

QIAGEN N.V.

# Sustainability Report 2023

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# Foreword

2023 reminded us once again that we inhabit a world beset by concurrent challenges—environmental, social, and political—that impact us all. As an international corporation and a global leader in life sciences and molecular diagnostics, QIAGEN is uniquely positioned and deeply committed to helping shape a sustainable future. We prioritize and invest in environmental, social, and governance (ESG) matters because they positively impact the way we do business and ultimately benefit our stakeholders, including our customers and QIAGENers. Our ESG commitments are focused on building better business practices rather than simply meeting regulatory requirements. Our vision of "Making improvements in life possible" compels us to advance science, improve patient outcomes, and give vulnerable populations better access to healthcare. This sustainability report not only outlines the significant progress we have made in 2023 in fulfilling our ESG commitments. It also illuminates the path that lies ahead and recognizes the ~6,000 QIAGENers who dedicate unwavering effort to the progress of society.

**Protecting the environment**
Climate change is a critical global issue, which puts environmental conservation and climate action at the forefront of our initiatives. We have set ambitious targets to minimize our impact on the planet, including reducing greenhouse gas emissions and plastic usage, conserving water and minimizing waste.

The Science Based Targets initiative (SBTi) has validated our near and long-term emission reduction targets of a 42% reduction in Scope 1 and 2 emissions by 2030 and net zero by 2050. We also reduced our Scope 1 and 2 emissions by 15% and our plastic usage by 7% in 2023. ISO-certification remains integral to our environmental sustainability strategy, and we have now obtained the Environmental Management System (EMS) ISO 14001 certification for our Hilden, Germany site.

**Empowering our people and improving global health equity**
To overcome present and future challenges, we need to innovate and collaborate, and we can't do that effectively without a diverse and inclusive workforce. At QIAGEN, we strive to provide equal opportunities for all employees to develop their talents and contribute effectively. In 2023, we achieved our goal of having women hold 36% of leadership roles (up from 35% in 2022) and launched our new Community 'Mosaic' to celebrate ethnic diversity within our organization.

Beyond our international operations, we're committed to making sure that global communities in need have access to our products and solutions. Since its launch, over 100 million of our QuantiFERON-TB Gold Plus have been distributed across 130 countries worldwide.

We also provided humanitarian assistance and disaster relief to Ukraine, Libya, Türkiye and Syria in the form of product and financial donations.

**Ethical governance**
We strive to meet the highest standards of ethical conduct and ensure transparency, accountability, and integrity in all we do. In 2023, we focused on sustainable procurement by crafting a new Supplier Code of Conduct, establishing a Human Rights Committee, and training 100% of our procurement employees, among other actions.

We collaborated with our suppliers to design a joint strategy for realizing our climate commitments and engaged with our customers to identify sustainability-focused best practices in research.

We are proud of the progress QIAGEN has made so far, and do not intend to relent. The actions we take today will shape the future of our planet and society. Let us work together to build a more sustainable business that not only serves our stakeholders but also contributes positively to the world.



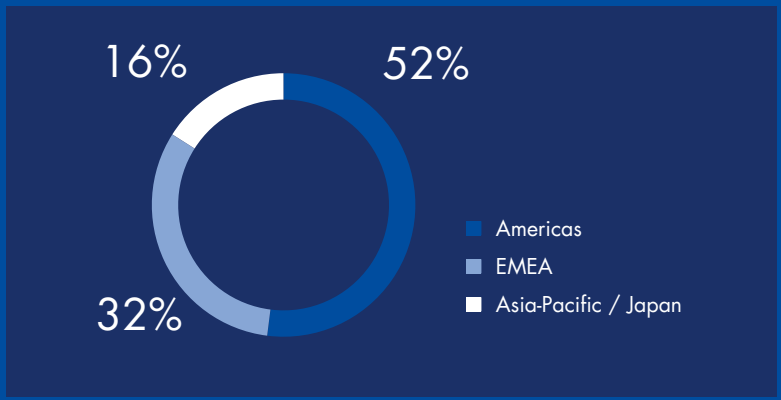
Thierry Bernard, Chief Executive Officer

# Our company

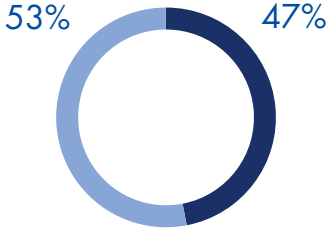
## 2023 sales

**$1.97 billion**

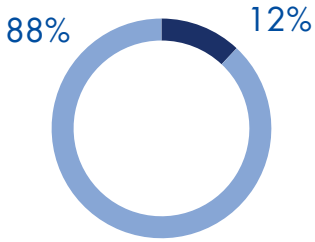
A global company with scale




**Balanced customer markets**




**Highly recurring revenues business**




**Market**



>$11 billion

Total addressable market

**Customers**



>500,000

Customers worldwide

**Our company**

# Our business

## Our business - profile and business model

As a leading provider of Sample to Insight solutions, we realize our vision of making improvements in life possible by supporting our global customers across the molecular diagnostic and life science markets. Our products are used to advance science and improve outcomes for patients around the world. We are committed to being a sustainable business and consider the views of our stakeholders – customers, employees, authorities, regulators, suppliers, and shareholders – in how we operate. Through initiatives such as reducing plastics and developing products with a lower environmental impact, we uphold our commitment to sustainability throughout our business activities and product lifecycle. Details about our business, operating environment and products are included in the section Business and Operating Environment in the Annual Report, which is published on our webpage.

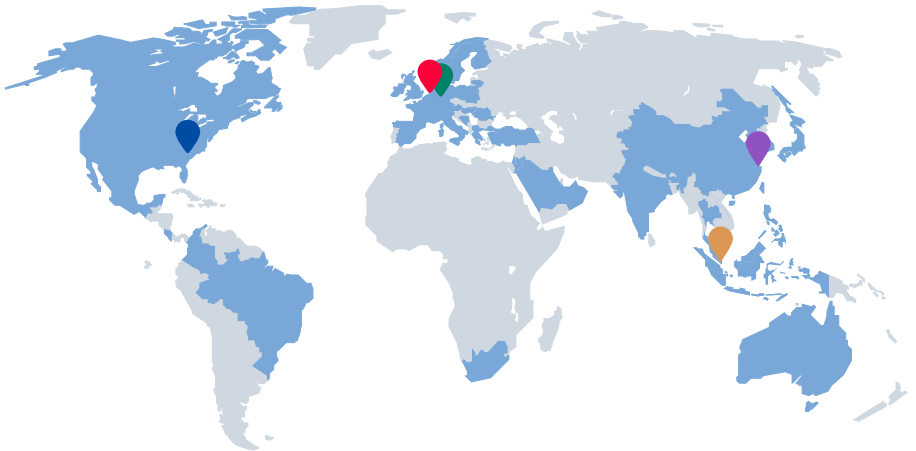
## Building a sustainable business

Since 2017, we have focused on integrating sustainability throughout the entire value chain and aligning our vision with a sustainable business which includes reducing our impact on the environment and minimizing the carbon footprint of our products. Our key strategic sustainability activities target increasing the number of women in leadership positions, reducing our emissions, avoiding cyber security incidents, and ensuring a consistent 100% completion rate for new employee compliance trainings and the commitment of our strategic suppliers to sustainable improvement goals.

## Global presence with a focus on the most attractive developed and emerging markets

Shipping product to
>170
Countries

Direct sales in
>30
Countries



## Our global and regional headquarters

Global presence

- **Venlo,** Global HQ
- **Hilden,** EMEA HQ
- **Germantown,** Americas HQ
- **Shanghai,** China HQ
- **Singapore,** Asia HQ

## Our company

## 2023 Achievements

Environmental

7%

plastic reduction from 2022

Social

36%

of women in leadership

Governance

~8,000

compliance training courses completed

## Goals

37%

of woman in leadership in 2024

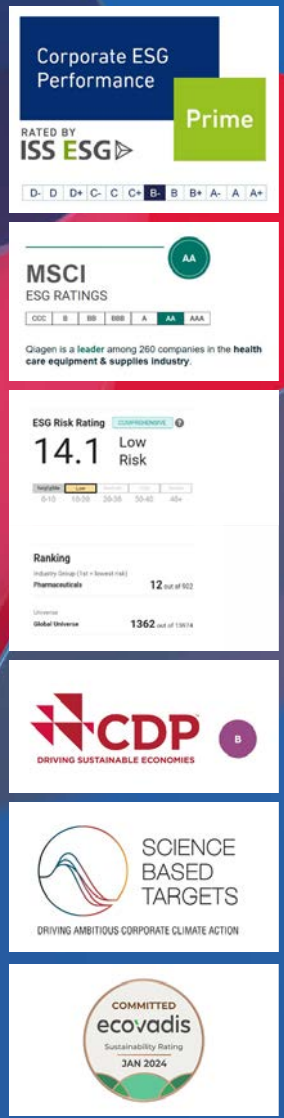
**Strategic suppliers further developed**

towards climate goal achievement

**SBTi approved near-term and net-zero targets***

| 2027 | 2030 | 2050 |
|---|---|---|
| 67% of our suppliers by emission with sustainable engagement goals | Scope 1 and 2 GHG emissions -42%<br>Scope 3 GHG emissions (business travel, use of sold products and end-of-life treatment of sold products) -25% | Scope 1, 2 and 3 Net-zero across the value chain |

*from a 2020 base year



**Our company**

# General approach to sustainability

## Sustainability governance

### Aligning the QIAGEN vision with sustainable business

QIAGEN plays a vital role in helping to advance our understanding about the building blocks 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 in making decisions on the way to operate our business. Our approach to sustainability is to consider our actual or potential positive and negative impacts throughout each area of our business. In line with our vision of making improvements in life possible, we have a commitment to deliver the best possible portfolio of product and services while leaving the smallest possible footprint on our planet. From whom we source 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 talents that contribute to our vibrant workforce and our culture of empowerment.

### Sustainability anchored in two-tier corporate governance structure

The Nomination & Environmental, Social, and Governance (ESG) Committee, a dedicated Supervisory Board Committee, oversees the strategy, development and performance measurements of our sustainability initiatives. The strength of the committee lies in the extensive leadership experience of its current members, as each one of them has served as either the CEO or CFO of publicly listed companies. (Refer to the Corporate Governance section of the Annual Report and our website for more details, including the Nomination & ESG Committee charter.) Their background equips them with a profound understanding of the intricate business implications associated with sustainability targets, the imperative need for effective risk management, and the comprehensive reporting requirements spanning both financial and non-financial domains. The Nomination & ESG 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 & Impacts Programs under the supervision of the Executive Committee. This Committee formulates and secures approval for our sustainability strategy and actively drives its implementation throughout the year. Additionally, a key responsibility of the Corporate ESG Committee is to inform the Audit Committee and Nomination & ESG Committee about new or updated regulatory requirements, such as the Corporate Sustainability Reporting Directive (CSRD), the EU Taxonomy and the German Supply Chain Act. In October 2023, the Corporate ESG Committee conducted a regulatory update with the Audit and Nomination & ESG Committees and instructed attendees on the relevant requirements from these three upcoming regulations. This update served to equip the Supervisory Board with the necessary information to guide their role in overseeing the effectiveness of internal controls and the risk management system pertaining to sustainability reporting. The Executive Committee receives updates on the progress of the implementation of the sustainability strategy and on regulatory changes on a quarterly basis while the Supervisory Board is informed of these updates at least twice a year. In 2023, the Corporate ESG Committee met with the Nomination & ESG Committee twice to review and approve the sustainability strategy and the implementation plan, including reporting.

The significance of sustainability within QIAGEN is firmly embedded in our culture and linked through the compensation system, wherein ESG objectives are incorporated into the annual Team Goals. These goals serve as the foundation for a substantial portion of variable short-term incentive compensation for our global workforce and the Managing Board. In acknowledgment of the paramount importance of sustainability, we have elevated the weight and influence of these objectives in line with our sustainability aspirations, a commitment that aligns with our broader promises on ESG matters.

# Our company

## Risk management and internal controls over sustainability reporting

Our risk management approach is discussed under section Risks and Risk Management in the Annual Report, available on our website. To ensure that newly established sustainability topics are integrated into the risk management approach, specialized teams were collaboratively formed in 2023 comprised of representatives from the owners of material topics and the ESG Reporting team. These teams included experts from global functions such as Accounting, ESG, U.S. Securities Exchange Commission (SEC) Reporting, and Corporate Communications. During the 2023 reporting process, provided guidance by these teams on process requirements was applied by all owners of material topics and documented accordingly, including applicable reviews.

## Reporting boundaries

The basis of our Sustainability reporting is defined in the EU Non-financial Reporting Directive (2014) and the EU Corporate Sustainability Reporting Directive (in effect since 2024), including the EU Taxonomy (partially in effect since 2022), and the proposed EU Sustainability Reporting Standards (in effect since 2024). The Sustainability reporting has also been aligned with the guidelines of the Global Reporting Initiative (GRI) and has been prepared in accordance with the GRI Standards. We also take into account the relevant requirements of the Sustainability Accounting Standards Board (SASB) for the Medical Equipment & Supplies industry. Where possible, we follow the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). The Annex contains the relevant indexes.

## Committed to the Sustainable Development Goals

As a global company, QIAGEN supports the Sustainable Development Goals (SDGs) of the United Nations (UN). The SDGs identify starting points for policy-makers, 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. 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 QIAGEN can contribute the most:

- 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 value this alignment and the way our use of technology, resources and knowledge contributes to the United Nation's global mission of achieving the SDGs.

# Our company

## Validation of carbon emissions targets

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. The initiative is a collaboration between the Carbon Disclosure Project (CDP), the United Nations Global Compact, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF), and one of the We Mean Business Coalition commitments. The SBTi defines and promotes best practice in science-based target setting, offers resources and guidance to reduce barriers to adoption, and independently assesses and approves companies' targets. We are seeking to achieve net-zero status by 2050 by cutting direct and indirect emissions throughout our operations. We disclose our strategy to meet our targets in the Environment chapter under the section Minimize carbon footprint.

## Our material topics

In 2023, we focused on reviewing the material topics of our last materiality analysis conducted in 2022 and on aligning them with upcoming European regulatory requirements induced by the Corporate Sustainability Reporting Directive (CSRD). We assessed actual and potential impacts as well as financial risks and opportunities in relation to the management of QIAGEN´s material topics. Based on our assessment, we identified the following material topics:

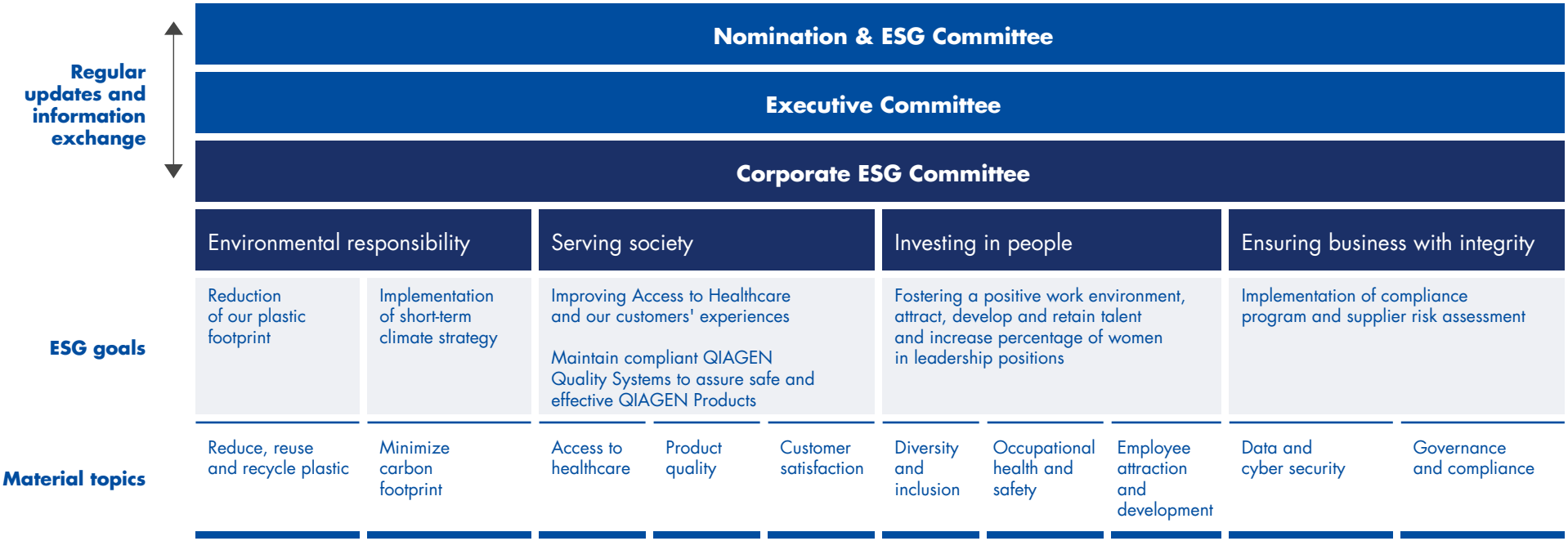
| Environment | |
|---|---|
| Minimize carbon footprint | Reduce, replace and recycle plastic |

| Social | |
|---|---|
| Employee attraction and development | Diversity & inclusion |
| Occupational health and safety | Quality and product safety |
| Customer satisfaction | Access to healthcare |

| Governance | |
|---|---|
| Governance and compliance | Data and cyber security |

More detailed information in connection with the respective material topics is reported in this Sustainability Report in subsequent chapters.

## Our company




Following the outcomes of the 2022 materiality analysis, we undertook a strategic reconfiguration of our Corporate ESG Committee, which was further refined in 2023. This restructuring served to enhance the coordination of individual topics under the oversight of global leaders appointed for each material aspect. These leaders assume responsibility for both crafting the strategy and translating it into tangible metrics, collaborating closely with their designated teams. In a series of subsequent workshops, and in conjunction with specialist departments, these global leaders conducted a thorough analysis of the maturity levels associated with each material topic. This analysis laid the foundation for the meticulous development of concrete roadmaps and action plans geared towards attaining our sustainability objectives and ensuring compliance with regulatory mandates. This strategic approach reflects our commitment to a comprehensive and systematic advancement in meeting our sustainability goals. In 2023, under the newly organized focus, the Corporate ESG Committee maintained this commitment by reviewing action plans and prioritizing the nature and extent of the work depending on the maturity level of a material topic. Examples of this work included efforts to establish or enhance their management approach for handling identified risks. Additionally, they undertook actions such as finalizing the documentation of related processes and policies including formalizing standard operating procedures. The maturity of the material topics will be reviewed on an annual basis and revalidated against current sustainability regulations and their implications for our sustainability strategy and governance.

# Our company

## At a glance: Goals and achievements

| 2023 Goal (short-term)** | 2023 Achievement | Outlook (mid- to long-term)** | Chapter |
|---|---|---|---|
| **Environmental responsibility** | | | |
| SBTi target validation | Targets validated | Net-zero by 2050 | Minimize carbon footprint |
| 4.2% or 866 tCO2e Scope 1 and 2 emission reduction (2020 baseline year) | 15% or 3,156 tCO2e emission reduction over 2022 | 42% emission reduction in Scope 1 and 2 GHG emissions by 2030 | |
| Scope 3 data improvement | • Top seller data analyzed<br>• Top seller circularity screening<br>• Customer survey on waste | 25% emission reduction scope 3.6, 3.11, 3.12 until 2030 | |
| 80% of suppliers by spend with 1 environmental and 1 social goal | 80% | 67% of suppliers by emission with sustainable engagement goals 2027 | Science Based Target initiative (SBTi) validation; Partnerships with suppliers |
| 7% plastic transport packaging (2022 baseline)* | 7% | Increase of product recyclability | Reduce, replace and recycle plastic |
| **Investing in people** | | | |
| Minimum of 1 Top Employer Recognition Award per region | >1 per region | Be the industry employer of choice by attracting, developing and retaining diverse top talent. | Employee satisfaction and retention |
| ≥36% Women in leadership* | 36% | ≥40% Women in leadership positions by 2027 | Diversity & inclusion |
| Obtain the "Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion" from Human Rights Campaign | 100% | Build upon the current environment to further empower and value every employee. | |
| <0.9 DART (per 100 employees)*<br>Reduced number of Incidents that result in Days Away, Restricted and Transferred work | 0.43 | Working towards ISO certification at key manufacturing sites to progressively elevate our safety culture and performance | Occupational health and safety |
| **Serving society** | | | |
| 100% of certified manufacturing sites | 100% | Continuous monitoring and improvement of our processes to ensure effectiveness and efficiency of our Quality Management System (QMS). | Quality and product safety |
| <0.5 external audit non-conformance rate | <0.5 | | |
| >63 NPS-T Service score | 68.8 | Exceeding the expectations of our customers in continually assessing their satisfaction with the help of the Net Promoter Score (NPS) methodology | Customer satisfaction |
| **Ensuring business with integrity** | | | |
| >85% cyber security awareness training | ~85% | Increase QIAGEN's cyber resilience. Certify QIAGEN's main production location under ISO 27001 | Data and cyber security |
| Regulatory sustainability trainings for the management and supervisory board | Regulatory update conducted. In-depth trainings concept developed. | Implementation of educational trainings program and continuous update from 2024 onwards | Sustainability governance |

*Team Goals **QIAGEN differentiates as follows: short-term = 1 year, mid-term = 2-5 years, long-term = more than 5 years.

# Our company

## Stakeholder engagement

We regard dialogue with our stakeholders as a central element in our development 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 with various stakeholder groups. 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.

Engaging with the financial community is an essential aspect of our growth strategy. Creating a solid relationship with investors and analysts enables us to build trust and transparency, fostering understanding and dialogue while enhancing credibility. We regularly communicate and provide financial updates, host investor calls, and attend a series of conferences and industry events each year. These discussions include operational topics as well as opportunities to discuss our ESG strategy, access to healthcare and corporate governance topics. These activities can help attract and retain investors, maintain an active market for our stock, and ultimately support our long-term success.

In 2023, we took strides in fostering collaboration with our suppliers to develop a joint strategy aimed at realizing our climate commitments. As part of this process, we performed a maturity assessment of our suppliers to identify their environmental ambitions. The maturity assessment included a letter of our sustainability commitment from our Head of Global Procurement and a detailed questionnaire around the suppliers' ability to measure their emissions and meet environmental standards. We also included an information package on our SBTi commitment and our connected goals, together with the result of our analysis on the suppliers' current maturity level. Furthermore, we conducted Q&A sessions during strategic review meetings with suppliers. The results of the maturity assessments were used to derive an action plan for 2024 with the goal to jointly define a plan to further develop ambitious climate-connected commitments and achievements. Additionally, a risk assessment was initiated internally that extends beyond our environmental goals, encompassing human rights considerations. We formally integrated our ESG strategy with the publication of a new Supplier Code of Conduct in February 2023. The new Code of Conduct expresses our expectations towards our suppliers and its rollout was followed by a partner letter sent in April 2023 by our Head of Procurement, encouraging our suppliers to jointly work on our goals for climate action. Read more in the Governance chapter under section Sustainable procurement.

In June 2023, we engaged with our customers to identify best practices for more sustainability in research, opting to cover this topic in one of our live Q-rious shows. This digital format involves information sharing through live video presentation and moderation and discussions in live chats. In this episode, we discussed practical eco-friendlier lab practices; options to reduce waste – from packing to products; understanding the 'Environmental Impact Factor Label', and what sustainability means to us as scientists striving to be experts in sustainability. In the same month, we invited diagnostic customers from Germany, Austria and Switzerland to a summer camp at our Hilden site to discuss, among other topics, clinical applications of next-generation sequencing, changes in the regulatory In vitro Diagnostic (IVDR) requirements, and sustainability aspects in the laboratory.

Internally, our volunteer-led employee communities actively engaged to promote diversity and inclusion through a series of events and activities during the year. In October 2023, a panel discussion was held on "Thriving in the workplace with disabilities" to provide insight and guidance how to navigate work and life with mental health challenges and invisible disabilities. In December 2023, an event was held allowing discussions around indigenous Americans, and how QIAGEN is supporting initiatives to end violence against tribal women. This was accompanied by Orange Day awareness events in December at some of our sites, as well as in-person and virtual events on International Women´s Day. Additionally, several events were hosted by QIAwomen throughout the year to encourage and support women in the workplace by offering networking opportunities, highlighting resources available to sustain a work-life balance, and hosting panel discussions on navigating challenges and opportunities for women.

