reporting company must prove its compliance with the following frameworks:

- International Bill of Human Rights
- International Labor Organization Declaration on Fundamental Rights and Principles at Work
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises

### Determination of Taxonomy-eligible business activities

In an initial screening, we examined our whole portfolio to determine relevant business activities. Our core business is not covered by the Climate Delegated Act on the environmental objectives of Climate Change Mitigation and Adaptation that has been submitted to date. None of the listed economic activities match our business model.

Nevertheless, the economic activities listed in the table below are principally relevant to us through the acquisition of products in these categories:

6.4 Transport by motorbikes, passenger cars and light commercial vehicles

7.1 Construction of new buildings

7.2 Renovation of existing buildings

7.3 Installation, maintenance and repair of energy efficiency equipment

Furthermore, the portfolio screening showed that the economic activities relevant for QIAGEN contribute to the environmental objective Climate Change Mitigation.

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## Disclosure of the financial KPIs

### Turnover

To determine the turnover KPI, the Taxonomy-Regulation requires that the net turnover, generated with business activities contributing to the respective environmental objective, is related to the net turnover of the QIAGEN group. As QIAGEN's material, revenue-generating economic activities – the provision of sample to insight solutions for molecular testing - are not yet covered by the EU Taxonomy Regulation, the share of Taxonomy-eligible and Taxonomy-aligned revenues is 0%. Based on the standard table as provided in the EU Taxonomy (Article 8 Delegated Act, Annex 2) and as no economic activities qualify as Taxonomy-eligible, QIAGEN reports the following condensed format of the table for 2022:

Turnover (in thousands)	Absolute Turnover	Proportion of Turnover
<b>A. Taxonomy-eligible activities</b>		
A.1. Environmentally sustainable activities (Taxonomy-aligned)		
- Turnover Taxonomy-eligible activities	\$0	0%
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		
- Turnover not Taxonomy-eligible activities	\$0	0%
Total (A.1 + A.2)	\$0	0%
<b>B. Taxonomy-non-eligible activities</b>		
- Turnover Taxonomy-non-eligible activities	\$2,143.0	100%
<b>Total A + B</b>	<b>\$2,143.0</b>	<b>100%</b>

The current version of the Taxonomy Regulation and its Delegated Acts do not cover our core business or any other business activity from which QIAGEN generates turnover.

### CapEx

To determine the CapEx KPI, the Taxonomy-Regulation requires that the capital expenditures for business activities contributing to the respective environmental objective are related to the absolute CapEx of the QIAGEN group. The Taxonomy-definition of CapEx considers additions in accordance with the following IFRS standards:

- Additions to tangible assets (IAS 16)
- Additions to intangible assets (IAS 38)
- Additions to right of use assets (IFRS 16)
- Additions to real estate which is kept as financial investment (IAS 40)

As QIAGEN's business activities are not covered by the Taxonomy-Regulation we cannot report taxonomy-eligible or taxonomy-aligned turnover but can only report purchased CapEx. This form of CapEx is classified as "CapEx c)" in the Annex I of the Delegated Act to Article 8.

For purchased CapEx (CapEx c)) the relevant information about compliance with the Taxonomy-alignment criteria (substantial contribution, DNSH, minimal social safeguards) needs to be provided by the suppliers. The results of the respective queries were that the suppliers were not able to ensure their compliance with the alignment criteria.

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For individual measures as listed in categories 7.3-7.6, QIAGEN must also prove compliance with the technical screening criteria and the minimum social safeguards despite the purchased character of the products. Compliance with the technical screening criteria and the minimal social safeguards cannot be ensured by QIAGEN at this time. Measures such as the completion of climate-risk-assessments are currently ongoing so that QIAGEN can fulfill the criteria for Taxonomy-alignment in the following years.

Based on the standard table as provided in the EU Taxonomy (Article 8 Delegated Act, Annex 2) and as no economic activities qualify as Taxonomy-eligible, QIAGEN reports the following condensed format of the table for 2022:

CapEx (in thousands)	Absolute CapEx	Proportion of CapEx
<b>A. Taxonomy-eligible activities</b>		
A.1. Environmentally sustainable activities (Taxonomy-aligned)		
- CapEx Taxonomy-eligible activities	\$0	0%
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		
- Activity 6.5 Transport by motorbikes, passenger cars and light commercial vehicles	\$5,597.4	3.2%
- Activity 7.1 Construction of new buildings	\$5,986.3	3.4%
- Activity 7.2 Renovation of existing buildings	\$4,891.5	2.8%
- Activity 7.3 Installation, maintenance and repair of energy efficiency equipment	\$1,139.4	0.7%
Total (A.1 + A.2)	\$17,614.6	10.1%
<b>B. Taxonomy-non-eligible activities</b>		
- CapEx Taxonomy-non-eligible activities	\$156,869.4	89.9%
<b>Total A + B</b>	<b>\$174,484.0</b>	<b>100.0%</b>

## OpEx

To determine the OpEx KPI, the Taxonomy-Regulation requires that the operational expenditures for business activities contributing to the respective environmental objective are related to the absolute OpEx of the QIAGEN group. The Taxonomy-definition of OpEx differentiates significantly from the common financial definition. It considers non-capitalized expenditures that relate to research and development, building renovation measures, short-term leases, maintenance, and repairs.