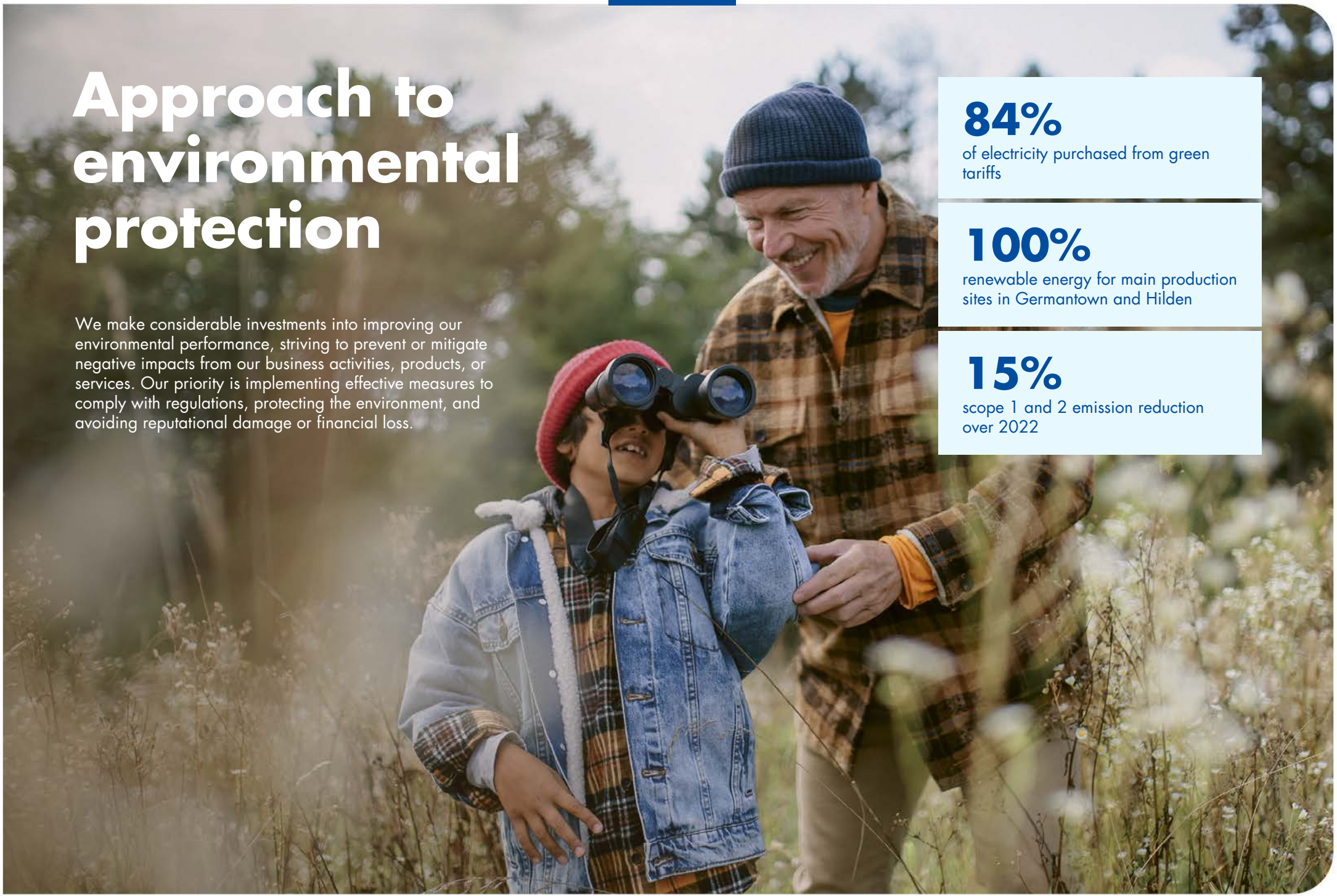
## Our company

In 2023, we incorporated an internal evaluation of our ESG performance into our anonymous employee "pulse check", an annual survey sent to all employees seeking to assess corporate and management-related decisions. The response to the assessment of our ESG performance yielded a score of nearly 4 on a scale ranging from 1 to 5, where 5 represents the highest evaluation. This metric serves to provide a robust benchmark, allowing us to systematically collect and incorporate valuable insights into our ESG activities shared by our employees. By standardizing and documenting this feedback, we aim to further enhance the effectiveness and transparency of our ESG initiatives.

| Stakeholder group | Formats of engagement | Topics we engage on |
|---|---|---|
| Employees | Annual strategic kick-off meetings, Quarterly Pulse Check for feedback, ESG awareness, management and regulatory trainings, monthly internal posts on sustainability, regular one-on-one review sessions, 180° feedback process, surveys, events and webinars. (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), QIAquest After Support Survey, web chat, service portal with 24/7 follow-up, conferences, trade fairs, roadshows, bilateral engagement, production tours, VIP days in our facilities, questionnaires (e.g., EcoVadis), hosted infotainment shows | 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 | Agreeing on supplier engagement goals, risk assessment, strategic reviews, supplier days, workshops, bilateral engagement, initiatives, video conferences including employees, trainings | Sustainability performance, quality and product safety, responsible sourcing standards, climate commitment, scope 3 accounting |
| General society and local communities | Digital QIAtalk format on Integrating TB Elimination and Pandemic Preparedness. Industry-specific forums and conferences, proactive communication with local and national press, local community 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 |

# Approach to environmental protection

We make considerable investments into improving our environmental performance, striving to prevent or mitigate negative impacts from our business activities, products, or services. Our priority is implementing effective measures to comply with regulations, protecting the environment, and avoiding reputational damage or financial loss.



**84%**
of electricity purchased from green tariffs

**100%**
renewable energy for main production sites in Germantown and Hilden

**15%**
scope 1 and 2 emission reduction over 2022

# Environment



## Facts & figures

### Water

**75%**
water use from low-risk water stress areas

**Carbon Disclosure Project (CDP)**
submission on water-related qualitative and quantitative usage

### Waste

**7%**
plastic reduction in transportation packaging in 2023 compared to 2022

**62%**
less plastic and 58% less cardboard used for each kit in our QIAwave product portfolio

**984 tons**
total non-hazardous waste

### Climate

**Net-zero by 2050**
Science Based Target initiative (SBTi) validated emission reduction targets

**351,424 tons $CO_2$ emission**
total carbon footprint for Scope 1 and 2 (market-based) and Scope 3

**107,167 MWh**
total energy consumption

**100%**
renewable energy tor main production sites in Germantown and Hilden

**84%**
of electricity purchased from green tariffs

**Environment**

# Environmental responsibility

## Approach to environmental protection

We make considerable investments into improving our environmental performance, striving to prevent or mitigate negative impacts from our business activities, products, or services. Our priority is implementing effective measures to comply with regulations, protecting the environment, and avoiding reputational damage or financial loss.

The Global Environmental, Health, and Safety (EHS) Management System systematically applies processes and controls to safeguard our sustainability program globally and locally. This system ensures compliance with legislation, reduces environmental pollution, prevents inefficient use of natural resources, and aims to avoid environmental incidents.

The Global EHS Department oversees our EHS strategy, policies, and risk controls. Our updated Environment, Health and Safety policy, effective since early 2023, commits to integrating sustainable principles in business decisions, operations, and products. This includes prioritizing conservation, pollution prevention, and reducing our carbon and plastic footprint. We promote end-to-end sustainable development, working with partners to foster responsible practices throughout the supply chain.

In 2023, we developed new policies on climate, energy, and waste management. Global managers and on-site professionals implement the EHS framework, tailored to their business areas (manufacturing, research, sales and administration). The Head of Global EHS reports to the Senior Vice President, Head of Global Operations, a member of the Executive Committee, and contributes as a member to the Corporate ESG Committee and Climate Working Group, which ensures our long- and short-term environmental goals are aligned within the EHS management system. ISO certification is integral to our EHS strategy, with global alignment to ISO norms. We achieved ISO 14001 certification in China for QIAGEN Shenzhen Co. Ltd in July 2023 and have obtained the Environmental Management System (EMS) ISO 14001 certification for our Hilden, Germany site in March 2024.

Our corporate architecture guideline promotes green building standards. Wherever it is possible, we are aiming for green building certifications assessing the environmental sustainability and resilience of our commercial real estate. We also consider achieving LEED, BREEM or DGNB certified green buildings to underpin our ambitions to operate highly efficient and cost-saving buildings.

We achieved green building certifications at buildings in our major sites in Germany (Hilden), North America (Germantown, Maryland) and the U.K. (Manchester) under LEED or BREEAM. In 2023, we initiated a pilot project at our Stockach site in Germany to obtain a green building certification from the German Sustainable Building Council (DGNB). Upon success, we'll explore replicating this project at other sites. The new construction at our Frederick site in North America is set to be LEED certified in 2024.

## Minimize carbon footprint

### Climate strategy and value chain

We recognize climate change as one of the most pressing global challenges, bringing with it risks such as extreme weather events, 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. Based on our 2022 materiality analysis, dialogue with our stakeholders and ESG ratings evaluations, we concluded that the majority of our internal and external stakeholders, including our employees and customers, are very conscious of environmental issues, including plastic consumption and the recyclability and durability of products. Among others, these factors influence our customers' choice of supplier. As urgent action is required, we are committed to reducing our greenhouse gas emissions in line with the EU Paris-Agreement.

## Environment




3.3, 3b




### Reducing greenhouse gas emissions in line with a 1.5 degree Celsius climate target

- Net-zero across our value chain by 2050
- GHG Emissions reduction targets validated by the Science Based Targets
- Switch to renewable energy
- Implementation of site-specific eco-friendly technologies and improvement of Building Management System programs to reduce energy demand

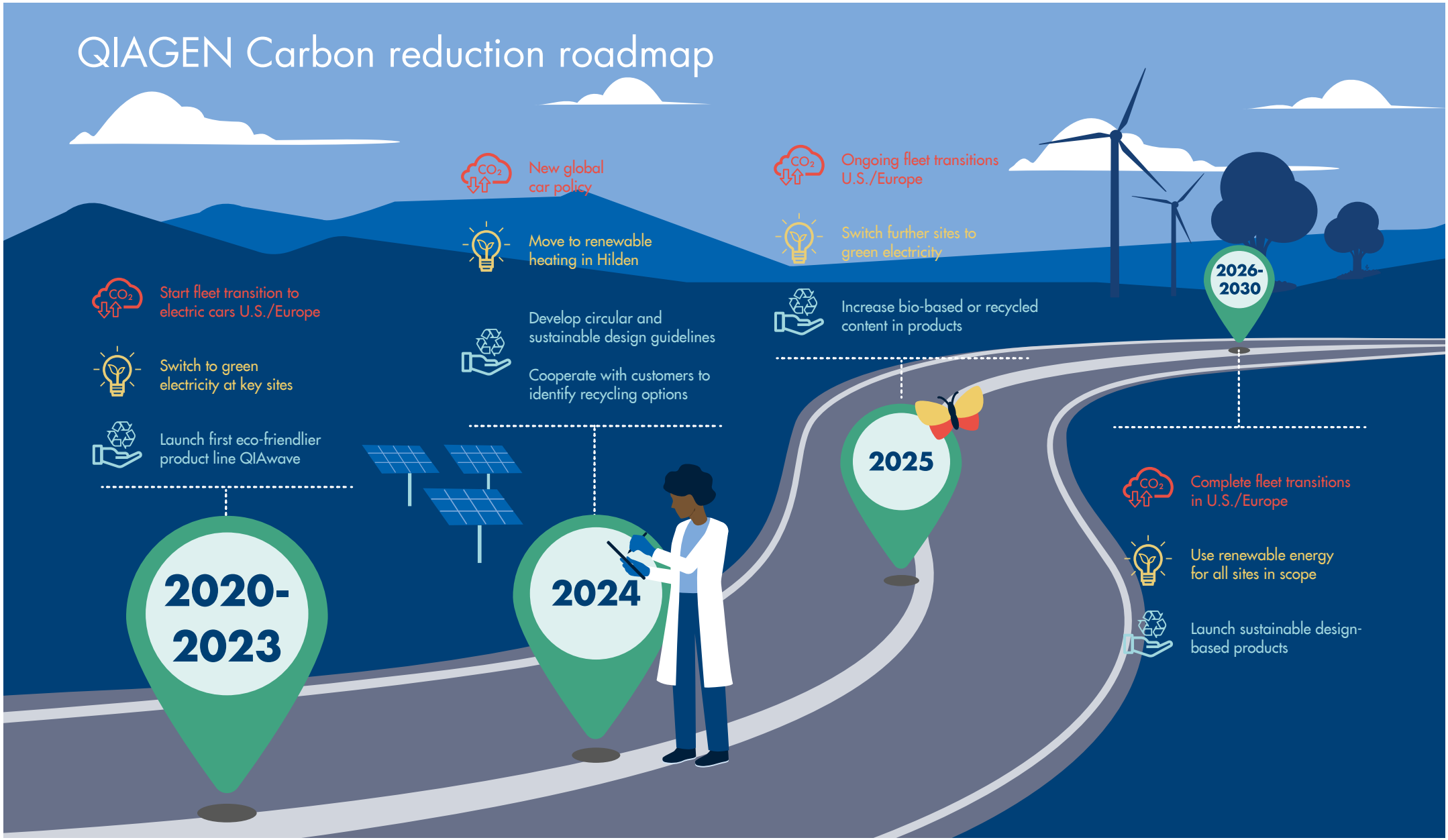
**Science Based Target Initiative (SBTi) validation**

In 2019, we began setting emission reduction goals, and 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 in 2023. 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 a 1.5°C trajectory. Our approved targets are:

- Overall Net-Zero Target: We commit to reach net-zero greenhouse gas emissions (GHG) across the value chain by 2050 from a 2020 base year.
- Near-Term Targets: We commit to reduce absolute Scope 1 and 2 GHG emissions 42% by 2030 from a 2020 base year. We also commit to reducing our absolute Scope 3 GHG emissions from business travel, use of sold products, and end-of-life treatment of sold products by 25% within the same timeframe. We further commit that 67% of our 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: We commit to reduce absolute Scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2020 base year.

After analyzing GHG emissions from key assets and products (locked-in GHG emissions), we found that our product disposal minimally contributes to Scope 3 emissions, and emissions from product use represent an insignificant amount of the total. With potential natural gas consumption reduction through heat pumps and green electricity use, we determined that locked-in GHG emissions are not significant, posing no hindrance to our carbon roadmap or SBTi target achievement.

## Environment



## Environment

### Impact, risk and opportunity management

As part of the Corporate ESG Committee, we formed a Climate Working Group with two teams: one team manages Scope 1 and 2 emissions, exploring site-specific eco-friendly technologies, considering carbon dioxide (CO2) pricing regulations, and assessing energy-related cost increases. The other team adopts a cross-functional approach to reduce Scope 3 emissions. We report our emissions throughout the entire value chain according to the requirements of the Greenhouse Gas Protocol (GHG Protocol). The Scope 1 and 2 team comprises representatives from global and local EHS, Engineering, Technical Operations, and site management. The Scope 3 team is cross-functional, involving R&D, Life Cycle Management, Marketing, ESG, Procurement, Global Supply Chain, Controlling, and EHS, along with subject matter experts. Our Climate Policy outlines how climate-related targets and risks are handled, and the integration of the Climate Working Groups within the organization. Chaired by the Head of ESG Strategy & Impact Programs, the Climate Working Group reports progress quarterly to the Executive Committee and semi-annually to the Nomination & ESG Committee of the Supervisory Board.

To proactively manage climate-related risks and their financial implications, we've incorporated climate impacts into our existing risk management structure, engaging QIAGEN internal key stakeholders throughout the organization. In 2022, a thorough physical climate risk assessment was conducted for 13 key locations, prioritized by revenue or spending share. Results, reviewed in early 2023 and approved by senior management, revealed no materialized physical climate risks. Our voluntary annual reporting to the Carbon Disclosure Project (CDP) was rated with an improved score from B- in 2022 to B in 2023.

Transition risk assessment, involving Emerging Regulation, Reputation, Market, Legal, and Technology, engaged the same stakeholders. The top two potential transition risks — reduced investment in green technology and slow adoption of modern technology — were identified. In 2023, we analyzed strategic implications and calculated abatement costs for Scope 1, 2, and 3, aligning this information with financial planning for energy-reduction projects.

While we currently do not integrate internal CO2 pricing into financial planning, our analysis suggests no imminent transition risks. In the coming months, we plan to refine our approach, transitioning from initial estimates to more precise expense calculations, enabling a reassessment of our stance on transition risks in 2024.

### Management of Scope 1 and 2 emissions

Our Carbon Reduction Roadmap (CRM) targets a 42% cut in carbon emissions by 2030, focusing on Scope 1 and 2 emissions as published at www.qiagen.com/sustainability. Key measures include transitioning from gas to green electricity and using Energy Attributed Certificates (EAC). The CRM prioritizes our major manufacturing sites in Germany and the U.S., which contributed approximately 60% of related Scope 1 and 2 emissions in 2023. To help achieve this, we've developed a tool to model changes in EAC availability. The installation of a wood pellet burner and heat pumps at our largest manufacturing site in Hilden, Germany, will significantly contribute to our carbon reduction projects. At our Germantown, Maryland site in the U.S., several Building Management System programs have been improved in order to reduce the energy demand for heating and cooling. These have also contributed to our carbon reduction projects.

### Management of Scope 3 emissions

In 2023, we enhanced our Scope 3 emissions data model by incorporating a subset of mass- and volume-based data for our leading products. Our intention is to progressively augment this model with additional data to use it to focus our efforts on effective targets and measures. As part of this initiative, we performed a circularity assessment for one of our top-selling products, with a specific focus on assessing and improving recyclability. To further refine our data model we want to gain insights into customer waste streams. A survey will launch in early 2024, guiding joint recycling options in selected regions, with results expected by mid-2024.

In 2023, strategic partnerships drove eco-design innovations in our product portfolio. Rethinking nucleic acid extraction kits led to a 62% reduction in plastic and up to 58% less cardboard in our QIAwave product portfolio.

## Environment

Collaborating with suppliers was crucial in meeting greenhouse gas reduction targets. Ongoing partnerships in 2024 aim to identify low-carbon materials and effective recycling solutions, reinforcing our commitment to sustainability.

### Status 2023

In 2023, our Scope 1 and 2 emissions have decreased by 15% or 3,156 tCO2e compared to 2022 as a result of expanded usage of green energy and relating Renewable Energy Certificates (REC) in the United States and China. Our total Scope 3 emissions increased by around 4% (13,053 tCO2e) in 2023 over the year-ago period.

As part of our continuous improvement process, comparison period results for scope 1 and 2 and certain scope 3 emissions have been adjusted to align with improved measurements and calculation methods applied in 2023.

The amount of our global spend of purchased goods and services (Scope 3.1) in 2023 was almost equal to 2022. However, we elected to refine our matching of suppliers to the spend-based emission factors as released by the Department for Business, Energy and Industrial Strategy (DBEIS). This refinement of classification led to updated emission distributions and, upon application, to an overall increase of Scope 3.1 emissions by almost 9%. This increase was partially offset by emission declines derived from Scope 3.4 (Transportation and distribution) and Scope 3.5 (Waste in operations). The carbon emissions within Scope 3.4 decreased in 2023 by 15% compared to 2022 and was driven by a decline of the total chargeable weight in 2023, in combination with changes in transportation routes. Our carbon emissions related to Scope 3.5 (Waste in operations) declined by 59% in 2023. The decrease is due to improved reporting processes for waste volumes at several production sites. Our total corporate carbon footprint for 2023 amounts to 351,424 tCO2e, which is +2.9% or 9,897 tCO2e above the same period a year ago of 341,527 tCO2e.

Scope 3.11 and Scope 3.12 emissions categories have been modified to apply improved measurements and calculation methods for current year reporting and the prior year comparative period. Use phase of sold products emissions reported in Scope 3.11 are now better reflected through a metric that captures the volume of global instrumentation equipment sold. Emissions from end of life treatment of sold products, reported in Scope 3.12, are now more robustly aligned to underlying sales information included in our internal reporting data queries.

## Environment

The following table provides the detail of emissions for the years ended December 31, 2023 and 2022:

| Corporate carbon footprint by emissions category (in tCO2e) | 2023 | 2022 | Change in tCO2e 2022 to 2023 | Change in % 2022 to 2023 |
|---|---|---|---|---|
| Scope 1: Direct emissions | 13,375 | 13,908 | (533) | -3.8 % |
| Scope 2: Indirect emissions | 3,930 | 6,553 | (2,623) | -40.0 % |
| **Total Scope 1 and 2 (market based)** | **17,305** | **20,461** | **(3,156)** | **-15.4%** |
| Scope 3.1: Purchased goods and services | 254,498 | 234,189 | 20,309 | +8.7 % |
| Scope 3.3: Energy related activities | 4,654 | 4,104 | 550 | +13.4 % |
| Scope 3.4: Transportation and distribution | 31,086 | 36,420 | (5,334) | -14.6 % |
| Scope 3.5: Waste in operations | 2,630 | 6,493 | (3,863) | -59.5 % |
| Scope 3.6: Business travel | 11,633 | 10,621 | 1,012 | +9.5 % |
| Scope 3.7: Employee commuting | 8,970 | 8,092 | 878 | +10.9 % |
| Scope 3.11: Use phase of sold products | 979 | 1,050 | (71) | -6.8 % |
| Scope 3.12: End of life treatment of sold products | 19,669 | 20,097 | (428) | -2.1 % |
| **Total Scope 3** | **334,119** | **321,066** | **13,053** | **+4.1%** |
| **Total emissions** | **351,424** | **341,527** | **9,897** | **+2.9%** |

### Methodology

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.

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

Scope 2 covers 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.

As sustainability reporting, including emissions, will be subject to mandatory limited assurance beginning in 2024, we engaged an independent audit firm to conduct a limited assurance review for Scope 1 and 2 emissions for the 2023 reporting year in advance of the formal regulatory requirement. The assurance engagement was performed in accordance with the International Standard on Assurance Engagements (ISAE) 3410 "Assurance on Greenhouse Gas Statements" as issued by the International Auditing and Assurance Standards Board (IAASB).

## Environment

Scope 3 covers upstream and downstream emissions that occur along our value chain. The sub-categories are reported separately in the table Corporate carbon footprint by emissions category shown above.

To assist and inform our preparedness for the upcoming regulatory requirement of a limited assurance, in 2023, an independent audit firm confirmed our audit readiness of our processes for Scope 3 emissions.

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 is shown in the Energy consumption by source table to the right.

### Energy

| Energy consumption by source (in MWh) | 2023 | 2022 |
|---|---|---|
| **Scope 1: Direct energy** | | |
| Stationary combustion | | |
| Natural gas | 41,160 | 38,233 |
| Diesel | 207 | 11 |
| Heating oil | – | 13 |
| Mobile combustion | | |
| Diesel | 3,696 | 4,159 |
| Gasoline | 15,126 | 13,682 |
| **Total Scope 1 consumption** | 60,189 | 56,098 |
| **Scope 2: Indirect energy** | | |
| Electricity from conventional tariffs | 6,971 | 12,990 |
| Electricity procurement from green tariffs | 35,653 | 25,707 |
| Electricity from e-mobility | 25 | – |
| Consumption from district heating and cooling | 4,329 | 2,778 |
| **Total Scope 2 consumption** | 46,978 | 41,475 |
| **Total energy consumption (including green energy)** | **107,167** | **97,573** |

### Energy efficiency

Improving energy efficiency is a key part of our climate strategy and essential to meeting our SBTi target. We selected energy efficiency measures based on the Carbon Roadmap.

During 2023, we continued our energy efficiency campaign to create awareness for and understanding of our energy efficiency priorities. This campaign provided guidance on how all employees could contribute to our climate goals and identify creative solutions for energy efficiencies across the company, beyond facility improvements.

# Environment

## Use of renewable energy

In 2023, our Energy Attribute Certificates (EACs) purchased in 2022 remained valid for Hilden and Germantown. They are sourced from unspecified renewable electricity. Our sites in Sweden and in the Netherlands source their EACs from hydroelectric and wind turbines. Further we have expanded the usage of green energy in the United States and China by purchasing Renewable Energy Certificates (RECs) to offset relating emissions in these regions. We will also transition other offices to renewable energy according to our CRM. In total, we use 84% of our purchased electricity from renewable sources.

In addition to renewable energy certificates, the solar panels on the roof at our manufacturing site in Hilden produced 58 MWh in 2023 for our own operations and reduced our reliance on the electricity grid.

| Scope 1 and 2 GHG emissions intensity | 2023 | 2022 | Change in % 2022 to 2023 |
|---|---|---|---|
| Scope 1 and 2 GHG emissions (in tCO2e) | 17,305 | 20,461 | -15.4 % |
| Net sales (in USD millions) | $1,965 | $2,143 | -8.3 % |
| **Net GHG emissions intensity (tCO2e/ USD millions)** | **8.8** | **9.5** | **-7.8%** |

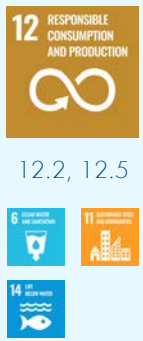
Also this year, we continued to reduce the greenhouse gas (GHG) intensity compared to our sales and compared to 2022. We use the GHG intensity ratio, which looks at the amount of emissions (in tons carbon dioxide equivalent) in relation to our total net sales (in USD millions). In 2023, we have reduced the GHG intensity by 7.8% compared to the prior year.