As QIAGEN's core business is not covered by the EU Taxonomy Regulation and therefore no operating costs are incurred in connection with revenue-generating economic activities, the materiality of operating costs was assessed.

According to the Delegated Act on Article 8 (Section 1.1.3.2) as well as the FAQ document published in December 2022 by the European Commission (Draft Commission Notice 19 December 2022, question 13), the operating costs as defined according to the Taxonomy Regulation are not material for QIAGEN's business model. The total value in the OpEx denominator is only 1.5% of the total operating costs according to the financial reporting and is therefore classified as immaterial. The taxonomy-eligible or taxonomy-compliant costs for the OpEx numerator can be reported as zero due to the immateriality of the denominator. Thus, QIAGEN's taxonomy-eligible and taxonomy-compliant share of operating costs is 0%.

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Based on the standard table as provided in the EU Taxonomy (Article 8 Delegated Act, Annex 2) and as no economic activities qualify as Taxonomy-eligible, QIAGEN reports the following condensed format of the table for 2022:

OpEx (in thousands)	Absolute OpEx	Proportion of OpEx
<b>A. Taxonomy-eligible activities</b>		
A.1. Environmentally sustainable activities (Taxonomy-aligned)		
- OpEx Taxonomy-eligible activities	\$0	0%
A.2 Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)		
- OpEx not Taxonomy-eligible activities	\$0	0%
Total (A.1 + A.2)	\$0	0%
<b>B. Taxonomy-non-eligible activities</b>		
- OpEx Taxonomy-non-eligible activities	\$11,967.8	100%
<b>Total A + B</b>	<b>\$11,967.8</b>	<b>100%</b>

QIAGEN's absolute OpEx (in accordance with the Taxonomy Regulation definition) is immaterial when compared with QIAGEN's absolute OpEx (in accordance with the financial accounting definition). In this case the numerator can be disclosed as 0, so all figures are 0 (%).

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## ESG performance at a glance

### Environmental

#### Climate

- 329,524 tCO<sub>2</sub>e total carbon footprint for Scope 1, 2 (market based) and 3
- 94,005 MWh total energy consumption
- 100% renewable electricity for main production sites in Hilden and Germantown
- Climate target validated by SBTi
- Member of We Mean Business Coalition 1.5°C
- Member of UN Race to Zero

#### Water

- Freshwater use reduced by 10%
- 4,438 m<sup>3</sup> in areas with high or very high water stress level

#### Waste

- 16.5% plastic footprint reduction in 2022 compared to 2021
- 63% less plastic and 42% less cardboard used for each kit in QIAwave product line
- Non-hazardous waste reduced by 21%

#### Product life cycle assessment

- LCAs for best-selling product in accordance with ISO 14040/14044

#### Reporting

- GRI Standards
- Sustainability Accounting Standards Board (SASB)
- UN Global Compact

### Social

#### Access to healthcare

- Appointment of the Vice President for Global Public Health
- Production scale-up to meet the demand for COVID-19 tests
- More than 100 million QuantiFERON tests for tuberculosis have been made available in more than 130 countries to date
- More than 100 million women screened for HPV with a QIAGEN test

#### Attractive employer

- 6,178 employees, 14.1% turnover
- 9.6% turnover at Management level
- Top Employer Certificate in Germany, Poland, and China

#### Diversity and inclusion

- Diversity & Inclusion program driven by ECEO and D&I ambassadors
- Perfect score of 100% on the 2022 HRC CEI
- UN Standards of Conduct signatory
- 35% of women in leadership roles at year-end 2022
- Listed in 2022 and 2023 Bloomberg Gender Equality Index
- UN Women's Empowerment Principles signatory

#### Health and safety

- 0.83 DART rate (per 100 employees)
- 1.18 recordable incident rate
- 47 work-related injuries
- 0 work-related fatalities

### Governance

#### Human rights

- Human Rights Policy provides guidance for our relationship with customers, product use, employees, and in our supply chain

#### Ethics in R&D

- Global procedures for clinical studies in place (Declaration of Helsinki, GCP, ISO 20916)

#### Compliance

- More than 15,000 online training modules completed

#### Data security

- Processes are based on the ISO 27001
- No material cyber incidents

#### Income tax

- \$98.6 million income tax paid (\$102.1 million in 2021)

#### Quality and product safety

- 94.5/100 Customer Experience Indicator
- 0.09% of products affected from a total number of 6 recalls

#### Sustainable supply chain management

- Approximately 6,500 suppliers in over 70 countries
- 95% of purchasing volume sourced from OECD countries
- Conflict mineral inquiries for all direct suppliers

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## Detailed Tax Disclosure (country-by-country reporting)

Country-by-country reporting (CbCR) requires multinational enterprises in line with the OECD/ G20 Base Erosion and Profit Shifting (BEPS) to report aggregated data on the global allocation of income, profit, taxes paid and economic activity among tax jurisdictions in which they operate. This requires QIAGEN N.V., the parent of the QIAGEN Group, to file an annual CbCR report to the Dutch tax authorities. The data which have been filed are based on U.S. GAAP (Generally Accepted Accounting Principles) and presented with a reconciliation to the sales revenues according IFRS.