## Electric company cars and employee commuting

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, wherever possible, electric vehicles in 2022. During 2023, car fleet used for field services have been equipped with hybrid cars. For other areas electrical cars have been considered as a company car only.

The Benelux region and U.K. will transition to hybrid or electric vehicles in 2024. At our U.S. facilities, employees are offered incentives to select hybrids and electric vehicles through an increased car allowance and a subsidized at-home electric charger. We continue to expanding the necessary infrastructure for electric vehicles for employee use at our manufacturing site in Hilden, Germany.

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. In Hilden and Manchester, we support commuting by subsidizing public transportation costs. In Hilden, an electric bike program was initiated to offer employees an alternative option of transportation.




### Reducing our environmental footprint

- 7% transportation packaging reduction in 2023 compared with 2022
- Circularity analysis of the QIAamp DNA Mini Kit with an accredited partner based on the Cradle to Cradle® Design Framework
- Expansion of our plastic reduction strategy “reduce – replace – recycle” beyond our QIAwave product line and into other products

## Environment

### Reduce, replace and recycle plastic

**Plastic footprint reduction**

While technical, regulatory, safety and hygiene standards requires us to use plastics in the production of many of our products as well as for transport and packaging, we are working to eliminate plastics wherever possible without compromising product quality. To curtail the adverse environmental impact caused by plastic in transport, packaging and products, we adopted a "reduce – replace – recycle" strategy.

In addition to enhancing environmental protection, our decision to minimize our use of plastic can provide greater autonomy, alleviating the risk exposure of higher costs due to plastic tax or regulatory changes. Our customers and shareholders expect us to invest in alternative material and act in harmony with long-term future-oriented and environmentally conscious solutions. We rely on our global cross-functional plastic footprint reduction team to identify opportunities to diminish plastic and explore more environmentally friendly alternative materials.

**Plastic footprint reduction**

Reduce

Replace

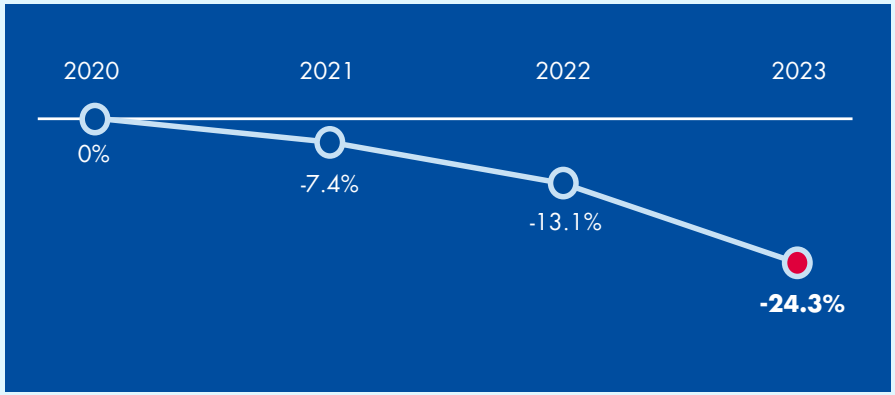
Recycle



## Reduction in total weight of transport packaging since 2020



**-24.3% reduction**
through 2023



## Environment

In 2023, we continued to follow up on our ambitious corporate goal to reduce plastic in transportation packaging materials and achieved our reduction goal of 7%, compared to 2022. This was realized by eliminating, reducing and replacing plastic with paper, cardboard or sustainable materials. Key initiatives in 2023 included further replacing packaging materials with sustainable alternatives and reducing the amount of plastic material. We invested in new winding equipment for pallet wrapping within our distribution hubs in Europe and the U.S. and drastically reduced the amount of stretch foil. In 2023, aligned with our strategy, we continued the roll-out of eco-friendly transport boxes in the U.S. and EMEA, replacing expanded polystyrene (EPS) transport boxes with cold chain shipments. In addition, we continue to consider the role of coordinating logistic processes and increasing the number of bulk shipments to further reduce our use of plastics.

In 2024, we aim to further reduce plastic by 20t by expanding our plastic reduction strategy "reduce – replace – recycle" beyond our QIAwave product line into other products. Our project teams are working on the reduction of the thickness of primary plastic product packaging materials within the kits, while other project teams have implemented paper-based product packaging alternatives. We are also preparing a pilot project in which we will step into the use of bio-based plastic from renewal feedstock for some dedicated product parts. We are optimistic that the benefits of this alternative plastic will be a good option for our products and anticipate using the outcomes of this project to decide on the extent of future use.

In addition, we encourage our employees to act as drivers of increased sustainable awareness and to serve as a source for the creation of new ideas to reduce our reliance on plastic. The "Sustainable Teams" voluntarily established across multiple sites have contributed toward our goals by successfully completing projects with the target of reducing operational waste at our sites. With the aim to reduce plastics in our products, we launched the eco-friendlier product line QIAwave in January 2022. In September 2023, we subsequently expanded its product range with additional kit variants for the simultaneous purification of DNA and RNA from cells and tissues, as well as RNA isolation with effective gDNA removal and kit sizes. The five QIAwave kits deliver the same high-quality genomic and plasmid DNA and RNA but produce less plastic and cardboard waste compared to our RNeasy Mini, RNeasy Plus Mini, DNeasy Blood & Tissue, AllPrep DNA/RNA Mini and QIAprep Spin Miniprep Kits. The 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 amount of cardboard needed, and instructions for use are available online in lieu of printed materials. QIAwave marks the beginning of our journey to translate sustainability directly to our products, and we will continue to pursue other opportunities to transfer identified best practices to other product portfolios as well.

The QIAwave Kits are the first sample preparation kits in our industry to receive the prestigious ACT (Accountability, Consistency, and Transparency) Environmental Impact Factor Label from My Green Lab. Compared to the respective standard kits, the QIAwave DNA Blood & Tissue Kit (250), the QIAwave RNA Mini Kit (250) and the QIAwave Plasmid Miniprep Kit (250) launched in 2022 have a 36% 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. Our next development steps aim to reduce plastic further by re-designing the spin columns and waste tubes.

### Circularity assessment for the QIAamp DNA mini Kit

A life cycle assessment (LCA) considers the environmental impact of the full life cycle of a product. This assessment considers 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.

After an initial assessment in 2019, in 2021 we conducted an LCA 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, one of our best-selling products, and one which is similar in composition and manufacturing process to other QIAGEN kits. The detailed report on the LCA can be found on our sustainability website.

## Environment

Based on the results, we received confirmation that plastic within our kits is the main contributor to our CO2 footprint. In 2023, we performed a further analysis of the amount and type of plastics contained in our top-selling products and additionally analyzed the circularity aspects of the QIAamp DNA Mini Kit in collaboration with an accredited external partner. This analysis was based on the Cradle to Cradle® Design Framework and revealed the potential to apply recycled or bio-based polyolefins (plastic components) as feedstock. After the use phase, the polyolefins are suitable for thermoplastic recycling and the paper and cardboard are suitable for municipal paper recycling. The results of the circularity assessment guide our journey to optimize Scope 3 emissions. With improved data, we are now able to measure the impact of reducing plastic and to prioritize our activities based on optimization potentials.

### Waste

Our operational waste is generated primarily from manufacturing, packaging and research activities conducted at our production sites. Proper management of waste is an essential part of our regulatory obligations and environmental permits. To ensure minimal environmental impact, our waste is handled and disposed of by approved waste disposal service providers. Our waste can be defined into two categories: non-hazardous and hazardous. Our production facilities have controls in place to manage hazardous waste to ensure that it is treated before disposal. Of the total waste in 2023, 31% was segregated for material recycling with the aim of reducing the volume of waste ending up in a landfill. As waste is managed locally at each site, some of our sites work with third-party Integrated Facility Management (IFM) partners to manage site waste.

All waste produced in the course of our operations at our largest manufacturing facility in Hilden is diverted from landfill and sent for alternative methods of disposal. Regarding product waste, we offer transport packaging, hazardous packaging and electrical/electronic equipment take-back options with approved collection agencies.

| Waste production by type (in tons) | 2023 | | 2022 | |
|---|---|---|---|---|
| | Total | Percentage | Total | Percentage |
| Non-hazardous waste | 984 | 48 % | 1,932 | 47 % |
| Hazardous waste | 440 | 21 % | 1,550 | 37 % |
| Recycled: | | | | |
| Non-hazardous waste recycled | 624 | | 648 | |
| Hazardous waste recycled | 17 | | 12 | |
| Total recycled waste | 641 | 31 % | 660 | 16 % |
| **Total** | **2,065** | **100 %** | **4,142** | **100 %** |

## Environment

### Water consumption

Good quality, potable freshwater is essential for manufacturing our products. All water is withdrawn from third-party water utilities. The remaining water is used for cleaning, decontamination of production lines, sanitation and drinking water. In 2023, we used 136,701 megaliters of water (2022: 118,551 megaliters), an increase of 15.3% compared to the previous year. Our two key manufacturing facilities (Hilden and Germantown) are located in low-risk water stress areas and comprise approximately 65% of our water use.

We did not identify water as a material ESG topic. However, we recognize water risks in some areas of our operations and aim to conduct a detailed water risk assessment in 2024. We currently identify water risk using the World Resource Institute (WRI) Aqueduct Tool. In 2023, 14% of water was withdrawn from areas classified as having medium-high, high, or extremely high water stress. In addition, approximately 50% of our sites are located in areas of medium-high, high, or extremely high water stress.

We recognize the value in conservation of water and have taken steps to apply best practices. Existing measures to reduce water usage include using processed 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.

To achieve EHS business objectives to reduce environmental impacts, we ensure that the waste-water discharges comply with local and national standards. In 2023, for the first time, we submitted our water-related qualitative and quantitative usage information to the Carbon Disclosure Project (CDP). As we look to integrate water conservation in our sustainability goals, we anticipate publicly reporting our water use and targets by the end of 2024.

| Water consumption by water stress level (in megaliters) | 2023 | 2022 |
|---|---|---|
| Low | 102,913 | 101,749 |
| Low-medium | 14,391 | 3,497 |
| Medium-high | 9,252 | 8,867 |
| High | 617 | 2,826 |
| Extremely high | 9,528 | 1,612 |
| **Total** | **136,701** | **118,551** |

## Environment

### Further environmental data

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.

In 2023, to manage our environmental performance effectively, we implemented a new tool to enable our individual facilities to collect and report their indicators, allowing for transparency and accurate reporting. Our consolidated environmental indicators for three consecutive years are shown in the table below. The data are also displayed as a ratio of consolidated net sales, for short- and long-term monitoring.

| Waste production by type (in tons) | 2023 Total | 2023 Percentage | 2022 Total | 2022 Percentage |
|---|---|---|---|---|
| Non-hazardous waste | 984 | 48 % | 1,932 | 47 % |
| Hazardous waste | 440 | 21 % | 1,550 | 37 % |
| Recycled: | | | | |
| Non-hazardous waste recycled | 624 | | 648 | |
| Hazardous waste recycled | 17 | | 12 | |
| Total recycled waste | 641 | 31 % | 660 | 16 % |
| **Total** | **2,065** | **100 %** | **4,142** | **100 %** |

# Investing in people

QIAGEN's success starts with our people. Our long-term success and growth depend on the knowledge, skill and passion of our employees. Investing in our people, therefore, drives our economic performance and considerably influences the sustainability of our operations. The attraction, development and retention of our employees is an integral factor in creating value for customers, colleagues, partners and shareholders.

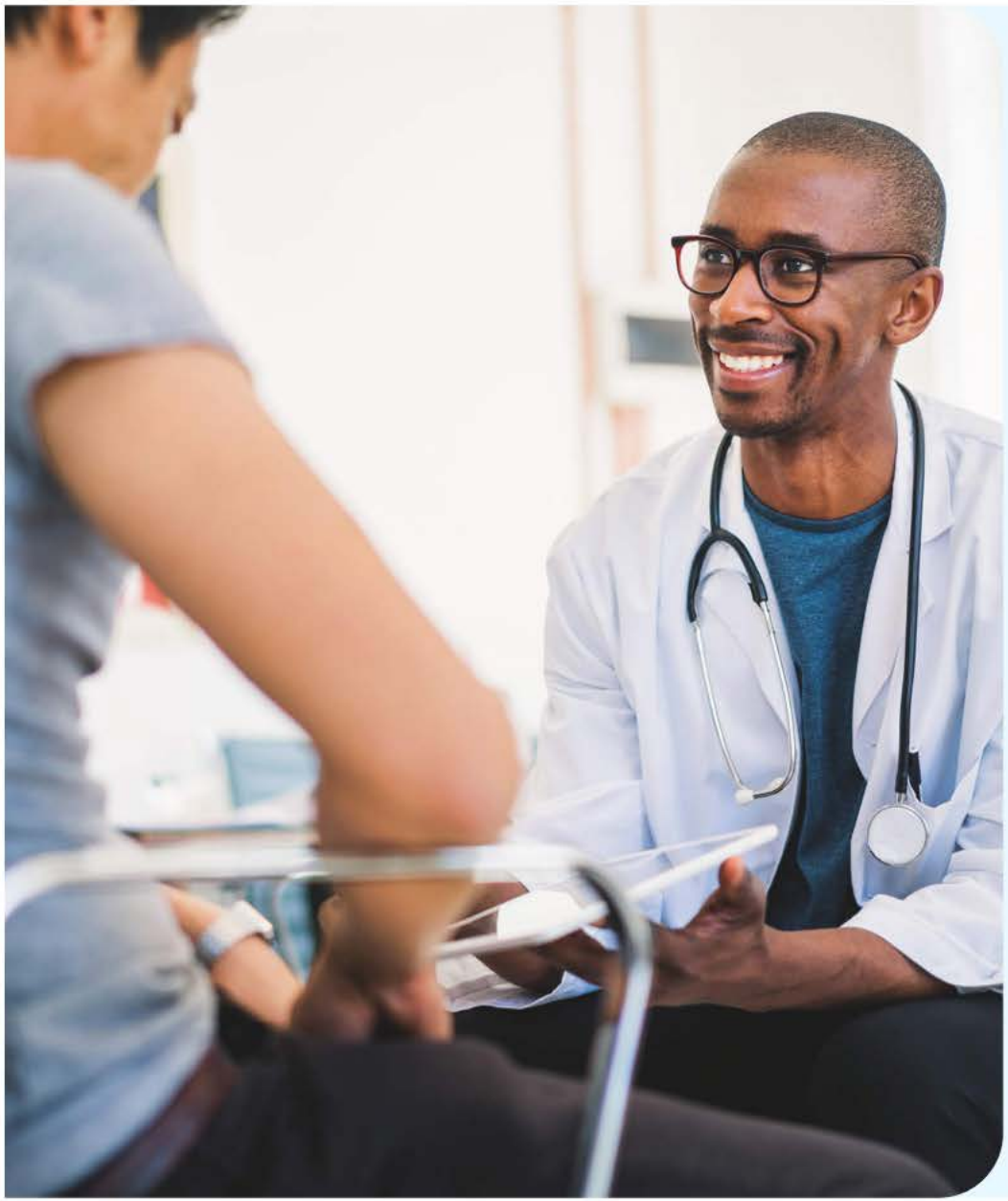
During 2023, we continued our strategic focus on being recognized as an employer of choice, which enables us to attract, develop and retain top talents that are critical to our long-term success.

**>100 million**
QuantiFERON-TB Gold Plus tests distributed to over 130 countries around the world

**36%**
of leadership roles held by women

**100%**
on the Corporate Equality Index to earn the Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion

## Social



# Facts & figures

### Diversity & inclusion

36%
of leadership roles filled by women

100%
Equality 100 Award for LGBTQ+ Workplace Inclusion

Diversity & inclusion program hosted by the QIAGEN Executive Council on Equal Opportunities (ECEO) including company-wide ambassadors

Listed in Bloomberg Gender Equality Index for the second consecutive year

### Health and safety

0.78
total recordable incident rate

0.43
Days Away Restricted or Transferred (DART) rate (per 100 employees)

Zero
work-related fatalities

31
work-related cases

### Great place to work

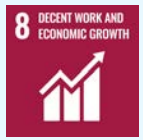
10
countries recognized either as top employer or great place to work

### Access to healthcare

>50
public health partnerships

**Social**

# Investing in people




8.3, 8.4, 8.7

### Attracting talent and acting as a responsible partner along the value chain

- Culture and values embedded in our Corporate Code of Conduct and Ethics and Ethical Standards Policy
- High-quality training and career development for our employees
- Multi-stage vendor selection process to minimize risks in our supply chain

## Employees

QIAGEN's success starts with our people. Our long-term success and growth depend on the knowledge, skill and passion of our employees. Investing in our people, therefore, drives our economic performance and considerably influences the sustainability of our operations. The attraction, development and retention of our employees is an integral factor in creating value for customers, colleagues, partners and shareholders. During 2023, we continued our strategic focus on being recognized as an employer of choice, which enables us to attract, develop and retain top talents that are critical to our long-term success.

Our 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. Additionally, respect for human rights is a fundamental value of QIAGEN. Our Human Rights Policy defines how we strive to respect and promote human rights in our relationships with our employees, suppliers and other stakeholders. The policies are reviewed and updated annually and are both available on our website.

As a company headquartered in the European Union, freedom of association and collective bargaining are cornerstones of the good relationship between management and representatives of employees. The majority 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, we comply with all applicable laws regarding freedom of association and collective bargaining, and respect local laws and regulations concerning labor relations as outlined in our Human Rights Policy, available on our sustainability website. Management believes that its relations with regional labor unions and employees are good.

The following tables provide information on the number of employees by geographical region and main category of activity. We acknowledge and respect all gender identities, understanding that individuals may identify as female, male, non-binary, or in various other ways. The gender data in the tables in this report are presented in the female or male format.

## Social

| | | | | 2023 | | | | 2022 |
|---|---|---|---|---|---|---|---|---|
| Employees by region | Female | Male | Total | Percentage | Female | Male | Total | Percentage |
| EMEA[1] | 1,800 | 1,652 | 3,453 | 57.9 % | 1,863 | 1,695 | 3,558 | 57.6 % |
| Americas | 609 | 720 | 1,329 | 22.3 % | 610 | 760 | 1,370 | 22.2 % |
| APAC | 595 | 590 | 1,185 | 19.9 % | 632 | 618 | 1,250 | 20.2 % |
| **Total employees** | **3,004** | **2,962** | **5,967** | **100.0 %** | **3,105** | **3,073** | **6,178** | **100.0 %** |
| Percent of total employees | 50.3 % | 49.6 % | | | 50.3 % | 49.7 % | | |

[1] As of December 31, 2023, one employee identified their gender as non-binary or chose not to disclose.

| | | 2023 | | 2022 |
|---|---|---|---|---|
| Employees by contract | Total | Percentage | Total | Percentage |
| Full-time employees | 5,625 | 94.3 % | 5,903 | 95.5 % |
| Part-time employees | 342 | 5.7 % | 275 | 4.5 % |
| **Total employees** | **5,967** | **100.0 %** | **6,178** | **100.0 %** |

| Employees by function | 2023 | 2022 | 2021 |
|---|---|---|---|
| Production | 28 % | 29 % | 30 % |
| Research & Development | 18 % | 17 % | 16 % |
| Sales | 37 % | 37 % | 37 % |
| Marketing | 6 % | 6 % | 6 % |
| Administration | 11 % | 11 % | 11 % |
| **Total** | **100 %** | **100 %** | **100 %** |

In 2023, the number of employees working in production decreased as business conditions continued to reset following the significant ramp-up of production during the COVID-19 pandemic when we employed workers for this specific need under limited time contracts.

Depending on local laws and customs, there are different types of employment ranging from long-term fixed contracts to temporary positions. In addition, part-time, full-time and temporary employees may have access to benefits that offer flexible time and programs for parents following childbirth and during schooling, for example. Refer to section Employee satisfaction and retention for additional information. In 2023, part-time employees represented 5.7% of our

## Social

workforce and temporary employees with a fixed-term work contract represented 7.3%.

We strive to foster an open-door workplace culture where employees can approach anyone. Employees may communicate openly with management or the Supervisory Board at any time regarding their working conditions without threat of reprisal, intimidation or harassment. We actively encourage continuous feedback through regular one-on-one discussions between our managers and their employees, meetings with our Human Resources colleagues, our Pulse Check employee surveys (discussed below), our manager specific 180° feedback process 'QIAlead' and through questions to the Executive Committee (EC) at our Town Halls, and by direct email.

### Employee attraction and development

#### Our approach

QIAGEN´s goal is to be the industry employer of choice by attracting, developing and retaining diverse top talent. Enabling a fair, respectful and inclusive work environment is embedded in our culture. To drive our economic performance and create value, we focus on building excellent teams with remarkable talents. To adapt in the competitive field of talent attraction, the global Talent Acquisition Policy has been revised in line with an improved Talent Acquisition Strategy to enhance the global overall recruiting process, the commitment to diversity and inclusion, our internal application processes, work with hiring agencies, and adherence to official regulations.

We strive to create a work environment that empowers and involves employees at all levels. In 2023, we continued our global QIAGEN EMPOWER cultural change initiative, originally launched in 2021 with voluntary ambassadors who actively facilitated discussions and practices around empowerment. The EMPOWER initiative aims at fostering inclusive networks and inspiring a culture of empowerment. The initiative also serves as a foundation for the professional and personal development of each employee. Our goal is to provide our employees with opportunities to develop, be venturesome, think and act long-term and, at the same time, motivate them to perform to the best of their ability with discipline, empathy and trust. We seek to inspire our people to grow so they have the right mindset and skills to thrive and achieve both professional and personal objectives. With our focus on performance management, employee, career and leadership development, we seek to foster effectiveness and performance. As anchored in our formal coaching guidelines, we empower every employee and encourage them to take on the responsibility for their learning and personal growth.

The talent, skills and passion of our employees are key to our success and value creation. The opportunity to develop personally and professionally is a core aspiration, both for employees who have recently joined QIAGEN and for those who have been with QIAGEN for quite some time. Our objective is to foster a learning culture that gives our employees the opportunity to develop their own unique career paths while collectively enhancing our ability to achieve our business objectives and secure a robust pipeline of talent to deliver on our long-term strategies.

#### Impact, risks and opportunities

We believe fostering a positive work environment with good working conditions and opportunities to develop a career will attract and retain more skilled and motivated employees. Enhancing training and career development increases employee satisfaction, employee performance and retention. In turn, increased retention helps to mitigate our exposure to risks associated with vacant positions, high turnover, and reduced productivity.

We expect a positive effect in the mid-term given our unique and solid employer brand and the implementation of a targeted talent attraction strategy. Throughout the year, actions were initiated and promoted that comprised two key approaches: to refresh the QIAGEN employer brand and to refine talent acquisition operations.

Additionally, training, skill and competency development are essential drivers for candidates in their decision to join a new employer. With our extensive career and leadership development programs, we provide the opportunity to be part of a motivated and efficient workforce. In developing and sharing best practices, we learn from each other across sites and continuously improve the way we act to foster a high-performing culture at QIAGEN.

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## Employee attraction

### Winning talents

The Employer Value Proposition currently under development will rest on three pillars (impacting our world, impacting our teams, impacting careers) and serve as the foundation for our long-term Talent Attraction Strategy. We will focus on the development of additional actions and measures which we plan to implement from 2024 onwards, including specific recruiting trainings, such as advanced interview technique and matters related to diverse communication panels. Given the importance of recruitment decisions to achieve our enhanced strategy, unconscious bias training will be a mandatory part of manager training in the coming year. The training has proven valuable in creating better communication, trust and cooperation across departments within an open-minded, inclusive and respectful culture.

In 2023, QIAGEN participated in multiple job fairs globally, for example, at the University of Manchester, U.K.; the Economic University in Wroclaw, Poland; the University of Michigan, U.S.; the Boston University, U.S.; the University of Maastricht, the Netherlands; the WHU – Otto Beisheim School of Management, Germany and at the *Deutsches Krebsforschungszentrum,* DKFZ (the German Cancer Research Center).

## Employee development

### Training and feedback

Employee development is vital for building capabilities and addressing current and future gaps. We provide diverse internal and external learning solutions, fostering competency and preparing employees for future roles. Our focus is on inspiring growth with quality tools and activities, nurturing the right mindset, behaviors, and skills. Training opportunities are offered through in-person and hybrid formats as well through QIAlearn, our global e-learning platform on which we deployed 1,300 training courses in 2023. Regular evaluations via surveys ensure program effectiveness.

Leadership behavior is assessed through the annual QIAlead 180° feedback process. The 2023 assessment indicated that an improved focus of managers to deliver continuous feedback to employees is required, reflecting that the benefits of a timely exchange will improve opportunities to share outcomes, recognize successes, learn from mistakes and leave comfort zones. A formal process addresses identified improvement areas.

In 2023, we piloted a 360° feedback process for newly promoted leaders, planning its implementation before promotion in 2024. This comprehensive view enhances workplace behaviors, aligning with our commitment to continuous improvement.

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### Development cycle: promoting strengths

Our global Performance Enhancement System (PES) guides regular one-on-one review sessions between employees and managers to discuss performance and career growth. It facilitates goal setting, competency assessment, and training needs identification. The lifecycle includes goal setting at the beginning of each year and mid-year development conversations where competencies are assessed and development plans established. PES discussions are mandatory and follow the principle of promoting strengths.

- Attract
- Identify
- Retain
- Develop





# Social

## Competency model for long-term success

In the QIAGEN competency model, we define key competences and skills for the long-term success of our fast-growing technology and knowledge-based company. In addition to individual professional expertise and background, we differentiate between:

- Core competences
- Entrepreneurial competences
- Leadership skills

In 2023, we offered over 20 training courses linked to the competency model. Our top five competency-based trainings last year were:

- Enhancing Communication for Success
- Basic Project Management
- Lateral Leadership
- Effective Leadership Communication
- Emotional Intelligence




QIAGEN mission, strategy and values

# Social

## 70:20:10 model for highest impact

QIAGEN's competency development approach follows the 70:20:10 model for learning and development, a highly successful industry practice that defines the optimal sources of learning with the highest impact on people. Based on the model, individuals obtain 70% of their knowledge from job-related experiences, 20% from interactions with others, and only 10% from formal training courses or programs.

## Global leadership development

QIAGEN continues to adapt to ongoing changes in the economy and the industry. While valuing our ability to be responsive and adaptive, we remain steadfast in preserving what QIAGEN stands for, protecting our core company values. Our leaders play an important part in helping this transformation across the workforce. The Global HR Learning & Development Team has focused on further elaborating the new Global QIAGEN Leadership Program, which will be fully deployed in 2024.

**70:20:10 model for learning and development**

70%
Daily work, Special project work, Specific tasks & responsibilities

20%
Coaching, mentoring

10%
Trainings



**On-the-job (70%)**

…means the development of competencies directly at the workplace or in response to the working activity itself.

**Near-the-job (20%)**

…means the development of competencies related to the workplace or to the working activity. These activities cover measures for (knowledge and experience) exchange with experienced colleagues and / or coaches and mentors.

**Off-the-job (10%)**

…means development of competencies outside the workplace or the corporation, separate from the actual duty of the job. This involves largely training as well as visits of conferences, trade fairs and / or congresses for expansion of knowledge, skills, or capabilities.

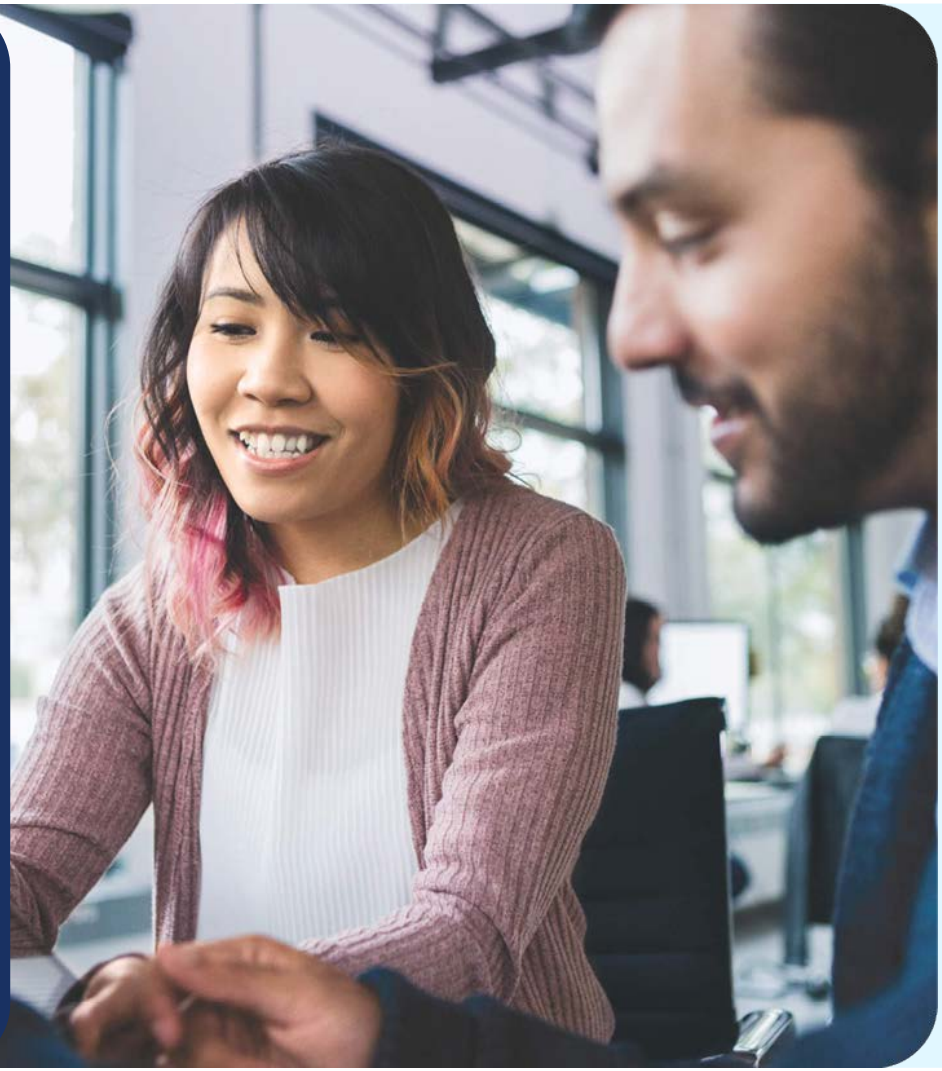
## Social

**QIAGEN EMPOWERING culture**

From diffusion to
Focus

From hierarchies to
Inclusive networks

From controlling to
Empowering



EMPOWERing our QIAGENers is the way to win

- DEVELOP
- VENTURESOME
- DISCIPLINE
- LONG-TERM
- GROWTH
- EMPATHY
- TRUST

## Social

The Leadership Program builds on the EMPOWER Leadership behaviors: Focus, Walk the Talk, Create Context for Success, Build Collaborative Networks.

The target-group-specific leadership learning portfolio provides leaders at all levels with the capabilities to coach and develop their own skills. Where employees are encouraged to be more autonomous, they are guided how to strengthen their responsibility for the respective individual learning process and assess their contributions to the success of our global company goals.

### Mentoring

We foster employee development through initiatives like our Mentorship Exchange program. This internal mentorship program pairs employees to advance each other's career goals through guided sessions. In 2023, we launched two programs, proving its effectiveness in unlocking career potential and fostering mentorship skills. Building on this success, we introduced the Mentorship Ambassador Program, offering selected participants further professional growth opportunities through a structured curriculum.

### Employee satisfaction and retention

We strive to be an Employer of Choice – a great place to work. Employees join QIAGEN, stay, and also return to QIAGEN because they know their work makes improvements in life possible. Employees feel they are treated fairly, they are listened to, they have opportunities to grow and develop, and they are empowered to make a difference.

We are committed to fair pay and have clear pay guidelines and job grading which are regularly updated based on market data. Pay decisions consider peer comparisons, and we adhere to transparency regulations, allowing employees to request salary information for gender comparison. We are currently developing a global equity measurement methodology to address pay equity issues comprehensively.

We also have frameworks in place for performance-based and share-based compensation, along with offering incentive programs for new ideas and innovation. While varying based on role and jurisdiction, the majority of the members of 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 serve 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.

Work-life balance is an important driver of creating and maintaining 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.

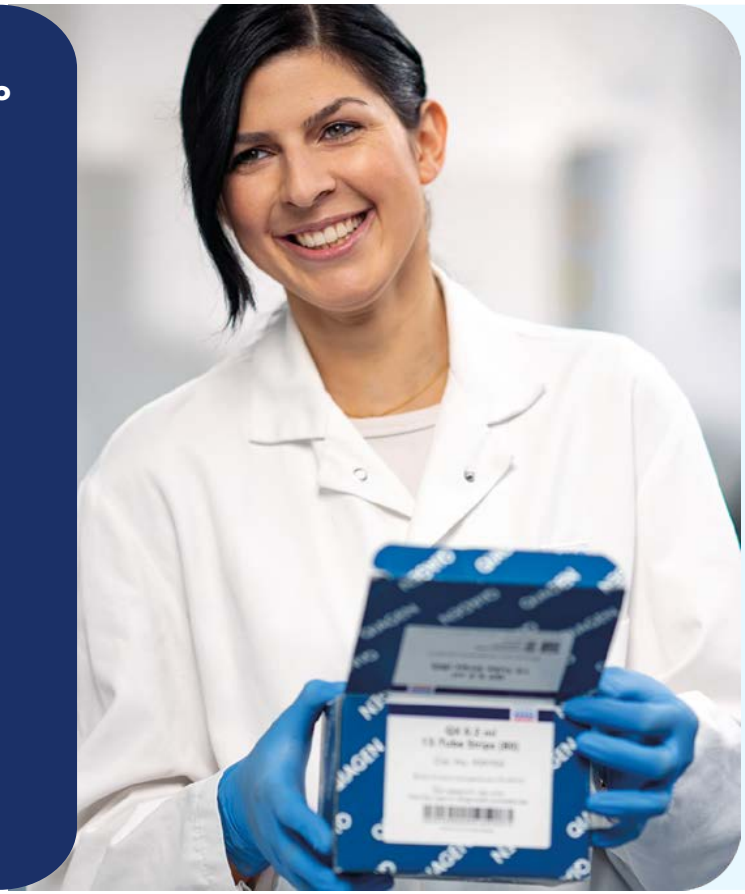
Our global remote working policy, QIAflex, sets a foundation for on-site and remote success and collaboration. It guides local site leadership in creating flexible work models for roles suitable for remote work, allowing eligible employees to work remotely up to 40% of the time.

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An essential component of our efforts to maintain a high level of employee satisfaction at work is our focus on employee well-being. We offer a wide range of measures and tools, from annual "health days" with free counseling, screening and medical check-ups to fitness opportunities. Since January 2023, Employee Assistance Programs (EAP) are available globally. For further details, refer to Promotion of employees' health under Occupational health and safety in this chapter.

To provide a snapshot of employee engagement levels within the organization, we deploy short, anonymous global engagement surveys called Pulse Checks. The findings from the Pulse Checks are used to help leaders focus on specific engagement topics. The September 2023 survey was completed with an employee participation rate of 79%, the highest ever since initiation of the annual surveys started in 2019. The results yielded an average score of 3.9 — on a scale of 1 (lowest) to 5 (highest) — across all areas of engagement.

**Our commitment to excellence also extends to our QIAGENers**



### QIAGEN – Great Place To Work

**UK**

top EMPLOYER UNITED KINGDOM 2023

**Germany**

top EMPLOYER DEUTSCHLAND GERMANY 2024

**Poland**

top EMPLOYER POLSKA POLAND 2024

**USA**

Great Place To Work. Certified NOV 2023-NOV 2024 USA

**Mexico**

Great Place To Work. Certificada DIC 2022 - DIC 2023 México

**Brazil**

Great Place To Work. Certificada Out/2023 - Out/2024 BRASIL

**Hong Kong**

Great Place To Work. Certified OCT 2023-OCT 2024 HKG

**Philippines**

Great Place To Work. Certified JUL 2023-JUL 2024 PH

**Taiwan**

Great Place To Work. Certified OCT 2023-OCT 2024 TWN

**China**

Great Place To Work. Certified OCT 2023-OCT 2024 CHN

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The questions take into account topics such as corporate values, engagement, recognition, learning and development, and ESG. This year, an open comment field was added to solicit specific insight from employees and allow for more detailed analysis, feedback and action plans by regions and Business Areas. Our latest results from feedback received suggest that we continue to reduce silo thinking across our business and ensure employees at all levels across our organization are empowered to make decisions.

We are encouraged that our efforts to be an employer of choice are successful given the recognition and designations collected throughout the year and around the globe. In 2023, our subsidiaries in Germany, United Kingdom and Poland were once again recognized as a "Top Employer" by the Top Employer Institute, a global authority on recognizing excellence in people practices. The "Top Employer" title is awarded after a formal process in which companies share detailed information on their HR practices, undergo an onsite review, and provide several employee interviews. Furthermore, our subsidiaries in the U.S., Brazil, Mexico, Hong Kong, Taiwan, China and the Philippines were once again recognized as a "Great Place to Work" in 2023. To earn this certification, at least 7 out of 10 employees must classify the company as a "Great Place to Work" in an anonymous survey. In addition, our subsidiary in the Philippines won multiple employer certifications in 2023, including "Asia Best Employer Brand Awards", while Greater China was named as "Best Workplaces Asia."

In 2023, total turnover declined for both total employees and employees in management roles, as identified in the table below.

| | 2023 | | 2022 | |
|---|---|---|---|---|
| Turnover | Headcount | Turnover | Headcount | Turnover |
| Total employees | 5,967 | 13.4 % | 6,178 | 14.1 % |
| Thereof employees in management roles | 678 | 8.3 % | 651 | 9.6 % |

# Social




5.1, 5.5

## Fostering diverse teams and equal opportunities

- ≥36% of leadership roles filled by women
- QIAGEN Diversity and Inclusion ambassador program
- Mentorship exchange with focus on culture and inclusiveness
- 5 QIAGEN communities established to foster inclusion

## Diversity & inclusion

At QIAGEN, we firmly believe that diverse teams are the cornerstone of our success. We recognize that a variety of perspectives, ideas and approaches foster innovation and drive our business forward. Our commitment to diversity and inclusion is steadfast, as we strive to cultivate an environment where every employee feels valued and empowered to contribute their unique talents and experiences.

Regardless of age, educational background, gender, sexual orientation, gender identity, nationality, ethnicity, veteran status, abilities, religion, or any other distinguishing characteristic protected by law, we are dedicated to providing equal opportunities for all. We firmly believe that diversity is not only a moral imperative but also a competitive advantage that propels us forward. Our Talent Acquisition Strategy focuses on identifying, recruiting and retaining the most suitable individuals for the job.

Central to our diversity and inclusion efforts is our Executive Council of Equal Opportunity (ECEO), a diverse body of volunteers from across the company, including executives, managers and individual contributors. This cross-functional council oversees our initiatives aimed at fostering diversity and inclusion within our organization.

The ECEO ensures that our policies, practices and procedures support the recruitment, retention, education and development of a diverse workforce that reflects the rich tapestry of society. With a minimum of six advisory board members and a minimum of four council members, the ECEO adopts a co-chair leadership structure accountable to an Executive Committee Sponsor. Together, they establish a comprehensive diversity strategy and implement action plans with clear timelines to achieve our diversity goals.

Aligned with our corporate objectives, the ECEO drives initiatives within each organizational area and sponsors programs such as the D&I Ambassador program and QIAGEN Communities. The D&I Ambassadors, comprised of employee volunteers, champion diversity and inclusion through various activities including hosting speakers, organizing trainings, and facilitating events.

Collectively composing the QIAGEN Communities, each of the five Employee Resource Groups (ERGs) focuses on a unique priority:

- Disability, mental health, and well-being through Thrive@QIAGEN,
- Parents and caregivers through QIAGEN Parents and Caregivers Community (QPACC),
- LGBTQIA+ through Pride@QIAGEN,
- Women through QIAwomen,
- Racial and Ethnic diversity through Mosaic.

Mosaic is the newest of the Communities, created and launched in November 2023. The creation of the community was the outcome of employee empowerment and supportive, collective interest across sites and encouraged by the success of the four other groups.

The QIAGEN Gender Diversity Policy was last updated in 2023. Read more about the policy under Diversity within the Managing Board and Supervisory Board in the Corporate Governance section of the Annual Report.

### Impact, risks and opportunities

We are committed to diversity in our teams as we recognize this fuels innovation and engagement with our customers and business partners, and is vital to an environment and culture that provides equal opportunity for success

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to all employees. We are sensitive to the fact that a lack of focus on diversity and inclusion in a workplace can lead to various repercussions and risks affecting the growth and profitability of an organization because of dissatisfaction or difficulties in attracting a diverse workforce. As such, we decided to create a new position in 2023 fully dedicated to our D&I ambitions. This position ensures that the activities around employee engagement, including D&I, have a clear focus and strategic accountability.

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 36% in 2023 (2022: 35%). This was achieved 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 it is our goal to achieve at least 40% of women in management in the mid-term in accordance with our Gender Diversity Policy.

| | 2023[1] | | 2022 | |
|---|---|---|---|---|
| Employees by age, gender and management roles | Female | Male | Female | Male |
| Under 30 years old | 461 | 302 | 584 | 395 |
| 30 to 50 years old | 2,061 | 1,960 | 2,063 | 1,984 |
| Over 50 years old | 482 | 700 | 458 | 694 |
| | **3,004** | **2,962** | **3,105** | **3,073** |
| | | | | |
| **Employees in management roles** | **243** | **435** | **226** | **425** |

[1] As of December 31, 2023, one employee identified their gender as non-binary or chose not to disclose.

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In October 2023, we were selected for the Belonging Builder Award from Mindr as one of a group of five companies out of 53. We earned this award for fostering welcoming, diverse, equitable and inclusive environments through our employee driven initiatives, reflected as well in our 2023 ISS ESG Prime rating.

We expressed our culture as an inclusive employer by participating in the Sticks and Stones, Europe's largest LGBTQIA+ Job Fair, in July 2023. In line with our initiatives, we are currently revising our global recruitment policy to prioritize and highlight diverse candidate pools and interview panels, ensuring a fair and inclusive hiring process. At the beginning of 2023, we updated our applicant system to offer more gender-inclusive options. In addition, we added a line to our interview invitation (virtual and in-person) encouraging participants to inform us about any suggestions for improvements in our interview participation process.

In striving towards greater gender inclusion at QIAGEN, in 2023, QIAwomen hosted more than nine 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, culminating on Orange Day. These gave participants the opportunity to exchange resources and, in the U.S., support a local charity for survivors of domestic violence. Launched in July 2022, QIAwomen has grown to approximately 380 members. For the second consecutive year, in 2023, 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. These principles are a result of collaboration between the UN Global Compact and UN Women, emphasizing the business case for corporate action to promote gender equality and women's empowerment.

Our commitment to diversity extends beyond cultural and gender diversity. For example, the Pride@QIAGEN community was launched in 2022 and was comprised of approximately 180 members at the end of 2023. 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, and Intersex People which builds on the UN Guiding Principles of Business and Human Rights. As a result of these initiatives, our U.S. subsidiary achieved all the criteria to earn a score of 100 and was recognized as a recipient of the 2023 Human Rights Campaign (HRC) Foundation's "Equality 100 Award: Leader in LGBTQ+ Workplace Inclusion."

In 2022, we further focused on disability and assessed targeted areas for improvement through a project team assembled as part of a leadership training program. The project team identified key areas for review such as hiring and retention strategies for onboarding candidates, improving information accessibility and visibility within QIAGEN, and extending our outreach in our local communities. In addition, in 2022 we piloted the Disability Index. During 2023, we have analyzed the results, created a Reasonable Adjustment Framework as a direct outcome, and plan to implement these findings during 2024. Internally, our Thrive@QIAGEN employee resource grew to approximately 210 members in 2023 and has hosted events and calls to action championing disability, well-being and inclusion in the workplace.

## Occupational health and safety

### Management approach/strategy

Safe workplaces and healthy employees are a top priority at QIAGEN. All employees are required to adhere to local and global health and safety procedures and practices. We place the health and safety of our employees above all other considerations and have introduced multiple measures to foster a serious culture of safety awareness. Our Global Environment, Health and Safety team (EHS team) oversees the conscientious implementation of global EHS policies and procedures. Our local EHS teams constantly manage and monitor site-specific occupational health and safety risks and activities.

Global processes include the implementation of a Global EHS Management system based on the ISO 45001 standard. The EHS management system aims

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to reduce health and safety risks, related injuries, illness and unplanned events within our business operations to minimize safety risks for employees. All employees, service providers and company-managed contractors are required to follow the standards and requirements in our EHS management system.

The processes of the Global EHS management system are also implemented at a local level for the QIAGEN facilities, taking into consideration local and international requirements. Local EHS teams at our facilities coordinate, manage and monitor site-specific occupational health and safety risks and hazards, including the management of permits and licenses, risk assessment analysis, accident reporting, and health and safety inspections.

ISO certification forms part of our strategy to drive and improve our safety performance. We achieved ISO 45001 certification in China for QIAGEN Shenzhen Co. Ltd in July 2023 and the Occupational Health and Safety Management System ISO 45001 certification for our Hilden, Germany site in March 2024. As a next step, our second largest manufacturing site in Germantown, Maryland, U.S. will start to prepare for certification in 2025.

### Impact, risk and opportunities

The EHS processes provide measures to address potential Health and Safety risks. Preventing employee absenteeism due to work-related injury or illness is essential to maintain productivity. Production stops or delays would increase costs and the likelihood of reputational damage. A healthy workforce is more motivated and committed, thus increasing productivity and providing for a more stable market position.

We monitor our health and safety performance using safety indicators including the number of safety accidents under categories: Medical Treatment (MT); Lost Work cases (LWC); Restricted Work cases (RWC); Transferred Work cases (TWC); Death (DT); Near misses; and Safety observations. Based on this information, we calculate the rate of lost work due to Days Away, Restricted and Transferred (DART), the Total Recordable Incident Rate (TRIR), and Lost Time Incident rate (LTIR). We use the U.S. based Occupational Safety and Health Administration (OSHA) criteria for recording and tracking safety accidents. This allows for standardization across many of our facilities located around the world and enables us to compare our performance against other international companies. Safety indicators are calculated from safety incidents that are reported, documented and investigated within our EHS Reporting portal.

The Health and Safety representatives can use this approach to run local initiatives. Our main manufacturing site ran a QIAttention campaign to raise awareness about incidents that occur due to slips, trips and falls. In 2023, Global Operations took action to increase awareness at our key manufacturing sites with the aim to ensure that any safety concerns, including near misses, were reported. The heightened awareness and attention resulted in an increase in the reported number of near misses and safety observations for 2023 and reduced the number of lost work day cases for the year by 63% compared to the prior year.

Health and Safety training needs are assessed at a local level and Health and Safety Training is provided during onboarding on the job and continuously throughout employment.

Professional safety officers at key manufacturing sites conduct safety walks. Our facilities have workplace arrangements to provide safe, healthy working conditions, processes for workplace risk assessments, scheduled fire evacuation routes, and emergency response plans to be able to respond to an immediate crisis and mitigate the risk of injury and damage.

All employees are required to report injuries and illness in the Global EHS Reporting Portal, and these submissions are investigated by EHS professionals at the facilities to determine the root cause and any corrective and preventative actions to prevent recurrence. All employees are required to adhere to the measures identified in occupational risk assessments and related workplace procedures, including emergency response plans. In addition, we encourage our employees to take an active role in establishing and maintaining health and safety standards by collaborating with leadership on health and safety committees.

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## Promotion of employees' health

We established a Global Benefit Council with the mission to achieve a global minimum level of benefits and to maintain a benefit program that improves employees' well-being and meets market standards while being financially sustainable. The global minimum benefits aims to address immediate needs that employees and their families might have, improve employee well-being and recognize commitment. One key benefit expanded in 2023 is the Global Employee Assistance Program, now available to all QIAGEN employees and their immediate families worldwide at no cost. Our employees can make use of a confidential, anonymous consultant service for any topic related to mental health and find support related to child and family care, health and lifestyle, legal and financial advice. This global service creates the opportunity for enhanced overall health and well-being of our employees. In addition to utilizing the services offered, employees have accessed webinars and written reference materials offered through the program at no cost. Through the reporting, we can monitor the areas where our employees need support and further develop and optimize our benefit offerings to mitigate non-work-related health risks. We regularly evaluate if there is an increasing demand for support in the field of mental health. This led, for example, to the appointment of mental health first aiders at our facility in the United Kingdom who serve as specific contacts for our employees who want to take advantage of their support.

Furthermore, on-site Human Resources (HR) and EHS personnel support our employees by providing access to non-occupational medical and preventative health services. These services differ among sites and are regularly reviewed to ensure they are in line with country practice and local specifics and may include:

- Medical health insurance, dental insurance, on-site medical doctors, check-ups, sight tests;
- Medical clearances for job assessments to assess the individual's capability to perform an assigned task;
- Access to treatment for work-related injury or illness;
- Flu and other applicable vaccinations, i.e. Hep B;
- Health and nutrition workshops or other events promoting health and self-care; and
- On-site sports facilities or reimbursement for such activities.

Additionally, as addressed under Employee satisfaction and retention in this chapter, our employees have access to flexible work arrangements and paid time off for volunteering, benefits that serve not only to enhance the health and well-being of the employee but also contribute to the well-being of their families and communities.

## Actions and data

For 2023, our corporate goal was to keep the number of recordable work-related lost workday cases (measured by Days Away, Restricted and Transferred, DART) below 0.9 /per 100 employees. The data for this metric during 2023 was collected monthly from 15 sites across all regions. The DART rate for 2023 was 0.43 and achieved the corporate goal. The DART rates are shown in the table below.