The following tables represent QIAGEN's country-by-country reporting of the financial, economic, and tax-related information for each jurisdiction in which they operate:

Country (in thousands)	Region	2022			2021		
		Revenues - Unrelated Party	Revenues - Related Party	Revenues - Total	Revenues - Unrelated Party	Revenues - Related Party	Revenues - Total
Canada	NA	\$25,118	\$71	\$25,189	\$24,017	\$—	\$24,017
United States	NA	939,382	821,238	1,760,620	991,590	868,591	1,860,181
Brazil	LATAM	22,305	6,098	28,403	20,320	4,429	24,749
Mexico	LATAM	11,469	70	11,539	12,421	1,017	13,438
Austria	EMEA	88,799	—	88,799	54,847	—	54,847
Belgium	EMEA	18,813	—	18,813	21,160	—	21,160
Denmark	EMEA	13,690	8,628	22,318	344	9,005	9,349
Egypt	EMEA	—	474	474	21	539	560
Finland	EMEA	8,906	—	8,906	12,530	—	12,530
France	EMEA	62,131	215	62,346	70,004	2	70,006
Germany	EMEA	305,942	1,005,623	1,311,565	369,132	850,635	1,219,767
Italy	EMEA	37,679	90	37,769	51,898	—	51,898
Luxembourg	EMEA	—	81	81	103	126	229
Netherlands	EMEA	180,863	891,997	1,072,860	57,870	932,692	990,562
Norway	EMEA	7,069	—	7,069	8,843	—	8,843
Poland	EMEA	9,422	36,449	45,871	6,108	26,869	32,977
Romania	EMEA	—	7,948	7,948	—	7,708	7,708
Russia	EMEA	2,087	162	2,249	5,143	349	5,492
South Africa	EMEA	5,505	3	5,508	4,769	—	4,769
Spain	EMEA	9,454	206,551	216,005	11,296	40,679	51,975
Sweden	EMEA	12,379	239	12,618	19,702	4,936	24,638
Switzerland	EMEA	34,969	6,567	41,536	38,575	148,617	187,192
Turkey	EMEA	28,858	—	28,858	34,156	13,417	47,573
UAE	EMEA	—	51,490	51,490	399	57,417	57,816



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United Kingdom	EMEA	119,158	23,120	142,278	127,174	40,266	167,440
Australia	APAC	54,739	1,446	56,185	45,610	197,010	242,620
China	APAC	147,554	6,707	154,261	169,847	4,302	174,149
India	APAC	22,169	869	23,038	22,368	788	23,156
Japan	APAC	55,554	365	55,919	67,607	122	67,729
South Korea	APAC	29,443	76	29,519	29,082	—	29,082
Malaysia	APAC	5,042	774	5,816	6,354	547	6,901
New Zealand	APAC	2,228	—	2,228	1,252	—	1,252
Philippines	APAC	—	10,337	10,337	—	11,348	11,348
Singapore	APAC	22,260	7,480	29,740	36,197	6,981	43,178
Taiwan	APAC	11,950	15	11,965	12,491	3	12,494
Thailand	APAC	20,488	465	20,953	18,796	77	18,873
<b>Total</b>		<b>\$2,315,425</b>	<b>\$3,095,648</b>	<b>\$5,411,073</b>	<b>\$2,352,026</b>	<b>\$3,228,472</b>	<b>\$5,580,498</b>

Reconciliation of revenues for unrelated parties as filed with the country-by-country reporting to the sales revenues disclosed in the audited financial statements:

(in thousands)	2022	2021
Sales Revenues, unrelated parties CbCR	\$2,315,425	\$2,352,026
Certain consolidation measures	(1,288)	(5,766)
Other income reclass for CbCR	(138,359)	(84,899)
Interest income reclass for CbCR	(32,758)	(9,704)
Net Sales in consolidated income statement according IFRS	<b>\$2,143,020</b>	\$2,251,657

Tables may contain rounding differences.

Country (in thousands)	Region	2022			2021		
		Profit (Loss) before Income Tax	Cash Paid for Income Tax	Income Tax Accrued	Profit (Loss) before Income Tax	Cash Paid for Income Tax	Income Tax Accrued
Canada	NA	\$1,400	\$261	(\$42)	\$1,171	\$239	\$31
United States	NA	239,796	27,107	21,034	369,613	73,053	27,291
Brazil	LATAM	290	819	592	758	644	499
Mexico	LATAM	(952)	139	707	759	1,172	406
Austria	EMEA	8,892	229	595	(13,936)	341	341
Belgium	EMEA	970	410	206	1,273	453	61
Denmark	EMEA	(2,303)	—	(190)	(1,153)	2,571	67
Egypt	EMEA	(164)	—	—	52	—	—

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Finland	EMEA	776	69	(86)	636	142	82
France	EMEA	4,388	(194)	(565)	557	(5,446)	803
Germany	EMEA	4,664	55,510	11,072	230,587	15,754	(15,054)
Italy	EMEA	(2,648)	284	(346)	1,531	67	(141)
Luxembourg	EMEA	(269)	(1,749)	43	64	41	2,020
Netherlands	EMEA	59,695	7,114	(3,094)	33,633	7,486	(135)
Norway	EMEA	537	—	(116)	672	170	(56)
Poland	EMEA	(5,464)	277	(539)	(3,491)	91	424
Romania	EMEA	174	—	(42)	366	—	(60)
Russia	EMEA	(2,865)	—	—	(522)	—	—
South Africa	EMEA	(267)	67	104	(178)	(127)	111
Spain	EMEA	150,716	—	12,356	(22,302)	—	—
Sweden	EMEA	1,164	1,361	831	(2,974)	1,079	2,087
Switzerland	EMEA	(10,028)	2,197	(4,115)	16,488	174	(1,433)
Turkey	EMEA	(3,876)	496	61	3,908	160	(301)
UAE	EMEA	27,604	—	—	33,132	—	—
United Kingdom	EMEA	3,152	(1,986)	4,651	(18,005)	(786)	5,718
Australia	APAC	2,277	877	(236)	(15,993)	394	(128)
China	APAC	16,617	4,438	(1,988)	24,892	3,962	(3,459)
India	APAC	1,333	—	—	(49)	—	—
Japan	APAC	443	—	(1,341)	105	4	(1,002)
South Korea	APAC	948	287	(14)	1,326	71	(295)
Malaysia	APAC	(5)	37	88	(445)	63	74
New Zealand	APAC	38	—	(20)	7	—	(12)
Philippines	APAC	75	177	(37)	1,048	—	(38)
Singapore	APAC	(396)	70	(14)	533	200	(206)
Taiwan	APAC	666	102	(96)	600	127	(81)
Thailand	APAC	(66)	166	(45)	408	(16)	(167)
<b>Total</b>		<b>\$497,312</b>	<b>\$98,565</b>	<b>\$39,414</b>	<b>\$645,035</b>	<b>\$102,083</b>	<b>\$17,447</b>

Tables may contain rounding differences.

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		2022			2021		
		Stated Capital	Accumulated Earnings	Tangible Assets other than Cash and Cash Equivalents	Stated Capital	Accumulated Earnings	Tangible Assets other than Cash and Cash Equivalents
Country (in thousands)	Region						
Canada	NA	\$37	\$8,755	\$321	\$37	\$17,221	\$306
United States	NA	4,935,353	596,846	332,338	4,935,353	400,606	332,537
Brazil	LATAM	66,278	(32,287)	9,525	66,278	(31,758)	9,370
Mexico	LATAM	9,185	7,352	2,570	9,185	8,547	2,703
Austria	EMEA	—	845	1,006	—	786	563
Belgium	EMEA	—	7,929	762	—	7,527	528
Denmark	EMEA	181,407	(114,287)	10,886	181,407	(111,570)	10,105
Egypt	EMEA	6	(22)	348	6	142	78
Finland	EMEA	—	2,191	559	—	1,979	844
France	EMEA	107,705	(64,278)	2,805	107,705	(67,477)	2,661
Germany	EMEA	774,523	(489,118)	549,256	774,523	(122,829)	505,023
Italy	EMEA	38,819	(17,012)	4,889	38,819	(245)	4,773
Luxembourg	EMEA	2,420,062	106,674	—	2,282,699	79,805	—
Netherlands	EMEA	2,785,357	2,046,386	94,182	2,752,892	1,518,616	92,050
Norway	EMEA	—	3,063	197	—	3,026	256
Poland	EMEA	74,563	(1,429)	16,083	12,340	3,882	9,079
Romania	EMEA	13	1,765	298	13	1,671	476
Russia	EMEA	(842)	(6,249)	—	(842)	(3,422)	1,945
South Africa	EMEA	5,347	(723)	1,642	5,347	(433)	1,698
Spain	EMEA	194,753	(22,429)	30,242	194,753	(59,585)	31,568
Sweden	EMEA	30,282	(17,054)	16,043	24,522	(12,305)	17,297
Switzerland	EMEA	227,140	92,480	1,065	98,058	159,584	1,037
Turkey	EMEA	99,509	(31,901)	8,009	99,509	(28,714)	10,447
UAE	EMEA	765,633	63,160	139	632,548	35,556	204
United Kingdom	EMEA	145,412	(10,182)	59,906	145,412	(13,891)	72,044
Australia	APAC	687,081	(15,606)	5,971	687,081	(16,776)	11,926
China	APAC	46,029	65,516	39,783	46,029	53,604	38,878
India	APAC	17,427	(399)	8,135	17,427	(1,731)	10,819
Japan	APAC	84	364	12,017	84	(5)	14,301
South Korea	APAC	4,168	8,069	3,437	4,168	7,291	3,848