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| DART rate for key facilities (employees and contractors) | 2023[1] | 2022 |
|---|---|---|
| Total number of calculated work hours[2] | 7,942,278 | 7,987,934 |
| Total number of recordable work-related cases | 31 | 47 |
| Total number of recordable work-related cases that caused days away, restricted or transferred encountered | 17 | 33 |
| DART (per 100 employees)[3] | 0.43 | 0.83 |

[1] Safety data for 2023 includes one additional key site, QIAGEN Gdańsk.

[2] Total number of calculated work hours including employees, temporary workers and contractors.

[3] DART is calculated per OSHA methodology.

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 2023 and 2022, by region at key sites.

| | Total recordable incidents[1] | | Days lost due to injuries | |
|---|---|---|---|---|
| Reportable incidents and lost workdays for all | 2023[2] | 2022 | 2023[2] | 2022 |
| Total average headcount per month at key sites | 4,260 | 4,338 | 4,260 | 4,338 |
| EMEA | 26 | 39 | 106 | 275 |
| Americas | 5 | 6 | 11 | 38 |
| APAC | 0 | 2 | 0 | 0 |

[1] Recordable incidents include all work-related accidents excluding first aid cases.

[2] Safety data for 2023 includes one additional key site, QIAGEN Gdańsk.

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

## Social

| Safety indicators for full-time employees and temporary workers vs. contractors | Full-time employees and temporary workers 2023[1] | Full-time employees and temporary workers 2022 | Contractors 2023[1] | Contractors 2022 |
|---|---|---|---|---|
| Number of hours worked | 7,444,255 | 7,286,205 | 498,023 | 701,729 |
| Number of work-related fatalities | 0 | 0 | 0 | 0 |
| Number of work-related injuries including first aid cases | 158 | 163 | 20 | 22 |
| Rate of work-related injuries including first aid cases[2] | 4.24 | 4.47 | 8.03 | 6.27 |
| Number of recordable work-related cases[2][3] | 26 | 39 | 5 | 8 |
| Recordable incident rate[2][3] | 0.7 | 1.07 | 2.01 | 2.28 |
| Main types of work-related injuries and illnesses | Unsafe acts by people: inattention, exposed or in contact while handling lifting or carrying, slipping, tripping, falling | Slipping, tripping, falling, misbehavior, unsafe working procedures | Unsafe acts by people: contact with something fixed or stationary, inattention, hit by falling product/ machinery/equipment | Misbehavior, unsafe acts of people |

[1] Safety data for 2023 includes one additional key site, QIAGEN Gdańsk as of 2023.

[2] Rate of work-related injuries and recordable incident rate are calculated per OSHA methodology based on 200,000 working hours.

[3] Recordable incidents include all work-related accidents, excluding first aid cases.

**Social**

# Serving society

Making improvements in life possible is our vision. As a global provider of resources and tools in molecular testing, we continue to contribute to improving human health by ensuring communities around the world have access to our products and solutions. Our global reach extends to encompass public health organizations and commercial partners in more than 170 countries. We strive to provide innovative solutions to our customers and their patients by delivering high-quality products and modern technologies that enable new insights for scientific research, forensics, food safety and better informed treatment decisions.

## Quality and product safety

### Our approach to quality

QIAGEN stands for quality. Since the beginning of our operations in 1986, our products are manufactured and distributed in compliance with global regulatory requirements. Our processes are designed to set state-of-the-art usability standards and are verified and validated according to their intended purpose.

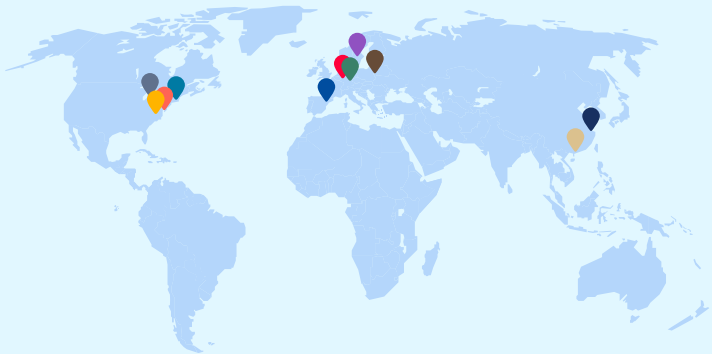
**Our approach to quality**

100%

Of manufacturing facilities are certified to ISO 9001 and/or ISO 13485 quality system standards




## Global certifications at manufacturing sites



**ISO 9001 and ISO 13485 Certified manufacturing sites**

- **Hilden,** Germany
- **Stockach,** Germany
- **Barcelona,** Spain
- **Vasteras,** Sweden
- **Germantown,** USA
- **Beverly,** USA
- **Ann Arbor,** USA
- **Frederick,** USA
- **Shenzen,** China
- **Shanghai,** China
- **Gdansk,** Poland

# Social

To achieve and maintain our high-quality standards, we established global quality management systems (QMS) in all our manufacturing facilities worldwide. These ensure consistent high quality as well as safe and effective medical devices. The QMS are certified according to ISO 9001, ISO 13485, Medical Device Single Audit Program (MDSAP), ISO 18385, and comply with European In Vitro Diagnostic Devices Regulation EU/2017/746 (IVDR) and U.S. FDA 21 CFR 820 and other applicable medical device standards around the world. Refer to the appendix Government Regulations in the Annual Report for further discussion of our regulatory environment.

All processes at QIAGEN are customer- and patient-oriented. Our activities are systematically and consistently integrated into cross-functional end-to-end processes. Based on collected insights and facts, reliable and sound information, and relevant measured data, we continuously monitor and improve our processes. This ensures the effectiveness and efficiency of our Quality Management System (QMS).

Important key performance indicators (KPIs) to measure the effectiveness of our QMS and our product quality are:

- First time right of our products manufactured
- Customer complaint rate, including trending and turnaround cycle times
- Supplier and internal corrective and preventive actions (CAPA), including the efficiency and the cycle times
- Recalls and medical device reports, including trending and timely completion
- Internal and external audits and inspections, including tracking of timely completion of observations

The processes around product quality are described in more detail in our global Quality Manual. All our employees receive regular training on quality-related topics.

Consistent product quality and customer satisfaction are strong reputational drivers. For more details regarding our customer perception, refer to Customer satisfaction in this chapter. Risk management is fully implemented in the quality management system. To ensure the quality of our products and solutions, we validate our manufacturing processes, and each manufactured lot is verified according to predefined specification prior to market release. We monitor product performance according to established procedures internally through trending and data analysis and in the market by assessing complaints and engaging in post-market surveillance.

Like other manufacturers, we are 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, all of our sites are subject to global procedures 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. Actions 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.

| QMS Certification | 2023 | 2022 | 2021 |
|---|---|---|---|
| Percent of certified manufacturing sites | 100 % | 100 % | 100 % |

| Audits and inspection | 2023 | 2022 | 2021 |
|---|---|---|---|
| External audit non-conformance rate (NC/audit man days) | <0.5 | <0.5 | <0.5 |
| Number of FDA warning letters | 0 | 0 | 0 |

| Recalls | 2023 | 2022 | 2021 |
|---|---|---|---|
| Number of recalls (U.S./EU FSCA) | 7 | 6 | 6 |
| Number of FDA Class I recalls | 0 | 0 | 0 |

# Social

## Chemical product safety

### Management of chemical product safety

Chemical product safety is our utmost priority. Our customers rely on us to develop products that are safe for people - product users and employees - and for the environment. The goal is to prevent any harm associated with hazardous chemicals from the use of our products and to reduce or avoid any current or potential environmental pollution. We work with our business partners to foster responsible practices among suppliers, to implement continuous improvement, and to support impact reduction starting at product design and development and throughout the life cycle of the products. To reduce the potential negative impacts of hazardous chemicals, the risks and opportunities are addressed in our global EHS (Environment, Health, and Safety) management system. It is accompanied by processes and procedures that define roles and responsibilities required to comply with national and international regulations. Furthermore, in late 2023, we established a Substance of Concern Program with the objective to identify, manage and understand the use of substances of concern within our product portfolio.

### Regulatory context

Global legal requirements on chemical product safety are abundant and continually changing. In particular, we monitor conformity with directives under REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and their counterpart in other regions, the Globally Harmonized System of Classification and Labelling (GHS) and the Dangerous Goods Regulations (DGR). All of these regulations compose the standards or specifications for marketability, product labelling, and for providing information to ensure safe product handling and transport. Changes in regulations could lead to adjustments of safety evaluations. The team of EHS Managers is responsible for tracking changes to the current legislation and monitoring emerging regulations. To ensure and monitor the compliance of our products, including automated system products, we use software configured to support supply chain communication and data evaluation. In addition, we rely on the use of Professional Regulatory insight services and typically acquire specific input from associations.

### Access to information and responsible marketing practices

We provide the necessary information to users of our products to handle and maintain the products safely. Our design and development processes include the generation of user instructions and marketing material for our products. Although we strive to develop products free of hazardous properties, the nature of our product lines generate an inevitable risk exposure to chemicals that are classified as hazardous or potentially hazardous to human health or to the environment. To ensure safe handling of products, we communicate the hazards via the product labels, in safety data sheets or in the accompanying Instructions for Use (IFUs). A safety data sheet is available for each product that contains chemicals by kit. The safety data sheet includes valuable information related to occupational health and safety, safe handling of chemical substances, and information and classifications for transport. It is provided in country- and language-specific formats on our webpage.

As with all companies in the medical device/In Vitro Diagnostic (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. For responsible marketing, 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 subject to an internal legal review via document controls before publishing.

### Safety along the value chain and evaluation of raw materials

We require our direct suppliers to comply with the conditions of the Supplier Code of Conduct. By working closely with our suppliers, we aim to ensure a high standard of chemical product safety along the entire value chain. Suppliers confirm their compliance with product-related statutory requirements by providing necessary certificates.

## Social

During the early phases of product development and product implementation, every raw material and formulation is evaluated with regards to their safety and impact on human health or the environment. This assessment is done in accordance with the international standard under UN Model Regulation on GHS as well as local chemical legal requirements. If necessary, testing is done on our products to understand and identify any potential safety, health and environmental hazard. Raw materials are subject to ongoing regulatory reviews to ensure continual compliance with product safety.

QIAGEN strives to reduce the use of substances of concern in products and has a procedure in place to support the efforts of reducing the use of substances of concern over a product's life cycle. Specifically, we maintain and reference a watch-list for "unwanted" chemical substances and prevent their use in product development.

### Customer satisfaction

#### Management approach

We are committed to continually improving our customers' experiences, taking into account their evolving needs and expectations. Since our products extend across different market segments, our customers have some common overlapping needs but also hold market-specific expectations for the use of our products and services. We strive to exceed customer expectations and establish trustful relationships that translate into customer loyalty, allowing us to best market our current and developing product portfolio across an established, diverse set of customers.

#### Identifying opportunities

To continually assess the satisfaction of our customers, we employ the Net Promoter Score (NPS) methodology to survey customers, analyze their feedback, resolve identified individual situations of dissatisfaction, and deduce and implement corrective actions to improve customer experience in future. The NPS is a market research metric that measures customer satisfaction by asking customers to rate the likelihood that they would recommend a company or a specific product. Respective NPS values can range from -100, indicating all customers were detractors and dissatisfied, to +100, indicating all customers were promoters and satisfied.

In 2023, we introduced a transactional Net Promoter Score (NPS-T) for customer care (ordering support) and tech service (technical product requests). Upon completion of an interaction with a customer, we sent out requests to the respective NPS-T survey via email and solicited customer feedback on their experience. All collected customer feedback was directly accessible by local country managers. They analyzed the collected responses and followed up immediately with customers who indicated they were not fully satisfied with the resolution of their requests. Based on the feedback we received, in the future, we will offer enhanced customer service features. In 2024, we will launch our web-chat option in additional countries outside of North America to offer even more timely solutions to the evolving requirements of our customers.

In 2023, the goal for NPS-T Service was set to be above 63. We achieved our goal as we reached 68.8 by the end of December 2023. Throughout 2023, we built a baseline for NPS-T Customer Care and we will set a minimum value target to be achieved for 2024 of 64.

In 2023, we additionally initiated our first Net Promoter Score – Relationship (NPS-R) survey to collect information about the overall state of the relationship between our company and our customers. It was conducted in five languages and captured a diverse set of customers from all business areas. The feedback from this initial 2023 NPS-R global survey was predominantly positive, emphasizing our participants' confidence in our product and service quality. For example, customers acknowledged our efforts towards sustainability, saying they were pleased with changes in packaging and product configurations. There was a general desire for increased in-person interactions post-COVID-19, reflecting the willingness to return to the visible level of attention and care that prevailed before the pandemic. Customers also highlighted factors such as ease of doing business, effective remote customer support and product-specific features as contributing to a positive experience with QIAGEN and supporting their recurring business. We anticipate finalizing and analyzing the results of this assessment during 2024.

# Social

To address our customers' expectations in the best possible way, we emphasize trainings for our sales force, with the goal of enhancing our abilities to understand customer needs, educate them about our solutions, and build lasting relationships. Through QIAlearn, we offer e-learning and instructor-led training courses to our sales professionals on various topics ranging from foundational knowledge to detailed product offerings.




3.3, 3b




## Our vision: Making improvements in life possible

- Development of research and diagnostic solutions to understand, treat and prevent diseases
- Collaboration with governments, public health authorities and customers to ensure availability of testing solutions

## Access to healthcare

### Management approach

Improving access to diagnostics remains one of the world's greatest healthcare challenges. Our vision of Access to Healthcare is to ensure that every person who may benefit from a QIAGEN testing solution has access to one, regardless of where they live in the world and regardless of their economic status or background. Our commitment to Access to Healthcare is focused on three pillars: Accessibility, Affordability and Collaboration, with special focus on therapeutic areas that disproportionately affect vulnerable populations, including elimination of Tuberculosis (TB), HIV, COVID-19, Human Papilloma Virus (HPV), and Monkeypox (MPOX), among other infectious and neglected diseases. As described in our Access to Healthcare policy, our Global Public Health Task Force (GPHTF) is the highest governing body, responsible for oversight of QIAGEN's Access to Healthcare strategy and objectives, including allocation of resources and overseeing project expansion in crucial regions. The GPHTF is composed of a diverse population of employees, with representation from each sales region encompassing APAC, EMEA, and the Americas. It also integrates members from every functional domain in Molecular Diagnostics, Life Sciences, and QIAGEN Digital Insights. While public health touches every region, particular consideration is given to Low and Middle-Income Countries (LMICs) where global health access pricing of our products is offered.

### Collaborations

We collaborate with public health laboratories, research and academic institutions around the world as part of our mission to enhance access to healthcare. Our role and contribution varies based on the project and may involve laboratory infrastructure and capacity building to support pandemic preparedness and response initiatives, local surveillance, and development of new tools for pathogen detection. One such collaboration launched in 2023 involved working with the Pasteur Network and Institut Pasteur at two of their sites in Dakar, Senegal, and Bangui, Central African Republic. As part of the collaboration, we donated over 500 QIAstat-Dx panels for Meningitis/ Encephalitis and MPOX surveillance at Institut Pasteur Dakar, and continued supporting Institut Pasteur Bangui with ongoing MPOX research from kits previously donated in 2022. The project in Bangui focused on detection of MPOX Clade I, inaugurated during a visit of the Minister of Health and a World Health Organization (WHO) delegation. Launching the collaboration was no small feat, with meticulous planning for equipment deployment and training.

In 2023, we expanded our support for a pilot project with the Malawi-Liverpool Wellcome Trust Clinical Research Programme for TB infection surveillance of pediatric populations. Additional QuantiFERON-TB Gold Plus tests and automation equipment were provided to increase the capacity for collecting and processing samples. An HPV screening project in El Salvador with Basic Health International was also expanded in 2023 with the delivery of additional careHPV testing assays and consumables.

In addition, as part of a research initiative, we shipped QIAprep&amp Viral RNA UM Kit materials to Institut Pasteur Dakar to validate an innovative molecular method for rapid and simple detection of Plasmodium spp. parasites using whole blood. This malaria detection method has several advantages over

## Social

conventional methods, including reduced dependence on skilled personnel, better performance at low parasitemia, and better handling of mixed infections and parasite mutations. Our collaborations with Institut Pasteur remain ongoing with the intention to further expand the collaboration to other sites within the Pasteur Network in 2024 and beyond.

### Humanitarian assistance and disaster relief

QIAGEN is committed to corporate social responsibility and believes in actively contributing to the communities we serve. In light of the ongoing war in Ukraine, QIAGEN has supported the Public Health Centre of Ukraine, a division of the Ministry of Health, with multiple product donations to address healthcare challenges and disruption to healthcare services caused by the war. Our donation included QuantiFERON-TB Gold Plus testing kits and instrumentation to diagnose Tuberculosis infections and control the spread of this deadly disease. The donation was coordinated through the United Nations Office for Project Services and the Global Drug Facility. To assist with the identification of missing persons and war crimes investigations, we provided a donation of human identification and forensic equipment to two public health laboratories in the country. In addition, working in collaboration with a non-governmental organization in Ukraine called "We Stand," we donated care HPV testing equipment and consumables to aid in the screening of HPV and the prevention of cervical cancer among women who have been displaced or affected by the ongoing war.

On September 10, 2023, a massive storm caused widespread flooding and destruction in Libya. According to UNICEF, the flooding killed more than 4,300 people with thousands more missing and displaced. To respond to the crisis, QIAGEN contacted representatives of the Libyan government and provided a donation of reagents and consumables to assist in the identification of missing persons and catalyze search and recovery efforts.

In addition to product donations that support healthcare services and laboratory infrastructure, QIAGEN also provided financial contributions to local Red Cross and Red Crescent Societies in response to international disasters. During the course of 2023, QIAGEN organized two global employee donation drives to raise funds for relief efforts in response to the earthquakes in Türkiye, Syria and Morocco, and the tragedy in Libya. These campaigns raised over $124,000 from employee donations and a QIAGEN contribution, which matched the employee donations dollar for dollar.

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### Tuberculosis

Tuberculosis (TB) is one of the world's leading infectious disease killers. In 2021, more than 1.6 million people died and another 10.6 million people fell ill from the disease, according to the WHO. Recognizing this, for over a decade, QIAGEN has undertaken a global effort to advance diagnostics for TB in low-resource, high-disease burdened countries.

Our QuantiFERON-TB Gold Plus (QFT-Plus) remains one of the most widely used tests for the detection of Tuberculosis with over 100 million tests distributed to over 130 countries around the world. We work closely with the World Health Organization, Stop TB Partnership Private Sector Constituency, and many other organizations involved in the fight to eliminate this deadly disease and raise awareness on the importance of TB infection testing in order to reach global elimination targets.

In 2023, we participated in the 2nd United Nations General Assembly High Level Meeting on Tuberculosis, delivering testimony on the importance of early detection and prevention of infection by cutting off the source of TB disease before transmission can occur. The meeting culminated in the adoption of a Political Declaration whereby Member States committed to find and treat 45 million people between 2023 and 2027 and mobilize an additional $5 billion annually by 2027 for TB research. QIAGEN's support for TB infection testing will be instrumental in reaching these targets.

In addition to supporting a global health movement, at the regional level, QIAGEN supported education and awareness for TB infection testing in rural First Nation indigenous communities in Canada and Alaska in 2023 through the QIAcommunities initiative. Since January 2023, QIAGEN has supported the Alaska Department of Health with numerous awareness-raising activities ranging from sponsoring free lunches and TB testing to podcasts and art contests for kids. In Canada, trainings were conducted for First Nation healthcare workers. Initial activities focused on Yukon and Northwest Territories, with plans to expand into Nunavut by the end of 2023 and into 2024.

QIAGEN's commitment to aid in eradicating TB did not go unnoticed. In 2023, QIAGEN was recognized by the Treatment Action Group as one of the leading private sector funders of TB diagnostics research during 2022. Importantly, we are proud to renew our commitment to pediatric TB R&D and be recognized as one of three corporations in the private sector investing more than $500,000 in pediatric TB research in 2021. 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.

## Social

**Providing Access to Healthcare**

- Accessibility
- Affordability
- Collaboration

## Projects



**Senegal + Central African Republic**

- Colaboration with the Pasteur Network and Institut Pasteur



**Malawi**

- Malawi-Liverpool Wellcome Trust Clinical Research Programme for TB infection surveillance of pediatric population



**El Salvador**

- HPV screening project with Basic Health International



**Ukraine**

- Humanitarian assistance: Public Health Centre of Ukraine
- Collaboration with We Stand NGO



**United States + Canada**

- QIAcommunities TB awareness and education program

## Projects in the Spotlight



- Senegal
- Central African Republic
- Malawi
- El Salvador
- Ukraine
- United States
- Canada

### Disease areas

| | |
|---|---|
| Meningitis/Encephalitis | Cervical cancer |
| Malaria | MPOX |
| Tuberculosis | HPV |
| HIV | COVID-19 |

# Ensuring business with integrity

As a publicly listed company with international operations, we are subject to regulations in various jurisdictions. Unethical behavior and non-compliance with laws and regulations has 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 is overseen by the Global Compliance Manager and the Compliance Committee. The Compliance Committee is responsible for our Corporate Code of Conduct and Ethics, which is updated annually, supplements specific policies for our employees, and meets the requirements of the SEC and the NYSE Listed Company Manual. The Code of Conduct and Ethics applies to all employees.

**Zero**
major data security incidents

**~8,000**
completed compliance training courses

## Governance




# Facts & figures

### Ethics in R&D

Global procedures for clinical studies in place (Declaration of Helsinki, GCP, ISO20916)

### Compliance

~8,000
online training modules completed

### Human rights

Our Human Rights Policy provides guidance on our relationships with customers, distributors, product use, employees and our supply chain.

### Data security

Zero
incidents
Processes are based on ISO 27001

### Sustainable supply chain management

New suppliers committed to our procurement standards

95%
of purchasing volume sourced from OECD countries

Conflict mineral inquiries for all direct suppliers

### Quality and product safety

94.5%
customer experience indicator score

0.09%
of products affected from a total of six recalls

**Governance**

# Ensuring business with integrity Compliance, anti-corruption and anti-trust

## Compliance program

As a publicly listed company with international operations, we are subject to regulations in various jurisdictions. Unethical behavior and non-compliance with laws and regulations has 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 is overseen by the Global Compliance Manager and 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, SEC Reporting, Clinical and Medical Affairs, and Trade Compliance.

The Compliance Committee is responsible for our Corporate Code of Conduct and Ethics, which is updated annually, supplements specific policies for our employees, and meets the requirements of the SEC and the NYSE Listed Company Manual. The Corporate Code of Conduct and Ethics applies to all employees including the chief executive officer, chief financial officer, the principal accounting officer or controller, and other persons performing similar functions. The full text of our Corporate Code of Conduct and Ethics can be found on our website, www.qiagen.com, on the Compliance page under Investor Relations.

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 Legal Framework for Sales and Marketing Activities Policy, which includes guidelines on various marketing activities such as samples, gifts, etc. All our compliance policies are available to employees via the intranet. Each policy includes a contact address and the invitation to comment or to ask questions.

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 several industry trade associations, such as AdvaMed (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.

## Risk management

We pay special attention to anti-trust and anti-corruption laws. Non-compliance with the related rules can expose QIAGEN and its involved employees to monetary and reputational damage and criminal charges. Conversely, compliant behavior will improve the trust in us held by our customers, employees and shareholders and enhance our reputation in the market. Our Compliance Committee annually analyzes related risks, including anti-competitive practices. The risk assessments are applied to the entire group. When evaluating the individual jurisdictions across each subsidiary, while we basically see a higher corruption risk in developing countries as per the Transparency International Corruption Perceptions Index, we have not identified any significant risks related to corruption in any of our operations.

Furthermore, the Legal Department closely monitors the evolution of the law to adapt our policies and training courses, if needed. QIAGEN targets 100% compliance, i.e. no occurrence of any incidents in these areas. During 2023, there were no significant issues of non-compliance with any laws or regulations and no fines were paid during the reporting period. Our specific anti-trust policy and anti-corruption policy support our commitment to ensure that we abide by the anti-trust 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

## Governance

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 a random selection of third parties, and ongoing monitoring.

### Compliance training courses

Our employees' awareness of compliance is shaped by regular in-person training courses held by external hosts as well as in-house legal and regulatory experts.

We also offer online courses to instruct and verify knowledge of policies for anti-trust and competition, bribery and corruption, conflicts of interest, data protection, gifts and entertainment, harassment, insider trading, reporting, and respectful communication. Online training is provided to all employees in nine languages and supported by multiple communication resources. All new employees are required to complete online training regarding the QIAGEN Corporate Code of Conduct and Ethics, and to confirm that they have read and understood the Code. Additional mandatory courses, including courses related to risks linked with job function, are customized to the specific area of responsibility. All employees in sales and marketing as well as upper management are required to complete trainings in anti-corruption and anti-trust laws on a regular basis. These basic training courses are followed by regular refresher courses with reassessment varying in frequency from quarterly to every three years depending on the course.