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Malaysia	APAC	440	401	1,433	440	423	2,053
New Zealand	APAC	118	22	143	118	(5)	110
Philippines	APAC	4,153	2,030	1,350	4,153	2,132	1,948
Singapore	APAC	11,648	2,615	4,415	11,648	2,707	4,279
Taiwan	APAC	3,384	2,757	1,574	3,384	2,226	1,646
Thailand	APAC	113	(4,026)	7,867	113	(3,909)	7,625
<b>Total</b>		<b>\$13,635,187</b>	<b>\$2,192,218</b>	<b>\$1,229,196</b>	<b>\$13,135,209</b>	<b>\$1,832,676</b>	<b>\$1,205,025</b>

Tables may contain rounding differences.

Country	Region	Number of Employees	
		2022	2021
Canada	NA	19	19
United States	NA	1,244	1,254
Brazil	LATAM	74	74
Mexico	LATAM	35	37
Austria	EMEA	15	13
Belgium	EMEA	13	10
Denmark	EMEA	78	77
Egypt	EMEA	3	3
Finland	EMEA	12	12
France	EMEA	96	88
Germany	EMEA	1,533	1,513
Italy	EMEA	61	54
Netherlands	EMEA	49	47
Norway	EMEA	5	5
Poland	EMEA	673	577
Romania	EMEA	106	102
Russia	EMEA	9	14
South Africa	EMEA	13	14
Spain	EMEA	213	206
Sweden	EMEA	131	129
Switzerland	EMEA	23	22
Turkey	EMEA	111	125
UAE	EMEA	22	19
United Kingdom	EMEA	390	359

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Australia	APAC	48	48
China	APAC	499	503
India	APAC	113	113
Japan	APAC	117	118
South Korea	APAC	36	39
Malaysia	APAC	27	—
New Zealand	APAC	3	2
Philippines	APAC	284	277
Singapore	APAC	61	97
Taiwan	APAC	22	19
Thailand	APAC	40	39
<b>Total</b>		<b>6,178</b>	<b>6,028</b>

Tables may contain rounding differences.

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## GRI 2: General Disclosures 2022

GRI Standard	Content / Report / Location
2 – 1 Organizational details	2022 Annual Financial Report: Management Report: Company overview
2 – 2 Entities included in the organization's sustainability reporting	2022 Annual Financial Report: Management report: Organizational structure, Other Information: List of subsidiaries With the Non-Financial Statement 2022 as part of the 2022 IFRS Annual Report, QIAGEN is presenting its activities, key figures and targets in the area of sustainability. The data relate to all QIAGEN production sites, research centers and offices. The focus is on the 2022 financial year (January 1, 2022 to December 31, 2022); key figures from 2019 and 2021 are shown for purposes of comparison. Publication date: April 28, 2023
2 – 3 Reporting period, frequency and contact point	Non-Financial Statement 2022: Energy and emissions
2 – 4 Restatements of information	2022 Annual Financial Report: Other Information
2 – 5 External assurance	2022 Annual Financial Report: Management report: Operations and Business Environment, Results of Operations 2022 Annual Financial Report: Consolidated Financial Statements Non-Financial Statement 2022: Sustainable supply chain management
2 – 6 Activities, value chain and other business relationships	2022 Annual Financial Report: Consolidated Financial Statements Non-Financial Statement 2022: Employees
2 – 7 Employees	We employ non-employee workers only to a minor degree
2 – 8 Workers who are not employees	2022 Annual Financial Report: Corporate Governance Report
2 – 9 Governance structure and composition	2022 Annual Financial Report: Corporate Governance Report
2 – 10 Nomination and selection of the highest governance body	Non-Financial Statement 2022: Sustainability governance
2 – 11 Chair of the highest governance body	Non-Financial Statement 2022: Sustainability governance
2 – 12 Role of the highest governance body in overseeing the management of impacts	Non-Financial Statement 2022: Sustainability governance
2 – 13 Delegation of responsibility for managing impacts	Non-Financial Statement 2022: Sustainability governance
2 – 14 Role of the highest governance body in sustainability reporting	2022 Annual Financial Report: Management report: Significant direct and indirect shareholdings
2 – 15 Conflicts of interest	Non-Financial Statement 2022: Human rights
2 – 16 Communication of critical concerns	Non-Financial Statement 2022: Sustainability governance & Human rights
2 – 17 Collective knowledge of the highest governance body	2022 Annual Financial Report: Remuneration Report 2022
2 – 18 Evaluation of the performance of the highest governance body	2022 Annual Financial Report: Remuneration Report 2022
2 – 19 Remuneration policies	2022 Annual Financial Report: Remuneration Report 2022
2 – 20 Process to determine remuneration	2022 Annual Financial Report: Remuneration Report 2022
2 – 21 Annual total compensation ratio	2022 Annual Financial Report: Remuneration Report 2022
2 – 22 Statement on sustainable development strategy	Non-Financial Statement 2022: Our approach to Sustainability, Commitments and goals & Sustainability governance

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2 – 23 Policy commitments	2022 Annual Financial Report: Management report: Risk Management Non-Financial Statement 2022: Business Ethics and Anti-corruption, Employees & Compliance
2 – 24 Embedding policy commitments	Non-Financial Statement 2022: Sustainability governance
2 – 25 Processes to remediate negative impacts	Non-Financial Statement 2022: Materiality analysis
2 – 26 Mechanisms for seeking advice and raising concerns	2022 Annual Financial Report: Risks Management Non-Financial Statement 2022: Compliance
2 – 27 Compliance with laws and regulations	Non-Financial Statement 2022: Compliance
2 – 28 Membership associations	Non-Financial Statement 2022: Access to Healthcare, Data and Cyber Security
2 – 29 Approach to stakeholder engagement	Non-Financial Statement 2022: Stakeholder engagement
2 – 30 Collective bargaining agreements	Non-Financial Statement 2022: Employees & Human rights

## GRI 3: Material Topics 2022

GRI Standard	Content / Report / Location
3 – 1 Process to determine material topics	Non-Financial Statement 2022: Materiality analysis
3 – 2 List of material topics	Non-Financial Statement 2022: Materiality analysis

## GRI 200 - Economic

### GRI 201: Economic Performance

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Our approach to sustainability, Materiality analysis & Environment
201 – 1 Direct economic value generated and distributed	2022 Annual Financial Report
201 – 2 Financial implications and other risks and opportunities due to climate change	Non-Financial Statement 2022: Materiality analysis & Environment
201 – 4 Financial assistance received from government	Non-Financial Statement 2022: Financial assistance from governments

### GRI 205: Anti-Corruption 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Business Ethics and Anti-corruption & Compliance
205 – 1 Operations assessed for risks related to corruption	Non-Financial Statement 2022: Materiality analysis, Business Ethics and Anti-corruption & Compliance
205 – 3 Confirmed incidents of corruption and actions taken	Non-Financial Statement 2022: Business Ethics and Anti-corruption & Compliance

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## GRI 206: Anti-Competitive Behavior 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	2022 Annual Financial Report Non-Financial Statement 2022: Materiality analysis & Compliance
206 – 1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Non-Financial Statement 2022: Compliance

## GRI 207: Tax 2019

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Materiality analysis, Our approach to tax
207 – 1 Approach to tax	Non-Financial Statement 2022: Our approach to tax
207 – 2 Tax governance, control, and risk management	Non-Financial Statement 2022: Our approach to tax
207 – 3 Stakeholder engagement and management of concerns related to tax	Non-Financial Statement 2022: Our approach to tax
207 – 4 Country-by-country reporting	Non-Financial Statement 2022: Detailed Tax Disclosure (country-by-country reporting)

## GRI 300 – Environmental

### GRI 301: Materials 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Materiality analysis, Conservation of resources and waste reduction QIAGEN does not yet collect weight or volume data on raw material, auxiliary materials or semi-finished products. This information will be available by 2024.
301 – 1 Materials used by weight or volume	Non-Financial Statement 2022: Environment & Conservation of resources and waste reduction

### GRI 302: Energy 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Materiality analysis, Energy and emissions
302 – 1 Energy consumption within the organization	Non-Financial Statement 2022: Energy and emissions
302 – 3 Energy intensity	Non-Financial Statement 2022: Energy and emissions



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## GRI 303: Water and Effluents 2018

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Water consumption
303 – 1 Interactions with water as a shared resource	Non-Financial Statement 2022: Water consumption
303 – 2 Management of water discharge-related impacts	Non-Financial Statement 2022: Water consumption
303 – 5 Water consumption	Non-Financial Statement 2022: Water consumption

## GRI 305: Emissions 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Commitments and goals, Materiality analysis, Environment, Energy and emissions
305 – 1 Direct (Scope 1) GHG emissions	Non-Financial Statement 2022: Energy and emissions
305 – 2 Energy indirect (Scope 2) GHG emissions	Non-Financial Statement 2022: Energy and emissions
305 – 3 Other indirect (Scope 3) GHG emissions	Non-Financial Statement 2022: Energy and emissions
305 – 4 GHG emissions intensity	Non-Financial Statement 2022: Energy and emissions
305 – 5 Reduction of GHG emissions	Non-Financial Statement 2022: Energy and emissions