In 2023, our employees completed courses covering anti-harassment and discrimination, prevention of corruption and bribery, and business ethics. In addition, we keep employees informed on compliance topics through our intranet and regular updates via our internal communication platform Viva Engage and our quarterly Compliance Newsletter. During 2023, each employee was obliged to take cyber security trainings. Additionally, the majority of our management was obliged to take master data governance trainings, with this course offering extended to all new employees as well.

## Governance

| Compliance training courses | Number completed | Total time (hrs) | Average time (hrs) |
|---|---|---|---|
| | | | 2023 |
| Harassment and D&I by category:[1] | | | |
| Harassment - U.S. | 879 | 879 | 1.00 |
| Harassment - Non U.S. | 2,561 | 2,561 | 1.00 |
| Diversity & Inclusion | 388 | 279 | 0.72 |
| Anti-corruption and bribery[2] | 1,930 | 1,081 | 0.56 |
| Business ethics[3] | 2,158 | 1,273 | 0.59 |

[1] Includes Harassment, Sexual Harassment and D&I. Note D&I is mandatory in curriculum starting in 2022.

[2] Includes third-party training on anti-corruption and bribery

[3] Includes Code of Conduct course & handbook

### QIAintegrity Line

Our hotline for the good faith reporting of violations of the law or our compliance policies is in accordance with the applicable German Whistleblower Act (Hinweisgeberschutzgesetz), the U.S. Sarbanes-Oxley Act, and the listing standards of the NYSE. We follow a strict non-retaliation policy. Upon identification of a report, we diligently investigate all such complaints and 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 communicate questions or make suggestions for our Compliance Program.

In 2023, we updated our Whistleblower Policy to allow compliance- or audit-related complaints to be collected from outside the organization and not limited to only reports by employees. The new QIAGEN integrity line is accessible via the QIAGEN website. It is open for all persons or groups of persons who are directly or indirectly affected by human rights or environmental risks or violations within QIAGEN's own business area or within QIAGEN's supply chains.

Reported potential or actual violations and breaches will be forwarded to the Audit Committee of the Supervisory Board. A written or oral report can be submitted via the digital reporting system, with text available in 19 languages.

## Sustainable procurement

### Supplier structure

Our direct distribution network extends across more than 30 countries worldwide, and our sites are supported by a global supplier network that includes over 6,100 suppliers in more than 70 countries supplying resources such as chemicals and bioreagents, plastics, packaging materials, and other materials and services essential to our business. Currently, 95% of our overall purchasing volume comes from OECD countries.

## Governance

| Region of origin of suppliers | 2023 | 2022 |
|---|---|---|
| Europe | 62 % | 58 % |
| Asia | 5 % | 8 % |
| North America | 31 % | 27 % |
| South America | – % | 4 % |
| Australia | 2 % | 2 % |
| Africa | – % | 1 % |
| **Total** | **100 %** | **100 %** |

### New Supplier Code of Conduct

We strive to ensure that our quality standards, compliance with laws and regulations, as well as environmental and social standards, are observed along the entire value chain. QIAGEN expects the same high standards that it has set for itself as an organization from its suppliers. In 2023, we introduced our revised Supplier Code of Conduct. Acceptance of this code is an integral part of our terms and conditions. All suppliers are requested to commit to QIAGEN's Supplier Code of Conduct and to accept the human rights, environment and sustainability principles defined therein as a precondition for a contractual relationship with QIAGEN. Accepting our Purchase Orders is a confirmation of acknowledging our Code of Conduct.

The revised QIAGEN Supplier Code of Conduct refers to numerous obligations, and it safeguards fundamental human rights. In addition to the obligation to fully comply with applicable laws and other behavioral requirements, it includes:

### New QIAGEN Supplier Code of Conduct

- Standards to prevent corruption,
- Ethical standards in research and development,
- Fair trade and competition,
- Environmental, health and safety standards,
- Fair standards for wages, benefits and working hours,
- Freedom of association,
- Non-discrimination and fair treatment, and
- Standards for the sourcing of conflict materials.

We expect our suppliers to commit to respect human rights and environmental protection, to establish appropriate due diligence processes, and to pass these principles on to their own suppliers. The Supplier Code of Conduct is available online on our website, along with the QIAGEN Procurement Policy.

In alignment with the revision of the Supplier Code of Conduct, our internal procurement policy was updated in 2023. The policy applies to QIAGEN procurement activities globally and serves as the foundation to enable and ensure sustainable sourcing at QIAGEN.

With respect to the revised Supplier Code of Conduct, 100% of employees working in procurement completed training. Our compliance training program ensures that employees in the procurement organization understand our existing guidelines and policies and comply with them. The training is mandatory.

## Governance

### 2023 in sustainable procurement

In 2023, as well as in 2024, **ESG-related objectives** were integrated into the personal goals of all procurement employees.

**New Supplier Code of Conduct.** Internal procurement policy was updated in 2023.

**100%** of employees working in procurement completed training.

**80%** of total spend in 2023 was with suppliers with 1 environmental and 1 social goal.

The risk analysis for 2023 reflected that no suppliers under the **German Supply Chain Act** pose potential risks based on their location and transactions with QIAGEN.

Established a **Human Rights Committee**.



## Governance

### Supply chain management

The Global Procurement Team, situated across several countries, assumes a pivotal role in overseeing acquisitions and expenditures in our production cycle and across various other business functions. It provides the required strategic overall direction and informational foundation and enables efficient and effective operational execution. This includes defining, developing and realizing all relevant category and supply base strategies to execute and support global procurement and sourcing activities. The team is tasked with driving cost savings, investigating innovation, supporting ESG initiatives, securing availability of products and services, and ensuring compliance within the category.

Additionally it engages in spend, trend, and forecast analyses, and conducts quantitative reviews of price and market benchmarks. It also participates in the oversight and verification of the quality of procured goods and services by ensuring specifications adhere with business requirements.

Furthermore, our Head of Procurement serves as an ambassador to the Sustainable Procurement Pledge, an international non-profit organization for procurement professionals, driving awareness and knowledge on responsible sourcing practices.

In 2023, we continued to navigate through supply chain interruptions in a disruptive supply landscape. We took action to hedge against our exposure by employing a combination of long-term agreements and alternative sourcing activities in the short and mid-term. Our ability to engage this adaptive strategy allowed us to navigate the challenges during the year posed by the dynamic and unpredictable nature of the supply environment.

### Integrating sustainability throughout the value chain



## Governance

### Due diligence in the supply chain

#### Risk analysis

When working with suppliers, we apply a multi-stage selection process to minimize compliance, environmental and social risks in our supply chain. Suppliers are subject to a risk analysis covering environmental and social criteria based on their geographic location. To ensure the reliability of these criteria, we leverage information from reputable sources, including the MVO Netherlands platform, funded by the Dutch Foreign Ministry, and the Sustainable Development Goals Index in 2022 from the Bertelsmann Stiftung.

Effective risk management enables us to perform an assessment of human rights and environmental risks in our operating business with greater comprehension and prioritization, resulting in more efficient identification and integration of main risk areas. To date, this includes:

- regular risk assessment of existing suppliers and new suppliers during their onboarding process,
- review and analysis of results from the annual environment, health and safety risk workshops,
- understanding and integration of our experience in dealing with critical/ controversial business activities, incorporating the expertise of external human rights experts, and
- insights from dialogues with investors, NGOs, key opinion leaders and other stakeholders.

Our subsidiary in Hilden, Germany is subject to the German Supply Chain Act (*Lieferkettensorgfaltspflichtengesetz* or LkSG) as of January 1, 2024. The new law imposes extended due diligence requirements in the supply chain on QIAGEN. To effectively address the challenges of a sustainable supply chain and meet the regulatory requirements as well as our own ambitions, we refined our existing risk analysis and implemented various measures in 2023, including the establishment of a Human Rights Committee. Read more about its composition in the section Human rights in this chapter.

The risk analysis for 2023 reflected that no suppliers falling under the German Supply Chain Act pose potential risks based on their geographic location and their transactions with QIAGEN.

#### Direct suppliers

As a general principle, our suppliers have to commit to our Supplier Code of Conduct and the embedded human rights and environmental principles, and to adhere to these principles in their supply chain. As part of this commitment, our direct suppliers are obliged to allow us to conduct audits.

Each new supplier is required to complete a questionnaire that collects information on specific human rights and environmental risk, as well as aspects of safety, quality and cyber security. We plan to extend the questionnaire to existing suppliers during 2024 through an electronic survey administered by the cloud-based tool we use to onboard our suppliers. For registered suppliers, we regularly track potential incidents with media checks via the same system.

The effectiveness of our prevention measures is reviewed by our Human Rights Committee annually, or on an ad hoc basis as needed.

#### Supplier assessment and audits

We conduct comprehensive assessments as part of our supplier selection process. All direct strategic suppliers with a critical impact on the value of our supply undergo this assessment. Among other things, the assessment is based on the following criteria: quality management, future supply strategies, financial stability, embargoes, and risks of natural disaster. In 2023, this process was adapted to leverage criteria in line with the evolving compliance regarding environmental and social risks. We collect the relevant data for the assessment via a submitted questionnaire or when assessing the suppliers directly on site during a visit. In 2024, we anticipate more than 20 site visits. If suppliers fail to fulfil all criteria, we reserve the right to refrain from future cooperation.

For all direct suppliers that we define as critical, quality audits are conducted on site at least every three years on a case-by-case basis. We document all audit findings and share the results with the audited suppliers. In case of non-conformity with quality processes, we deliver corrective actions to the supplier

## Governance

and continually follow-up until effective implementation adheres to expected quality standards. Beginning in 2024, ESG-related topics will be incorporated into procedures evaluating quality processes.

For the onboarding of new suppliers, we use a cloud-based tool with automated and optimized due diligence processes. Moreover, we utilize this system to continuously monitor documentation data and performance-related criteria of registered suppliers, as well as to track the progress of the risk assessments. We anticipate that this tool will also help us achieve our supply chain-related climate target we have committed to under the SBTi, as discussed in the Environment chapter under Minimize carbon footprint.

### Preventive measures

#### Competency and awareness

In 2023, as will also be the case in 2024, ESG-related objectives were integrated into the personal goals of all procurement employees. Beginning in 2024, new and mandatory employee training courses regarding sustainability and human rights in the supply chain were introduced. Furthermore, internal quality processes will be extended as Global Procurement will report on local environmental and human rights protection laws in connection with audits commencing in 2024.

#### Partnerships with suppliers

In addition to assessments and audits, we engage in strategic partnerships with suppliers. In these partnerships, we work collaboratively on joint projects, events, training courses, and other shared commitments. In general, it is our goal to strengthen ongoing partnerships with our suppliers, for example by aligning our ecological and social goals. During our Strategic Supplier Meetings in 2023, we further intensified the cooperation with our suppliers by sharing our SBTi commitments and guidance on the emission reduction goals. In order to enable our suppliers to reduce their emissions as well, we analyzed their maturity levels and provided information packages or further direct communication. Our commitment to sourcing from suppliers having at least one environmental and one social goal reached 80% of our total spend in 2023. In 2024, we aim to expand our reach and include more suppliers.

### Remedies

If we become aware of potential or actual violations and breaches of the LkSG or our Supplier Code of Conduct, communicated for example through the QIAintegrity Line, we will take immediate corrective action. In a first step, any report is anonymously forwarded to the Compliance Team, which then reviews the report with the appropriate teams.

With regard to violations due to our own business operations, we will take remedial measures to correct identified violations and prevent future violations.

In the case of (imminent) violations involving direct suppliers, we will develop a corrective action plan with the affected suppliers and monitor its implementation, provided that the business relationship is to be continued. In the case of indirect suppliers, in the event of substantiated knowledge of a (threatened) violation, we will develop a process for the prevention and termination of human rights or environmental violations, and ensure its implementation.

We reserve the right to terminate a business relationship in accordance with the requirements of the LkSG, including in exceptional cases:

- serious violations of the law,
- no remedy through implemented measures after the specified time has expired,
- no alternative options identified and our ability to exert influence does not appear promising.

### 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. Conflict minerals comprise 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, 2023, on Form SD on May 31, 2024, and will provide updated disclosure to the Securities Exchange Commission as required.

## 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 relationships with customers, employees and in our supply chain. Our Human Rights Policy can be found on our sustainability webpage. Further, beginning in 2024, we published a General Declaration on our Human Rights Strategy in accordance with the German Due Diligence Supply Chain Act (QIAGEN compliance webpage).

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 with the U.K. Modern Slavery Act 2015.

Management of our human rights issues lie within different departments depending on the subject area, but may involve Legal Affairs and Compliance, Human Resources, Procurement, Sales and/or ESG. Our review of potential compliance matters with respect to human rights violations applies a risk-based approach. Our review takes into account that our global operations can be classified as based in either administrative, research and development, manufacturing or sales. 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 for overseeing 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. In 2023, we established a Human Rights Committee. The Committee is comprised of the Vice President Procurement, the Head of ESG Strategy & Impacts Programs, and the Head of Legal Affairs and Compliance. It is responsible for ensuring the implementation of human rights due diligence measures. Please refer to section Sustainable procurement in the Governance chapter to learn about the risk management of supply chain.

## Business ethics

### Management of ethical matters

As a global leader in in vitro diagnostics, we acknowledge the critical importance of bioethics in guiding our research, development, and clinical practices. Our recently developed bioethics policy outlines our commitment to ethical integrity across all facets of our operations. Our established Bioethics Committee, led by the Chief Medical Officer, operates within the broader structure of the Compliance Committee. This arrangement ensures comprehensive ethical oversight, with regular meetings to review and update our policies in response to new ethical challenges and scientific advancements.

The integration of our Bioethics Committee within the Compliance Committee ensures a comprehensive approach to ethical decision-making. This collaborative model fosters cross-functional dialogue and enhances our ability to effectively address complex ethical dilemmas. Our stakeholder engagement strategy involves regular dialogue with patients, healthcare providers, regulatory authorities, and other key stakeholders. This engagement helps us to

## Governance

refine our policies and practices, ensuring they are responsive to diverse perspectives and the evolving landscape of healthcare and diagnostics.

### 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.

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 (WMA) to guide medical research, formally entitled WMA Declaration of Helsinki – Ethical Principles for Medical Research Involving Human Subjects,
- The International Conference on Harmonization and national Good Clinical Practice (GCP) guidelines,
- Standards under ISO 20916: In vitro diagnostic medical devices — Clinical performance studies using specimens from human subjects — Good study practice.

All investigators and staff involved in studies must be suitably qualified for their role. They are required to have a current GCP certification (renewed biannually) which demonstrates training in the ethical conduct of clinical trials with human participants. Eligible studies must be approved by ethics committees or the Institutional Review Board prior to initiation, and if required, have the appropriate regulatory approvals from authorities in the country in which the study is being conducted. Study sites require proof of qualifications before participating in a study to ensure compliance with all relevant regulations, including financial disclosures and suitability of the principal investigator and site staff. Study master files are compiled to ensure full recording and monitoring of the study, which may be subject to audit by relevant authorities.

We use residual (left-over) patient samples whenever possible in our studies, minimizing the need to actively collect new samples from patients. Where active participation by volunteers in studies is needed, we obtain informed consent by providing them with a comprehensive overview of the study including its risks and benefits and alternative options for the patient, in accordance with best practices.

Appropriate guidelines, such as ISO 20916, 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 are generated, while minimizing the risk to volunteers.

Through our clinical and medical monitoring, we oversee study and patient risks and 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 while conducting studies are kept confidential in accordance with all applicable laws and regulations. All volunteers are issued 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 clinical diagnostic tests, we undertake to:

- register relevant studies on www.clinicaltrials.gov, a resource provided by the U.S. National Library of Medicine and,
- publish studies in peer-reviewed publications in an anonymized fashion.

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### 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 UN 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 end-users of our products, nor can we control the use of our products by end customers.

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 the identified countries and could not confirm that any such practices were performed with our products.

To further mitigate this risk, we now require our distributors to sign 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.

### Animal testing

QIAGEN does not conduct any animal testing or related research activities. However, we procure raw materials for some of our products from suppliers that potentially may conduct animal testing and / or research as stated in CIoMS (Council for International Organizations of Medical Sciences). Rules are in place within our Supplier Code of Conduct (available on our QIAGEN website) to ensure responsible actions. These rules request that suppliers conduct testing and research activities in line with the guidelines of international organizations such as the Association for the Assessment and Accreditation of Laboratory Animal Care (AAALAC).

### 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. Our solutions are used in almost every laboratory conducting CRISPR and other gene modification techniques. 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 that have issued cautionary guidelines, namely the American Society of Human Genetics and the European Society of Human Genetics.

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. We strongly agree with the moratorium and require 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 Affairs and Compliance in accordance with our policy on Ethical Issues in Gene Typing.

**Governance**

# Data and cyber security

Considering the increasingly challenging cyber threat landscape, the realities of a remote workforce and our steadily progressing digitalization efforts, cyber security remains an important topic for our organization. We have made investments to improve the cyber-resilience of our organization, products and services. Preserving the trust of our customers, partners and employees is our goal.

Despite our security measures, the risk of data breaches remains. Potential incidents can have severe ramifications including financial loss, reputational damage, and legal penalties. Cyber-attacks, such as ransomware, can cause significant operational disruptions, impeding the timely delivery of services and products and potentially impacting our commitments to our stakeholders. We are aware that some of the data we are processing, if leaked, may harm the trust of the general public, our partners and customers. Our cyber security program, therefore, aims to implement robust measures ensuring the confidentiality, availability and integrity of critical data and services.

Our cyber security efforts are based on the ISO 27001 standard and incorporate the Information Security Forum "Standard of Good Practice for Information Security." 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 multiple times a year.

To facilitate information and knowledge exchange, QIAGEN has joined well-known industry and governmental cyber security communities like the Information Security Forum (ISF), Allianz für Cyber-Sicherheit and Health-ISAC. Our Cyber Security Team consists of members with varying professional, educational, cultural and industry backgrounds, as well as a balanced mix of technical and managerial skills. We encourage and support our cyber security employees to further develop their skill set and participate in relevant security industry and community activities.

Our cyber security program considers 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 our Cyber Security Council and Compliance Committee procedures. These policies and guidelines are applicable to all employees and are available on our intranet. Furthermore, we offer employees mandatory training during which we carry out knowledge checks to ensure that the content was understood by the trainees.

QIAGEN has a high cyber security awareness culture. For our mandatory cyber security awareness training, we have, on average, approximately 85% of our staff worldwide successfully complete the training and we are actively working on increasing this completion rate further. We also conduct regular 'phishing' simulations, providing all staff members with an opportunity to interact in a safe manner with up-to-date phishing threats as observed from real threat actors. We offer frequent awareness webinars and workshops on important security topics, including new phishing trends, as well as role-specific trainings. In addition, the cyber security team regularly conducts incident response exercises to evaluate the organization's established procedures, including an analysis of each applicable incident response stage.

We are monitoring our organization’s externally exposed assets and services (Attack Surface Monitoring), as well as information exposure (Dark Web Monitoring) to identify blind spots and potential weaknesses. Our vulnerability management program covers our global networks, digital workplaces and corporate cloud environments. We are working with Council for Registered Ethical Security Testers (CREST) certified partners to conduct regular, at least annual, security assessments of our global infrastructure. We further engage with external partners as needed to utilize their expertise for advanced security assessments. Cyber security risks are considered in the context of our Enterprise Risk Management

**Governance**

# Tax

## Tax accountability, governance and compliance

We are committed to conducting 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.

Tax is part of our corporate governance and is supervised by the 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 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 management

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 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.

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.

## 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.

# Governance

## 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.

## 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 Annex of this report. The following information is based on U.S. generally accepted accounting principles (GAAP), which is underlying to the CbCR filing in the Netherlands.

| | | | | 2023 | | | | 2022 |
|---|---|---|---|---|---|---|---|---|
| (in thousands, except headcount) | EMEA | Americas | APAC | Total | EMEA | Americas | APAC | Total |
| Headcount | 3,453 | 1,329 | 1,185 | **5,967** | 3,556 | 1,372 | 1,250 | **6,178** |
| Income tax paid[1] | $40,303 | $38,320 | $3,786 | **$82,409** | $85,996 | $28,326 | $6,154 | **$120,476** |
| Related party revenues | $1,762,690 | $919,287 | $36,132 | **$2,718,109** | $2,239,637 | $827,477 | $28,534 | **$3,095,648** |
| Profit before income tax for CbCR | $169,685 | $235,364 | $2,272 | **$407,321** | $234,848 | $240,534 | $21,930 | **$497,312** |
| Tangible assets | $916,116 | $360,630 | $79,186 | **$1,355,932** | $798,317 | $344,754 | $86,125 | **$1,229,196** |

## 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 2023, we received government grants in the amount of $4.4 million (2022: $2.4 million). At December 31, 2023, we did not carry any liabilities related to government grants.

# 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 environmentally 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

The EU Taxonomy distinguishes between two levels: Taxonomy-eligibility and Taxonomy-alignment. Beginning in 2023, all six environmental objectives need to be considered. For the first two environmental objectives (climate change mitigation and climate change adaptation) Taxonomy-eligibility and -alignment reporting is required. For the remaining four environmental objectives, only a reporting about Taxonomy-eligibility is required.

According to Article 8 of the Taxonomy-Regulation, in conjunction with the Delegated Acts for the reporting year 2023, key figures on turnover, operational and capital expenditures are to be reported for Taxonomy-eligible and Taxonomy-aligned economic activities. 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 the technical screening criteria and minimum safeguards.

The technical screening criteria are composed of the substantial contribution criteria and the do no significant harm criteria:

- Substantial Contribution: Companies must meet defined technical requirements, for example regarding the level of CO2 emissions of an economic activity.
- Do-No-Significant-Harm (DNSH): Companies must ensure that the contribution to one of the six environmental goals does not do significant harm to the environmental objectives. 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, an approach is set at the corporate level for every activity 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 (OECD MNE Guidelines)

We did not collect evidence for the fulfillment of the Minimum Social Safeguards for 2023 and will use a fit-gap-analysis for the Minimum Social

## EU Taxonomy

Safeguards to prove the fulfillment of the Minimum Social Safeguards for 2024 in line with the updated OECD guidelines with the aspect of Science, Technology and Innovation.

### 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. The Environmental Delegated Act was adopted in June 2023 during a comprehensive workshop where the business activities of the four new environmental objectives were assessed. Still, none of the listed economic activities, neither from the Climate Delegated Act nor from the Environmental Delegated Act, 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:

6.5 Transport by motorbikes, passenger cars and light commercial vehicles

7.3 Installation, maintenance and repair of energy efficiency equipment

7.5 Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings

All activities which QIAGEN defined as Taxonomy-eligible are allocated to both climate-related environmental objectives. As for QIAGEN's actions in context with the respective activities, since no adaptation to climate change can be derived, this environmental objective is excluded. Next to climate change mitigation, the economic activity of Installation, maintenance and repair of energy efficiency equipment could contribute as well to the environmental objective circular economy. We consider this activity rather contributing to Climate Change Mitigation than to Circular Economy. The emphasis of building and renovating buildings is energy efficiency. We have not identified any building projects specifically dedicated to Circular Economy. With that, none of our taxonomy-eligible activities contributes to more than one environmental objective.

We use our internal reporting systems to assess defined KPIs and document them under standardized data queries to the extent possible, structuring the format to ensure we are not double-counting our economic activities when calculating turnover, CapEx, and OpEx.

We disclose the three KPIs below in adherence with Annex II of the Disclosure Delegated Act and also address the role of nuclear and gas activities as required under the Complementary Delegated Act of the EU Taxonomy.

### 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 shown in the Consolidated Income Statements and information provided in Note 4 "Revenue" in the IFRS Annual Report (available on our website). As QIAGEN's material, revenue-generating economic activities are not covered by the EU Taxonomy Regulation, the share of Taxonomy-eligible and Taxonomy-aligned revenues is 0%.

## EU Taxonomy

QIAGEN reports the following for 2023:

| Fiscal Year N | | 2023 | | Substantial Contribution Criteria | | | | | | DNSH (Does Not Significantly Harm) criteria | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Economic activities (1) | Code (a) (2) | Turnover (3) | Proportion of Turnover, year N (4) | Climate Change Mitigation (5) | Climate Change Adaptation (6) | Water (7) | Pollution (8) | Circular Economy (9) | Biodiversity (10) | Climate Change Mitigation (11) | Climate Change Adaption (12) | Water (13) | Pollution (14) | Circular Economy (15) | Biodiversity (16) | Minimum Safeguards (17) | Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year N-1 (18) | Category enabling activity (19) | Category transitional activity (20) |
| | | kUSD | % | Y/N N/EL[a] | Y/N N/EL[a] | Y/N N/EL[a] | Y/N N/EL[a] | Y/N N/EL[a] | Y/N N/EL[a] | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | % | E | T |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | |
| n/a | n/a | | | | | | | | | | | | | | | | | | |
| Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | | | | | | | | | | | | | | | | | | |
| A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | |
| | | | | EL; N/EL[b] | EL; N/EL[b] | EL; N/EL[b] | EL; N/EL[b] | EL; N/EL[b] | EL; N/EL[b] | | | | | | | | | | |
| n/a | n/a | | | | | | | | | | | | | | | | | | |
| Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | | | | | | | | | | | | | | | | | | |
| A. Turnover of Taxonomy eligible activities (A.1+A.2) | | | | | | | | | | | | | | | | | | | |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | |
| Turnover of Taxonomy- non-eligible activities | | 1,965.3 | 100 % | | | | | | | | | | | | | | | | |
| Total | | 1,965.3 | 100 % | | | | | | | | | | | | | | | | |

[a] Y - Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective; N - No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective; EL - Taxonomy eligible activity for the relevant environmental objective; N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective

[b] EL – Taxonomy-eligible activity for the relevant objective; N/EL – Taxonomy-non-eligible activity for the relevant objective.