## GRI 306: Waste 2020

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Materiality analysis, Conservation of resources and waste reduction
306 – 1 Waste generation and significant waste-related impacts	Non-Financial Statement 2022: Conservation of resources and waste reduction
306 – 2 Management of significant waste-related impacts	Non-Financial Statement 2022: Conservation of resources and waste reduction
306 – 3 Waste generated	Non-Financial Statement 2022: Conservation of resources and waste reduction, QIAGEN Environmental Indicators

## GRI 308: Supplier Environmental Assessment 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Sustainable supply chain management
308 – 1 New suppliers that were screened using environmental criteria	Non-Financial Statement 2022: Sustainable supply chain management

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## GRI 400 – Social

### GRI 401: Employment 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Employees
401– 1 New employee hired and employee turnover	Non-Financial Statement 2022: Employee satisfaction and retention

### GRI 402: Labor / Management Relations 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Employees, Human rights
402– 1 Minimum notice periods regarding operational changes	Our goal is always to inform employees about significant operational changes as early as possible and in alignment with local and legal requirements, as well as collective agreements. Compliance is always at the forefront of our business decisions. In most cases we provide employees with more notice than required.

### GRI 403: Occupational Health and Safety 2018

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Employees, Occupational safety and health protection
403– 1 Occupational health and safety management system	Non-Financial Statement 2022: Occupational safety and health protection
403 – 3 Occupational health services	The functions of occupational health services vary between sites.
403 – 4 Worker participation, consultation, and communication on occupational health and safety	Employees are involved in OHS management through the joint management-worker Health and Safety Committee (meets quarterly), regular safety inspections including interviews with employees, and two-way communication through the official EHS email address.
403 – 5 Worker training on occupational health and safety	OHS training is managed on a regional basis. This information exists and will be reported by 2024.
403 – 6 Promotion of worker health	Non-Financial Statement 2022: Employees, Occupational safety and health protection, Measures to fight COVID-19
403 – 7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Non-Financial Statement 2022: Sustainable supply chain management
403 – 9 Work-related injuries	Non-Financial Statement 2022: Occupational safety and health protection

### GRI 404: Training and Education 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Materiality analysis, Employee development and training
404– 2 Programs for upgrading employee skills and transition assistance programs	Non-Financial Statement 2022: Employee development and training

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## GRI 405: Diversity and Equal Opportunity 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Materiality analysis, Diversity
405– 1 Diversity of governance bodies and employees	Non-Financial Statement 2022: Diversity

## GRI 412: Human Rights Assessment 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Materiality analysis, Human rights, Business Ethics and Anti-corruption:
412– 2 Employee training on human rights policies or procedures	Non-Financial Statement 2022: Human rights, Sustainable supply chain management, Business Ethics and Anti-corruption

## GRI 414: Supplier Social Assessment 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Materiality analysis, Sustainable supply chain management
414– 2 Negative social impacts in the supply chain and actions taken	Non-Financial Statement 2022: Sustainable supply chain management

## GRI 416: Customer Health and Safety 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Materiality analysis, Quality and product safety
416– 1 Assessment of the health and safety impacts of product and service categories	Non-Financial Statement 2022: Quality and product safety
416 – 2 Incidents of non-compliance concerning the health and safety impacts of products and services	Non-Financial Statement 2022: Quality and product safety

## GRI 417: Marketing and Labeling 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Materiality analysis, Quality and product safety
417– 1 Requirements for product and service information and labeling	Non-Financial Statement 2022: Quality and product safety
417 – 2 Incidents of non-compliance concerning product and service information and labeling	Non-Financial Statement 2022: Quality and product safety

## GRI 418: Marketing and Labeling 2016

GRI Standard	Content / Report / Location
3 – 3 Management of material topics	Non-Financial Statement 2022: Materiality analysis, Data and cyber security
418– 1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Non-Financial Statement 2022: Data and cyber security

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# Sustainability Accounting Standards Board (SASB) Index

Topic	Accounting Metric	Code	Content / Report/ Location
Affordability & Pricing	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S.		Not yet reported
	Consumer Price Index	HC-MS-240a.1	
	Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Not yet reported
Product Safety	Number of recalls issued, total units recalled	HC-MS-250a.1	Non-Financial Statement 2022: Quality and Product Safety
	List of products listed in the FDA's Med-Watch Safety Alerts for Human Medical Products database	HC-MS-250a.2	In 2022, no QIAGEN products were listed in the U.S. FDA's MedWatch Safety Alerts for Human Medical Products database.
	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	There were no fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience.
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-MS-250a.4	In 2022, one QIAGEN site was inspected by the U.S. Food and Drug Administration (FDA) to verify compliance with Good Manufacturing Practice (GMP) as described in 21 CFR 820. After the FDA inspection in July 2021, one FDA 483 Inspectional Observation was issued.
	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	QIAGEN has not been subject to any legal proceedings regarding the U.S. False Claims Act or any other false marketing claims laws in any country during the reporting period.
Ethical Marketing	Description of code of ethics governing and promotion of off-label use of products	HC-MS-270a.1	Sec. 3 C of QIAGEN's Code of Conduct and Ethics (the "Code") provides clear guidance on our principles of ethical marketing in terms of non-disparagement of competitors and non-disruption of competitors' business. It also defines QIAGEN's position on unfair practices in international business (Sec. 3 E) and payments to governmental officials (Sec. 4 B). Additional and more detailed guidance is provided on general rules, e.g., for marketing communication to all customers (incl. off label use) and compliance with the U.S. Sunshine Act, in the Global Legal Framework for Sales and Marketing Activities Policy (the "Marketing Policy"). As per QIAGEN Standard Operating Procedure GLO-SOP-52-01-005 Rev.04, off-label promotion is defined as the marketing of a product for an unapproved use. It requires that promotion of IVD / Regulated Products must be in compliance with relevant regulations and consistent with intended uses. All product claims must be substantiated. Any violation of the policy by employees may trigger disciplinary action including termination of employment. To proactively ensure compliance, the Marketing Policy defines a process for the review and clearance of all marketing and sales promotion materials by QIAGEN's Sales Compliance Manager and the Regulatory Department, and we provide training to the sales and marketing teams on our Marketing Policy. To ensure compliance with applicable law, the Code and QIAGEN's policies, we have implemented a comprehensive mandatory e-learning program, which is reviewed at least on a yearly basis and adjusted according to the latest developments in this field. To raise awareness about most recent compliance-related events, we have introduced a quarterly Compliance Newsletter.

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	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	Non-Financial Statement 2022: Quality and Product Safety
			Non-Financial Statement 2022: Conservation of resources and waste reduction
Product Design & Lifecycle Management	Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1): devices and equipment and (2) supplies	HC-MS-410a.2	The Waste Electrical Electronic Equipment Directive (WEEE) and other similar regulations globally require that producers of WEEE have a take-back plan at end of life. QIAGEN has processes to meet these obligations. In 2022, a total of 2.08 tons of EEE was reclaimed and recycled.
			WEEE category (in kg)
			2022
			2021
			2020
			Screens, monitors and equipment containing screens having a surface greater than 100 cm <sup>2</sup>
			None
			27
			5
			Small equipment (no external dimension greater than 50 cm)
			2,084
			9,297
			2,475
			Small IT and telecommunications equipment
			None
			348
			None
			Total
			2,084
			9,672
			2,480

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Topic	Accounting Metric	Code	Content / Report/ Location
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	Non-Financial Statement 2022: Sustainable Supply Chain Management  100 % of QIAGEN production sites are participating in third-party audit programs (1), and 100 % of our Class A suppliers either maintain a quality system certificate (ISO 9001 / 13485 / 170325) or are audited by QIAGEN's Supplier Quality unit (2).
	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	For each new batch of raw material, semi-finished goods and final products, a batch number is assigned that is unique to the material. For raw materials, either the supplier lot number is adopted into QIAGEN's ERP system or the ERP system assigns a new QIAGEN batch number. The combination of material number and batch number is unique. At each manufacturing step, a new batch number is assigned to the respective component by the ERP system. Batch numbers are printed on all sellable items and ensure full batch traceability from customer information to raw material.
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	Non-Financial Statement 2022: Conflict Minerals
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	In the reporting period, QIAGEN had 0 (no) legal actions pending or completed regarding antitrust or corruption.
	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	Non-Financial Statement 2022: Compliance
Activity Metric		Code	Content / Report/ Location
Number of units sold by product category		HC-MS-000.A	Not reported yet

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# TCFD Index

Topic	Accounting Metric	CDP questionnaire 2022
Governance	Board's oversight of climate-related risks and opportunities	C1.1a, C 1.1b
	Management's role in assessing and managing climate-related risks and opportunities	C 1.2, C 1.2a
Strategy	Climate-related risks and opportunities the organization has identified over the short, medium and long term	C2.1, C2.3, C2.3b, C2.4, C2.4b, C 2.2g
	Impact of climate-related risks and opportunities on the organization's business, strategy and financial planning	C2.3, C2.3b, C 2.4, C2.4b, C3.1, C3.3
	Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	C 3.1
Risk Management	Organization's processes for identifying and assessing climate-related risks	C2.2g, C 2.1
	Organization's processes for managing climate related risks	C2.2g
	How processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	C2.2
Metric & Targets	Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	C4.2
	Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	C6.1, C6.3, C6.5
	Targets used by the organization to manage climate-related risks and opportunities and performance against targets	C4.1, C4.1b, C4.2

The QIAGEN CDP Climate questionnaire can be found online at [cdp.net](https://cdp.net)