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

## EU Taxonomy

### 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 as shown in the Consolidated Statements of Cash Flows and included in Note 10 "Property, Plant and Equipment" in the IFRS Annual Report (available on our website). 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 do not report Taxonomy-eligible or Taxonomy-aligned turnover but 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, minimum 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.

For individual measures as listed in categories 6.5, 7.3 and 7.5, QIAGEN must also prove compliance with selected 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. Additionally, QIAGEN is currently in the process of collecting evidence for the fulfillment of the minimum safeguards.

## EU Taxonomy

QIAGEN reports the following for 2023:

| Fiscal Year N | | 2023 | | Substantial Contribution Criteria | | | | | | DNSH (Does Not Significantly Harm) criteria | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Economic activities (1) | Code (a) (2) | CapEx (3) | Proportion of CapEx, year N (4) | Climate Change Mitigation (5) | Climate Change Adaptation (6) | Water (7) | Pollution (8) | Circular Economy (9) | Biodiversity (10) | Climate Change Mitigation (11) | Climate Change Adaption (12) | Water (13) | Pollution (14) | Circular Economy (15) | Biodiversity (16) | Minimum Safeguards (17) | Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year N-1 (18) | Category enabling activity (19) | Category transitional activity (20) |
| | | kUSD | % | Y/N N/EL[a] | Y/N N/EL[a] | Y/N N/EL[a] | Y/N N/EL[a] | Y/N N/EL[a] | Y/N N/EL[a] | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | % | E | T |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | |
| n/a | | | | | | | | | | | | | | | | | | | |
| CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | | | | | | | | | | | | | | | | | | |
| A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | |
| | | | | EL; N/EL[b] | EL; N/EL[b] | EL; N/EL[b] | EL; N/EL[b] | EL; N/EL[b] | EL; N/EL[b] | | | | | | | | | | |
| Installation, maintenance and repair of energy efficiency equipment | 7.3 | 40.0 | 0.02% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0.7% | | |
| Installation, maintenance and repair of instruments and devices for measuring, regulation and controlling energy performance of buildings | 7.5 | 78.9 | 0.04% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | —% | | |
| Transport by motorbikes, passenger cars and commercial vehicles | 6.5 | 670.1 | 0.35% | EL | N/EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 3.2% | | |
| CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | 789.0 | 0.41% | 100% | | | | | | | | | | | | | 3.9% | | |
| A. CapEx of Taxonomy eligible activities (A.1+A.2) | | 789.0 | 0.41% | 100% | | | | | | | | | | | | | 3.9% | | |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | |
| CapEx of Taxonomy- non-eligible activities | | 192,923.9 | 99.59% | | | | | | | | | | | | | | | | |
| Total | | 193,712.9 | 100 % | | | | | | | | | | | | | | | | |

[a] Y - Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective; N - No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective; EL - Taxonomy eligible activity for the relevant environmental objective; N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective

[b] EL – Taxonomy-eligible activity for the relevant objective; N/EL – Taxonomy-non-eligible activity for the relevant objective.

## EU Taxonomy

### 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, and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment by the undertaking or third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets.

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 (Commission Notice 19 December, 2022, question 13), the operating expenditures as defined according to the Taxonomy Regulation are not material for QIAGEN's business model. The total value in the OpEx denominator is 1.8% of the total operating costs and is therefore classified as immaterial. The Taxonomy-eligible or Taxonomy-aligned 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%.

## EU Taxonomy

QIAGEN reports the following for 2023:

| Fiscal Year N | | 2023 | | Substantial Contribution Criteria | | | | | | DNSH (Does Not Significantly Harm) criteria | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Economic activities (1) | Code (a) (2) | OpEx (3) | Proportion of OpEx, year N (4) | Climate Change Mitigation (5) | Climate Change Adaptation (6) | Water (7) | Pollution (8) | Circular Economy (9) | Biodiversity (10) | Climate Change Mitigation (11) | Climate Change Adaption (12) | Water (13) | Pollution (14) | Circular Economy (15) | Biodiversity (16) | Minimum Safeguards (17) | Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year N-1 (18) | Category enabling activity (19) | Category transitional activity (20) |
| | | kUSD | % | Y/N N/EL[a] | Y/N N/EL[a] | Y/N N/EL[a] | Y/N N/EL[a] | Y/N N/EL[a] | Y/N N/EL[a] | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | % | E | T |
| A. TAXONOMY-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | |
| A.1. Environmentally sustainable activities (Taxonomy-aligned) | | | | | | | | | | | | | | | | | | | |
| n/a | n/a | | | | | | | | | | | | | | | | | | |
| OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1) | | | | | | | | | | | | | | | | | | | |
| A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) | | | | | | | | | | | | | | | | | | | |
| | | | | EL; N/EL[b] | EL; N/EL[b] | EL; N/EL[b] | EL; N/EL[b] | EL; N/EL[b] | EL; N/EL[b] | | | | | | | | | | |
| n/a | n/a | | | | | | | | | | | | | | | | | | |
| OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2) | | | | | | | | | | | | | | | | | | | |
| A. OpEx of Taxonomy eligible activities (A.1+A.2) | | | | | | | | | | | | | | | | | | | |
| B. TAXONOMY-NON-ELIGIBLE ACTIVITIES | | | | | | | | | | | | | | | | | | | |
| OpEx of Taxonomy- non-eligible activities | | 13,848.1 | 100 % | | | | | | | | | | | | | | | | |
| Total | | 13,848.1 | 100 % | | | | | | | | | | | | | | | | |

[a] Y - Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective; N - No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective; EL - Taxonomy eligible activity for the relevant environmental objective; N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective

[b] EL – Taxonomy-eligible activity for the relevant objective; N/EL – Taxonomy-non-eligible activity for the relevant objective.

## EU Taxonomy

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 zero and all figures are 0%.

### Nuclear and fossil gas related activities

Under the requirements of the Disclosure Delegated Act and latest European Securities and Markets Authority's (ESMA) enforcement priorities, QIAGEN reports the following table on nuclear and gas activities:

| Row | Nuclear energy related activities | Yes / No |
|---|---|---|
| 1. | The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle. | No |
| 2. | The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies. | No |
| 3. | The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades. | No |
| | Fossil gas related activities | |
| 4. | The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels. | No |
| 5. | The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels. | No |
| 6. | The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels. | No |

# Annex

## Assurance report of the independent auditor

### Independent auditor's report on a limited assurance engagement

To QIAGEN N.V., Venlo/Netherlands

We have performed a limited assurance engagement on the performance indicators for CO2e emissions (Scope 1, Scope 2 market-based and Scope 2 location-based) of QIAGEN N.V., Venlo/Netherlands (hereinafter the "Company"), included in the Sustainability Statement in section "Environment" in the tables "Corporate Carbon Footprint by Emissions Category" and "Environmental Indicators" for the period from 1 January 2023 to 31 December 2023 (hereinafter the "CO2e emissions").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Sustainability Statement as well as prior year disclosures, and accordingly, we do not express a conclusion on this information.

### Responsibilities of the executive directors

The executive directors of the Company are responsible for the preparation of the CO2e emissions in accordance with the Greenhouse Gas (GHG) Protocol, Corporate Accounting and Reporting Standard, Revised Edition, issued by the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) (hereinafter the "GHG Protocol").

These responsibilities of the Company's executive directors include the selection and application of appropriate methods for the preparation of the CO2e emissions and making assumptions and estimates about individual non-financial disclosures that are reasonable in the circumstances. Furthermore, the executive directors are responsible for such internal control as the executive directors consider necessary to enable the preparation of CO2e emissions that are free from material misstatement, whether due to fraud (manipulation of the CO2e emissions) or error.

The Greenhouse Gas quantification process is subject to scientific uncertainty, which arises because of incomplete scientific knowledge about the measurement of GHGs. Additionally, GHG procedures are subject to estimation (or measurement) uncertainty resulting from the measurement and calculation processes used to quantify emissions within the bounds of existing scientific knowledge.

### Independence and quality assurance of the auditor's firm

We have complied with the German professional requirements on independence as well as other professional conduct requirements.

Our audit firm applies the national legal requirements and professional pronouncements - in particular the BS WP/vBP ["Berufssatzung für Wirtschaftsprüfer/vereidigte Buchprüfer": Professional Charter for German Public Accountants/German

## Annex

Sworn Auditors] in the exercise of their Profession and the IDW Standard on Quality Management issued by the Institute of Public Auditors in Germany (IDW): Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09.2022) and accordingly maintains a comprehensive quality management system that includes documented policies and procedures with regard to compliance with professional ethical requirements, professional standards as well as relevant statutory and other legal requirements.

**Responsibilities of the auditor**

Our responsibility is to express a conclusion with limited assurance on the CO2e emissions based on our assurance engagement.

We conducted our assurance engagement in accordance with the International Standard on Assurance Engagements on Greenhouse Gas Statements ("ISAE 3410") issued by the IAASB. This standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the Company's CO2e emissions are not prepared, in all material respects, in accordance with the GHG Protocol. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error. We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks, and accordingly, a substantially lower level of assurance is obtained.

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In the course of our assurance engagement we have, among other things, performed the following assurance procedures and other activities:

- Inquiries of employees responsible for data capture and consolidation as well as the preparation of the CO2e emissions about the reporting system, the data capture and compilation process as well as internal controls related to this process,
- Inspection of the relevant documentation of the systems and processes for collecting, aggregating and validating relevant data in the reporting period,
- Identification and assessment of risks of material misstatement in the CO2e emissions,
- Analytical procedures on the CO2e emissions,
- Inquiries, inspection of sample documents and obtaining evidence relating to the collection and reporting of selected data,
- Evaluation of the presentation of CO2e emissions in the Sustainability Statement.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

**Assurance conclusion**
Based on the assurance procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the CO2e emissions (Scope 1, Scope 2 market-based and Scope 2 location-based) of the Company for the period from 1 January 2023 to 31 December 2023 are not prepared, in all material respects, in accordance with the GHG Protocol.

**Restriction of use**
We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. As a result, it may not be suitable for another purpose than the aforementioned. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the Company alone. We do not accept any responsibility to third parties. Our assurance conclusion is not modified in this respect.

## Annex

### General engagement terms and liability

The enclosed "General Engagement Terms for Wirtschaftsprüferinnen, Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften [German Public Auditors and Public Audit Firms]" as issued by the Institut der Wirtschaftsprüfer [Institute of Public Auditors in Germany] on 1 January 2024 are applicable to this engagement and also govern our relations with third parties in the context of this engagement (ey-idw-aab-en-2024.pdf). In addition, please refer to the liability provisions contained there in no. 9 and to the exclusion of liability towards third parties. We accept no responsibility, liability or other obligations towards third parties unless we have concluded a written agreement to the contrary with the respective third party or liability cannot effectively be precluded.

We make express reference to the fact that we will not update the report to reflect events or circumstances arising after it was issued, unless required to do so by law. It is the sole responsibility of anyone taking note of the summarized result of our work contained in this report to decide whether and in what way this information is useful or suitable for their purposes and to supplement, verify or update it by means of their own review procedures.

Stuttgart, 23 April 2024

EY GmbH & Co. KG

Wirtschaftsprüfungsgesellschaft

| | |
|---|---|
| Hinderer | Johne |
| Wirtschaftsprüfer | Wirtschaftsprüferin |
| [German Public Auditor] | [German Public Auditor] |

**Annex**

# 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. generally accepted accounting principles (GAAP) 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:

| | | 2023 | | | 2022 | | |
|---|---|---|---|---|---|---|---|
| Country (in thousands) | Region | Revenues - unrelated party | Revenues - related party | Revenues - total | Revenues - unrelated party | Revenues - related party | Revenues - total |
| Canada | NA | $24,899 | $221 | $25,120 | $25,118 | $71 | $25,189 |
| United States | NA | 911,236 | 913,938 | 1,825,174 | 939,382 | 821,238 | 1,760,620 |
| Brazil | LATAM | 20,586 | 5,108 | 25,694 | 22,305 | 6,098 | 28,403 |
| Mexico | LATAM | 12,576 | 20 | 12,596 | 11,469 | 70 | 11,539 |
| Austria | EMEA | 23,192 | — | 23,192 | 88,799 | — | 88,799 |
| Belgium | EMEA | 17,388 | — | 17,388 | 18,813 | — | 18,813 |
| Denmark | EMEA | 16,786 | 9,924 | 26,710 | 13,690 | 8,628 | 22,318 |
| Egypt | EMEA | (84) | 311 | 227 | — | 474 | 474 |
| Finland | EMEA | 7,197 | — | 7,197 | 8,906 | — | 8,906 |
| France | EMEA | 59,155 | 191 | 59,346 | 62,131 | 215 | 62,346 |
| Germany | EMEA | 267,286 | 726,839 | 994,125 | 305,942 | 1,005,623 | 1,311,565 |
| Italy | EMEA | 38,576 | 120 | 38,696 | 37,679 | 90 | 37,769 |
| Luxembourg | EMEA | (1) | 765 | 764 | — | 81 | 81 |
| Netherlands | EMEA | (23,195) | 803,688 | 780,493 | 180,863 | 891,997 | 1,072,860 |
| Norway | EMEA | 5,535 | — | 5,535 | 7,069 | — | 7,069 |
| Poland | EMEA | 9,090 | 56,656 | 65,746 | 9,422 | 36,449 | 45,871 |
| Romania | EMEA | (34) | 8,553 | 8,519 | — | 7,948 | 7,948 |

## Annex

| | | 2023 | | | 2022 | | |
|---|---|---|---|---|---|---|---|
| Country (in thousands) | Region | Revenues - unrelated party | Revenues - related party | Revenues - total | Revenues - unrelated party | Revenues - related party | Revenues - total |
| Russia | EMEA | (333) | 4,426 | 4,093 | 2,087 | 162 | 2,249 |
| South Africa | EMEA | 7,599 | 1 | 7,600 | 5,505 | 3 | 5,508 |
| Spain | EMEA | 14,407 | 44,785 | 59,192 | 9,454 | 206,551 | 216,005 |
| Sweden | EMEA | 16,271 | 7,790 | 24,061 | 12,379 | 239 | 12,618 |
| Switzerland | EMEA | 26,667 | 1,157 | 27,824 | 34,969 | 6,567 | 41,536 |
| Türkiye | EMEA | 32,079 | — | 32,079 | 28,858 | — | 28,858 |
| UAE | EMEA | (646) | 68,096 | 67,450 | — | 51,490 | 51,490 |
| United Kingdom | EMEA | 121,829 | 29,388 | 151,217 | 119,158 | 23,120 | 142,278 |
| Australia | APAC | 33,354 | 1,815 | 35,169 | 54,739 | 1,446 | 56,185 |
| China | APAC | 118,652 | 9,474 | 128,126 | 147,554 | 6,707 | 154,261 |
| India | APAC | 22,000 | 831 | 22,831 | 22,169 | 869 | 23,038 |
| Japan | APAC | 46,623 | 162 | 46,785 | 55,554 | 365 | 55,919 |
| South Korea | APAC | 28,604 | 8 | 28,612 | 29,443 | 76 | 29,519 |
| Malaysia | APAC | 6,179 | 942 | 7,121 | 5,042 | 774 | 5,816 |
| New Zealand | APAC | 2,454 | 11 | 2,465 | 2,228 | — | 2,228 |
| Philippines | APAC | 3 | 13,273 | 13,276 | — | 10,337 | 10,337 |
| Singapore | APAC | (10,062) | 9,153 | (909) | 22,260 | 7,480 | 29,740 |
| Taiwan | APAC | 11,914 | 80 | 11,994 | 11,950 | 15 | 11,965 |
| Thailand | APAC | 13,896 | 383 | 14,279 | 20,488 | 465 | 20,953 |
| **Total** | | **$1,881,678** | **$2,718,109** | **$4,599,787** | **$2,315,425** | **$3,095,648** | **$5,411,073** |

## Annex

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) | 2023 | 2022 |
|---|---|---|
| Sales revenues, unrelated parties CbCR | $1,881,678 | $2,315,425 |
| Certain consolidation measures | (3,545) | (1,288) |
| Other income reclass for CbCR | 166,170 | (138,359) |
| Interest income reclass for CbCR | (78,992) | (32,758) |
| **Total net sales in consolidated income statement under IFRS** | **$1,965,311** | **$2,143,020** |

Tables may contain rounding differences.

## Annex

| | | 2023 | | | 2022 | | |
|---|---|---|---|---|---|---|---|
| Country (in thousands) | Region | 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 | $1,635 | $378 | ($89) | $1,400 | $261 | ($42) |
| United States | NA | 228,624 | 36,487 | 2,229 | 239,796 | 27,107 | 21,034 |
| Brazil | LATAM | 3,871 | 1,426 | 666 | 290 | 819 | 592 |
| Mexico | LATAM | 1,234 | 29 | 847 | (952) | 139 | 707 |
| Austria | EMEA | 2,225 | 754 | 448 | 8,892 | 229 | 595 |
| Belgium | EMEA | 1,211 | 173 | (3) | 970 | 410 | 206 |
| Denmark | EMEA | 1,993 | 296 | (168) | (2,303) | – | (190) |
| Egypt | EMEA | (94) | – | – | (164) | – | – |
| Finland | EMEA | 404 | 2,693 | 99 | 776 | 69 | (86) |
| France | EMEA | 1,626 | 1,677 | 103 | 4,388 | (194) | (565) |
| Germany | EMEA | 47,867 | 17,953 | 29,808 | 4,664 | 55,510 | 11,072 |
| Italy | EMEA | 2,041 | 706 | (282) | (2,648) | 284 | (346) |
| Luxembourg | EMEA | 638 | (53) | (56) | (269) | (1,749) | 43 |
| Netherlands | EMEA | 64,142 | 18,501 | 4,800 | 59,695 | 7,114 | (3,094) |
| Norway | EMEA | 209 | 90 | (84) | 537 | – | (116) |
| Poland | EMEA | 5,271 | 953 | (503) | (5,464) | 277 | (539) |
| Romania | EMEA | 341 | – | (30) | 174 | – | (42) |
| Russia | EMEA | 5,277 | – | (826) | (2,865) | – | – |
| South Africa | EMEA | 166 | 158 | 108 | (267) | 67 | 104 |
| Spain[1] | EMEA | 674 | 1,801 | 12,024 | 150,716 | 21,911 | 12,356 |
| Sweden | EMEA | (3,822) | (1,807) | 1,558 | 1,164 | 1,361 | 831 |
| Switzerland | EMEA | (11,672) | 154 | (4,369) | (10,028) | 2,197 | (4,115) |
| Türkiye | EMEA | 1,208 | 289 | 255 | (3,876) | 496 | 61 |
| UAE | EMEA | 41,830 | – | – | 27,604 | – | – |
| United Kingdom | EMEA | 8,150 | (4,035) | 5,124 | 3,152 | (1,986) | 4,651 |
| Australia | APAC | 2,121 | 682 | 62 | 2,277 | 877 | (236) |

## Annex

| | | 2023 | | | 2022 | | |
|---|---|---|---|---|---|---|---|
| Country (in thousands) | Region | 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 |
| China | APAC | 8,386 | 2,267 | (964) | 16,617 | 4,438 | (1,988) |
| India | APAC | 1,676 | 153 | (243) | 1,333 | – | – |
| Japan | APAC | 212 | 106 | (1,878) | 443 | – | (1,341) |
| South Korea | APAC | 1,535 | 104 | (235) | 948 | 287 | (14) |
| Malaysia | APAC | 123 | (26) | (4) | (5) | 37 | 88 |
| New Zealand | APAC | 30 | 55 | 33 | 38 | – | (20) |
| Philippines | APAC | 1,870 | 243 | (94) | 75 | 177 | (37) |
| Singapore | APAC | (14,153) | 16 | (45) | (396) | 70 | (14) |
| Taiwan | APAC | 843 | 141 | (128) | 666 | 102 | (96) |
| Thailand | APAC | (371) | 45 | – | (66) | 166 | (45) |
| **Total** | | **$407,321** | **$82,409** | **$48,163** | **$497,312** | **$120,476** | **$39,414** |

Tables may contain rounding differences.

[1] Cash paid for income tax for 2022 has been adjusted for Spain to agree to the numbers reported in the consolidated financial statements.

# Annex

| | | 2023 | | | 2022 | | |
|---|---|---|---|---|---|---|---|
| Country (in thousands) | Region | Stated capital | Accumulated earnings | Tangible assets other than cash and cash equivalents | Stated capital | Accumulated earnings | Tangible assets other than cash and cash equivalents |
| Canada | NA | $37 | $7,830 | $339 | $37 | $8,755 | $321 |
| United States | NA | 4,948,358 | 774,023 | 347,453 | 4,935,353 | 596,846 | 332,338 |
| Brazil | LATAM | 62,226 | (29,841) | 10,163 | 66,278 | (32,287) | 9,525 |
| Mexico | LATAM | 9,185 | 3,388 | 2,675 | 9,185 | 7,352 | 2,570 |
| Austria | EMEA | – | 887 | 1,271 | – | 845 | 1,006 |
| Belgium | EMEA | – | 8,958 | 740 | – | 7,929 | 762 |
| Denmark | EMEA | 181,407 | (110,431) | 11,398 | 181,407 | (114,287) | 10,886 |
| Egypt | EMEA | 6 | (116) | – | 6 | (22) | 348 |
| Finland | EMEA | – | 2,868 | 475 | – | 2,191 | 559 |
| France | EMEA | 104,902 | (62,397) | 4,951 | 107,705 | (64,278) | 2,805 |
| Germany | EMEA | 774,523 | (561,451) | 681,707 | 774,523 | (489,118) | 549,256 |
| Italy | EMEA | 38,819 | (15,519) | 4,587 | 38,819 | (17,012) | 4,889 |
| Luxembourg | EMEA | 2,606,858 | 109,471 | – | 2,420,062 | 106,674 | – |
| Netherlands | EMEA | 2,811,684 | 2,234,539 | 80,856 | 2,785,357 | 2,046,386 | 94,182 |
| Norway | EMEA | – | 3,645 | 203 | – | 3,063 | 197 |
| Poland | EMEA | 74,563 | 2,893 | 17,775 | 74,563 | (1,429) | 16,083 |
| Romania | EMEA | 13 | 2,036 | 171 | 13 | 1,765 | 298 |
| Russia | EMEA | (842) | (1,791) | – | (842) | (6,249) | – |
| South Africa | EMEA | 5,347 | (665) | 1,762 | 5,347 | (723) | 1,642 |
| Spain | EMEA | 194,753 | (22,023) | 24,732 | 194,753 | (22,429) | 30,242 |
| Sweden | EMEA | 35,085 | (22,370) | 15,530 | 30,282 | (17,054) | 16,043 |
| Switzerland | EMEA | 411,273 | 83,224 | 1,312 | 227,140 | 92,480 | 1,065 |
| Türkiye | EMEA | 99,509 | (30,713) | 7,468 | 99,509 | (31,901) | 8,009 |
| UAE | EMEA | 964,386 | 51,087 | 155 | 765,633 | 63,160 | 139 |

## Annex

| | | 2023 | | | 2022 | | |
|---|---|---|---|---|---|---|---|
| Country (in thousands) | Region | Stated capital | Accumulated earnings | Tangible assets other than cash and cash equivalents | Stated capital | Accumulated earnings | Tangible assets other than cash and cash equivalents |
| United Kingdom | EMEA | 145,412 | (6,266) | 61,023 | 145,412 | (10,182) | 59,906 |
| Australia | APAC | 685,722 | (14,267) | 5,095 | 687,081 | (15,606) | 5,971 |
| China | APAC | 46,029 | 72,202 | 33,629 | 46,029 | 65,516 | 39,783 |
| India | APAC | 17,427 | 843 | 6,783 | 17,427 | (399) | 8,135 |
| Japan | APAC | 84 | 415 | 10,212 | 84 | 364 | 12,017 |
| South Korea | APAC | 4,168 | 6,704 | 3,750 | 4,168 | 8,069 | 3,437 |
| Malaysia | APAC | 440 | 462 | 1,359 | 440 | 401 | 1,433 |
| New Zealand | APAC | 118 | 43 | 98 | 118 | 22 | 143 |
| Philippines | APAC | 4,153 | 3,596 | 6,021 | 4,153 | 2,030 | 1,350 |
| Singapore | APAC | 10,618 | 3,131 | 3,491 | 11,648 | 2,615 | 4,415 |
| Taiwan | APAC | 3,384 | 3,427 | 1,668 | 3,384 | 2,757 | 1,574 |
| Thailand | APAC | 113 | (4,423) | 7,080 | 113 | (4,026) | 7,867 |
| **Total** | | **$14,239,760** | **$2,493,399** | **$1,355,932** | **$13,635,187** | **$2,192,218** | **$1,229,196** |

Tables may contain rounding differences.

## Annex

| Country | Region | Number of employees 2023 | 2022 |
|---|---|---|---|
| Canada | NA | 21 | 19 |
| United States | NA | 1,202 | 1,244 |
| Brazil | LATAM | 73 | 74 |
| Mexico | LATAM | 33 | 35 |
| Austria | EMEA | 19 | 15 |
| Belgium | EMEA | 9 | 13 |
| Denmark | EMEA | 76 | 78 |
| Egypt | EMEA | – | 3 |
| Finland | EMEA | 14 | 12 |
| France | EMEA | 92 | 96 |
| Germany | EMEA | 1,509 | 1,533 |
| Italy | EMEA | 61 | 61 |
| Luxembourg | EMEA | – | – |
| Netherlands | EMEA | 47 | 49 |
| Norway | EMEA | 5 | 5 |
| Poland | EMEA | 660 | 673 |
| Romania | EMEA | 99 | 106 |
| Russia | EMEA | 1 | 9 |
| South Africa | EMEA | 16 | 13 |
| Spain | EMEA | 219 | 213 |
| Sweden | EMEA | 121 | 131 |
| Switzerland | EMEA | 26 | 23 |
| Türkiye | EMEA | 73 | 111 |
| UAE | EMEA | 27 | 22 |
| United Kingdom | EMEA | 379 | 390 |
| Australia | APAC | 39 | 48 |
| China | APAC | 473 | 499 |
| India | APAC | 105 | 113 |

## Annex

| Country | Region | Number of employees 2023 | 2022 |
|---|---|---|---|
| Japan | APAC | 107 | 117 |
| South Korea | APAC | 34 | 36 |
| Malaysia | APAC | 29 | 27 |
| New Zealand | APAC | 3 | 3 |
| Philippines | APAC | 274 | 284 |
| Singapore | APAC | 62 | 61 |
| Taiwan | APAC | 22 | 22 |
| Thailand | APAC | 37 | 40 |
| **Total** | | **5,967** | **6,178** |

Tables may contain rounding differences.

**Annex**

# Sustainability Accounting Standards Board (SASB) index

| Topic | Metric | Code | Category | Measure | Content / Report/ Location |
|---|---|---|---|---|---|
| Affordability & Pricing | Description of how price information for each product is disclosed to customers or to their agents | HC-MS-240a.2 | Discussion and Analysis | n/a | www.QIAGEN.com/products |
| Product Safety | Number of recalls issued, total units recalled | HC-MS-250a.1 | Quantitative | Number | Sustainability Report: Social - Serving Society - Quality and product safety - Our approach to quality |
| | Products listed in the FDA's Med-Watch Safety Alerts for Human Medical Products database | HC-MS-250a.2 | Discussion and Analysis | n/a | In 2023, 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 | Quantitative | Number | 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 | Quantitative | Number | None. |
| Ethical Marketing | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | HC-MS-270a.1 | Quantitative | Number | 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. |
| | Description of code of ethics governing promotion of off-label use of products | HC-MS-270a.2 | Discussion and Analysis | n/a | QIAGEN Corporate Code of Conduct and Ethics<br>Sustainability Report: Governance - Business Ethics<br>Sustainability Report: Governance - Compliance, Anti-corruption and Anti-trust - Compliance Program<br>Sustainability Report: Governance - Compliance, Anti-corruption and Anti-trust - Compliance training courses<br><br>QIAGEN defines off-label use of products as the marketing of a product for an unapproved use. It requires that promotion of IVD/Regulated Products must follow 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. |

## Annex

| Topic | Metric | Code | Category | Measure | Content / Report/ Location |
|---|---|---|---|---|---|
| Product Design & Lifecycle Management | Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products | HC-MS-410a.1 | Discussion and Analysis | n/a | Sustainability Report: Social - Serving Society - Quality and product safety - Our approach to quality |
| | 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 | Quantitative | Metric tons | The Waste Electrical Electronic Equipment EU Directive (WEEE) requires that producers of WEEE have a take-back plan at end of life. QIAGEN has processes to meet these obligations. In 2023, a total of 11.7 tons of EEE was reclaimed and recycled in Europe.<br><br>WEEE category (in kg)<br>2023, 2022, 2021<br><br>Screens, monitors and equipment containing screens having a surface greater than 100 $cm^2$<br>2023: None<br>2022: None<br>2021: 27<br><br>Small equipment (no external dimension greater than 50 cm)<br>2023: 11,730<br>2022: 2,084<br>2021: 9,297<br><br>Small IT and telecommunications equipment<br>2023: None<br>2022: None<br>2021: 348<br><br>Total<br>2023: 11,730<br>2022: 2,084<br>2021: 9,672 |

# Annex

| Topic | Metric | Code | Category | Measure | 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 | Quantitative | Percentage (%) | Sustainability Report: Governance - Sustainable Procurement - Due Diligence in the supply chain - Supplier assessment and audits<br>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 | Discussion and Analysis | n/a | 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 | Discussion and Analysis | n/a | Sustainability Report: Governance - Sustainable Procurement - Conflict minerals |
| Business Ethics | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption | HC-MS-510a.1 | Quantitative | Presentation currency | 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 | Discussion and Analysis | n/a | QIAGEN Corporate Code of Conduct and Ethics |

| | Activity metric | Code | Category | Measure | Content / Report/ Location |
|---|---|---|---|---|---|
| | Number of units sold by product category | HC-MS-000.A | Quantitative | Number | Not reported yet |

**Annex**

# GRI content index

Statement of use: QIAGEN has reported the information cited in this GRI content index for the period of January 1, 2023 to December 31, 2023 with reference to the GRI Standards.

GRI 1 used: Foundation 2021

# GRI 2: General Disclosures 2021

| GRI Standard | Location / Comment |
|---|---|
| 2 – 1 Organizational details | Annual Report: Management Report - Business and Operating Environment |
| 2 – 2 Entities included in the organization's sustainability reporting | Annual Report: Management Report - Business and Operating Environment<br>Sustainability Report: General Approach to Sustainability - Sustainability Governance - Reporting boundaries<br>IFRS Annual Report: FN 28 Consolidated Companies |
| 2 – 3 Reporting period, frequency and contact point | Reporting period is January 1, 2023 to December 31, 2023.<br>Annual reporting<br>Contact: sustainability@qiagen.com; IR@qiagen.com |
| 2 – 4 Restatements of information | Sustainability Report: Environment - Environmental Responsibility - Minimize Carbon Footprint - Status 2023<br><br>Comparison period results for Scope 1 and 2 emissions and certain Scope 3 emissions have been adjusted to align with improved measurements and calculation methods applied in 2023. |
| 2 – 5 External assurance | Annex: External Assurance (selected KPIs) |
| 2 – 6 Activities, value chain and other business relationships | Annual Report: Management Report - Operating and Financial Review - Operating Results<br>Sustainability Report: Governance - Sustainable Procurement - Supply chain management |
| 2 – 7 Employees | Sustainability Report: Social - Investing in People - Employees |
| 2 – 8 Workers who are not employees | We employ non-employee workers only to a minor degree. |
| 2 – 9 Governance structure and composition | Annual Report: Corporate Governance - Governance Structure |
| 2 – 10 Nomination and selection of the highest governance body | Annual Report: Corporate Governance |
| 2 – 11 Chair of the highest governance body | Annual Report: Corporate Governance |
| 2 – 12 Role of the highest governance body in overseeing the management of impacts | Annual Report: Corporate Governance<br>Sustainability Report: General Approach to Sustainability - Sustainability governance - Sustainability anchored in two-tier corporate governance structure |

# Annex

| GRI Standard | Location / Comment |
|---|---|
| 2 – 13 Delegation of responsibility for managing impacts | Sustainability Report: General Approach to Sustainability - Sustainability governance - Sustainability anchored in two-tier corporate governance structure |
| 2 – 14 Role of the highest governance body in sustainability reporting | Sustainability Report: General Approach to Sustainability - Sustainability governance - Sustainability anchored in two-tier corporate governance structure |
| 2 – 15 Conflicts of interest | Annual Report: Corporate Governance - Board-Related Matters - Conflicts of Interest, Loans or Similar Benefits |
| 2 – 16 Communication of critical concerns | Annual Report: Corporate Governance<br>Sustainability Report: General Approach to Sustainability - Sustainability governance |
| 2 – 17 Collective knowledge of the highest governance body | Annual Report: Corporate Governance |
| 2 – 18 Evaluation of the performance of the highest governance body | Remuneration Report |
| 2 – 19 Remuneration policies | Remuneration Report |
| 2 – 20 Process to determine remuneration | Remuneration Report |
| 2 – 21 Annual total compensation ratio | Remuneration Report |
| 2 – 22 Statement on sustainable development strategy | Annual Report: Corporate Governance - Supervisory Board Report - Message from the Chair of the Supervisory Board |
| 2 – 23 Policy commitments | Annual Report: Management Report - Risks and Risk Management - Risk Management<br>Sustainability Report: Governance - Compliance, Anti-corruption and Anti-trust<br>Sustainability Report: Governance - Sustainable Procurement<br>Sustainability Report: Governance - Human Rights<br>Sustainability Report: Governance - Business Ethics |
| 2 – 24 Embedding policy commitments | Sustainability Report: General Approach to Sustainability - Sustainability governance |
| 2 – 25 Processes to remediate negative impacts | Sustainability Report: General Approach to Sustainability - Our Material Topics |
| 2 – 26 Mechanisms for seeking advice and raising concerns | Annual Report: Management Report - Risks and Risk Management - Risk Management<br>Sustainability Report: Governance - Compliance, Anti-corruption and Anti-trust - QIAintegrity Line |
| 2 – 27 Compliance with laws and regulations | There were no significant instances of non-compliance with laws and regulations during the reporting period. |
| 2 – 28 Membership associations | Sustainability Report: Governance - Compliance, Anti-corruption and Anti-trust<br>Sustainability Report: Governance - Business Ethics<br>Sustainability Report: Social - Serving Society - Access to Healthcare - Collaborations<br>Sustainability Report: Governance - Data and Cyber Security |
| 2 – 29 Approach to stakeholder engagement | Sustainability Report: General Approach to Sustainability - Stakeholder engagement |
| 2 – 30 Collective bargaining agreements | Sustainability Report: Social - Investing in People - Employees |

**Annex**

# GRI 3: Material Topics 2023

| GRI Standard | Location / Comment |
|---|---|
| 3 – 1 Process to determine material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics |
| 3 – 2 List of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics |

# GRI 200 - Economic

## GRI 201: Economic Performance

| GRI Standard | Location / Comment |
|---|---|
| 201 – 1 Direct economic value generated and distributed | Annual Report |
| 201 – 2 Financial implications and other risks and opportunities due to climate change | Sustainability Report: Environment - Environmental Responsibility - Minimize Carbon Footprint |
| 201 – 4 Financial assistance received from government | Sustainability Report: Governance - Tax - Financial assistance from governments |

## GRI 205: Anti-Corruption 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Governance - Compliance, Anti-corruption and Anti-trust - Risk Management |
| 205 – 1 Operations assessed for risks related to corruption | Sustainability Report: Governance - Compliance, Anti-corruption and Anti-trust - Risk Management |
| 205 – 3 Confirmed incidents of corruption and actions taken | Sustainability Report: Governance - Compliance, Anti-corruption and Anti-trust - Risk Management |

## GRI 206: Anti-Competitive Behavior 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Governance - Compliance, Anti-corruption and Anti-trust - Risk Management |
| 206 – 1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Sustainability Report: Governance - Compliance, Anti-corruption and Anti-trust - Risk Management |

## Annex

### GRI 207: Tax 2019

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Governance - Tax - Tax accountability, governance and compliance<br>Sustainability Report: Governance - Tax - Tax management |
| 207 – 1 Approach to tax | Sustainability Report: Governance - Tax - Tax accountability, governance and compliance |
| 207 – 2 Tax governance, control, and risk management | Sustainability Report: Governance - Tax - Tax accountability, governance and compliance |
| 207 – 3 Stakeholder engagement and management of concerns related to tax | Sustainability Report: Governance - Tax - Tax management |
| 207 – 4 Country-by-country reporting | Annex: Detailed Tax Disclosure (country-by-country reporting) |

# GRI 300 – Environmental

### GRI 301: Materials 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Environment - Environmental Responsibility - Approach to environmental protection |
| 301 – 1 Materials used by weight or volume | QIAGEN does collect weight or volume data on raw material, auxiliary materials or semi-finished products, but not information on renewable or non-renewable used.<br>Sustainability Report: Environment - Environmental Responsibility - Minimize Carbon Footprint - Status 2023 |

### GRI 302: Energy 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Environment - Environmental Responsibility - Minimize Carbon Footprint - Energy - Energy efficiency |
| 302 – 1 Energy consumption within the organization | Sustainability Report: Environment - Environmental Responsibility - Minimize Carbon Footprint - Energy - [Table] Energy Consumption by Source |

# Annex

## GRI 303: Water and Effluents 2018

| GRI Standard | Location / Comment |
|---|---|
| 303 – 1 Interactions with water as a shared resource | Sustainability Report: Environment - Environmental Responsibility - Water consumption |
| 303 – 2 Management of water discharge-related impacts | Sustainability Report: Environment - Environmental Responsibility - Water consumption |
| 303 – 5 Water consumption | Sustainability Report: Environment - Environmental Responsibility - Water consumption |

## GRI 305: Emissions 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Environment - Environmental Responsibility - Minimize Carbon Footprint - Management of Scope 1 and 2 emissions<br>Sustainability Report: Environment - Environmental Responsibility - Minimize Carbon Footprint - Management of Scope 3 emissions |
| 305 – 1 Direct (Scope 1) GHG emissions | Sustainability Report: Environment - Environmental Responsibility - [Table] Corporate Carbon Footprint by Emissions Category |
| 305 – 2 Energy indirect (Scope 2) GHG emissions | Sustainability Report: Environment - Environmental Responsibility - [Table] Corporate Carbon Footprint by Emissions Category |
| 305 – 3 Other indirect (Scope 3) GHG emissions | Sustainability Report: Environment - Environmental Responsibility - [Table] Corporate Carbon Footprint by Emissions Category |
| 305 – 4 GHG emissions intensity | Sustainability Report: Environment - Environmental Responsibility - Minimize Carbon Footprint - Status 2023 |
| 305 – 5 Reduction of GHG emissions | Sustainability Report: Environment - Environmental Responsibility - Minimize Carbon Footprint - Status 2023 |

## GRI 306: Waste 2020

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Statement: Environment - Environmental Responsibility - Waste |
| 306 – 1 Waste generation and significant waste-related impacts | Sustainability Report: Environment - Environmental Responsibility - Waste |
| 306 – 2 Management of significant waste-related impacts | Sustainability Report: Environment - Environmental Responsibility - Waste |
| 306 – 3 Waste generated | Sustainability Report: Environment - Environmental Responsibility - Waste |

**Annex**

### GRI 308: Supplier Environmental Assessment 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Governance - Sustainable Procurement - Supply chain management |
| 308 – 1 New suppliers that were screened using environmental criteria | Sustainability Report: Governance - Sustainable Procurement - Due Diligence in the supply chain |

## GRI 400 – Social

### GRI 401: Employment 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Social - Investing in People - Employees<br>Sustainability Report: Social - Investing in People - Employee Attraction and Development - Our Approach<br>Sustainability Report: Social - Investing in People - Diversity & Inclusion |
| 401– 1 New employees hired and employee turnover | Sustainability Report: Social - Investing in People - Employee Attraction and Development - Employee satisfaction and retention |

### GRI 402: Labor / Management Relations 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: Social - Investing in People - Employees<br>Sustainability Report: EU Taxonomy - Taxonomy-eligibility and Taxonomy-alignment |
| 402– 1 Minimum notice periods regarding operational changes | Our goal is 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. If possible, we provide employees with more notice than required. |

# Annex

## GRI 403: Occupational Health and Safety 2018

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Social - Investing in People - Occupational Health and Safety - Management Approach/Strategy<br>Sustainability Report: Social - Investing in People - Occupational Health and Safety - Impact, risk and opportunities |
| 403– 1 Occupational health and safety management system | Sustainability Report: Social - Investing in People - Occupational Health and Safety - Management Approach/Strategy |
| 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 meetings, regular safety inspections including interviews with employees, and two-way communication through the official EHS email address and the global EHS incident reporting portal. |
| 403 – 5 Worker training on occupational health and safety | OHS training is managed on a local basis. |
| 403 – 6 Promotion of worker health | Sustainability Report: Social - Investing in People - Occupational Health and Safety - Promotion of employees' health |
| 403 – 7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Sustainability Report: Social - Investing in People - Occupational Health and Safety - Impact, risk and opportunities |
| 403 – 9 Work-related injuries | Sustainability Report: Social - Investing in People - Occupational Health and Safety - [Table] Safety indicators for full-time employees and temporary workers vs. contractors |

## GRI 404: Training and Education 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Social - Investing in People - Employee Attraction and Development - Our Approach |
| 404– 2 Programs for upgrading employee skills and transition assistance programs | Sustainability Report: Social - Investing in People - Employee Attraction and Development - Employee Development |

# Annex

## GRI 405: Diversity and Equal Opportunity 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Social - Investing in People - Diversity & Inclusion |
| 405– 1 Diversity of governance bodies and employees | Annual Report: Corporate Governance - Board-Related Matters - Diversity within the Managing Board and Supervisory Board<br>Sustainability Report: Social - Investing in People - Diversity & Inclusion |

## GRI 412: Human Rights Assessment 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Social - Investing in People - Employees<br>Sustainability Report: Governance - Sustainable Procurement<br>Sustainability Report: Governance - Human Rights |
| 412– 2 Employee training on human rights policies or procedures | Sustainability Report: Governance - Human Rights<br>Sustainability Report: Governance - Sustainable Procurement<br>Sustainability Report: Social - Investing in People - Employees |

## GRI 414: Supplier Social Assessment 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Governance - Sustainable Procurement |
| 414– 2 Negative social impacts in the supply chain and actions taken | Sustainability Report: Governance - Sustainable Procurement |

## GRI 416: Customer Health and Safety 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Social - Serving Society - Quality and product safety - Our approach to quality |
| 416 – 1 Assessment of the health and safety impacts of product and service categories | Sustainability Report: Social - Serving Society - Quality and product safety - Our approach to quality<br>Sustainability Report: Social - Serving Society - Quality and product safety - Chemical product safety |
| 416 – 2 Incidents of non-compliance concerning the health and safety impacts of products and services | Sustainability Report: Social - Serving Society - Quality and product safety - Chemical product safety - Regulatory context |

# Annex

## GRI 417: Marketing and Labeling 2016

| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Social - Serving Society - Quality and product safety<br>Sustainability Report: Social - Serving Society - Quality and product safety - Chemical product safety |
| 417– 1 Requirements for product and service information and labeling | Sustainability Report: Social - Serving Society - Quality and product safety - Chemical product safety - Access to information and responsible marketing practices |
| 417 – 2 Incidents of non-compliance concerning product and service information and labeling | Sustainability Report: Social - Serving Society - Quality and product safety - Chemical product safety - Regulatory context |

## GRI 418: Customer Privacy 2016

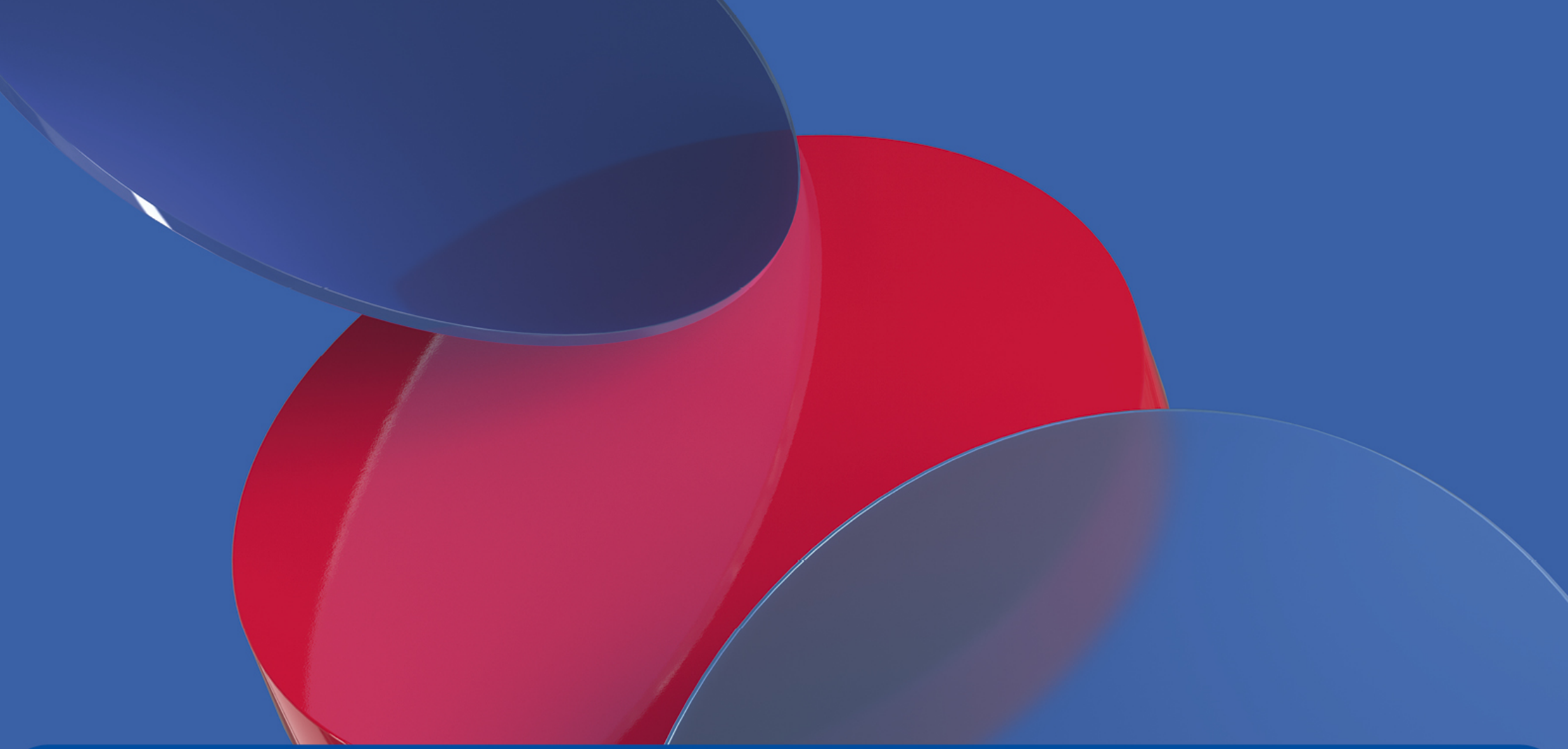
| GRI Standard | Location / Comment |
|---|---|
| 3 – 3 Management of material topics | Sustainability Report: General Approach to Sustainability - Our Material Topics<br>Sustainability Report: Governance - Data and Cyber Security |
| 418– 1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | Sustainability Report: Governance - Data and Cyber Security |

**Annex**

# TCFD index

| Topic | Accounting metric | QIAGEN CDP questionnaire 2023 |
|---|---|---|
| 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, C1.3, C1.3a |
| Strategy | Climate-related risks and opportunities the organization has identified over the short, medium and long term | C2.1, C2.1a, C2.2a, C2.3, C2.3b, C2.4, C2.4a |
| | Impact of climate-related risks and opportunities on the organization's business, strategy and financial planning | C2.3, C2.3b, C 2.4, C2.4a, C3.1, C3.3, C3.4 |
| | Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario | C3.1, C3.2, C3.2a, C3.2b |
| Risk Management | Organization's processes for identifying and assessing climate-related risks | C2.1, C2.1a, C2.1b, C2.2, C2.2a |
| | Organization's processes for managing climate related risks | C2.2, C2.2a |
| | How processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management | C2.2, C2.2a |
| Metric & Targets | Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process | C3.5, C3.5a, C3.5c |
| | Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks | C4.3, C4.3a, C4.3b, C5.2, C5.3, C6.1,C6.2, C6.3, C6.4, C6.4a, C6.5, C6.10, C7.2, C7.3, C7.3b, C7.6, C7.6b, C7.7a, C7.9a, |
| | Targets used by the organization to manage climate-related risks and opportunities and performance against targets | C4.1, C4-1a, C4.1b, C4.2. C4.2b, C4.2c |

The QIAGEN CDP Climate questionnaire can be found online at www.cdp.net.



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