

QIAGEN's commitment to LGBTQ+ and gender equality recognized by Human Rights Campaign and Bloomberg indexes

- *Human Rights Campaign Foundation gives QIAGEN perfect score for LGBTQ+ equality*
- *Bloomberg GEI tracks commitment to transparency in gender-data reporting*
- *Diverse and inclusive workforce central to QIAGEN's ESG ambitions*

Hilden, Germany, and Germantown, Maryland, January 27, 2022 – QIAGEN N.V. (NYSE: QGEN; Frankfurt Prime Standard: QIA) today announced that its commitment to workplace diversity and gender equality has been recognized by inclusion in the U.S. LGBTQ+ Corporate Equality Index (CEI) of the Human Rights Campaign Foundation and the global Bloomberg Gender-Equality Index (GEI).

QIAGEN's U.S. subsidiary was named a "Best Place to Work for LGBTQ+ Equality" after earning a perfect score of 100 on the Human Rights Campaign (HRC) Foundation's 2022 CEI. The results of the 2022 CEI showcase companies who are helping advance and promote LGBTQ+ friendly workplace policies both in the U.S. and abroad. Through its programs, the HRC seeks to make transformational change in the everyday lives of lesbian, gay, bisexual, transgender and queer plus (LGBTQ+) people, shedding light on inequity and deepening the public's understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice.

QIAGEN became one of 418 companies operating across the globe in a broad range of sectors to join Bloomberg's 2022 GEI, a modified market capitalization-weighted index that aims to track the performance of public companies committed to transparency in gender-data reporting. The index scores each company's gender-equality performance by tracking female leadership and talent pipeline, equal pay and gender pay parity, culture inclusiveness, policies that prevent sexual harassment, and company efforts to be a pro-women brand.

"Creating a truly diverse and inclusive environment is part of our core values at QIAGEN," said Stephany Foster, Senior Vice President and Head of Global Human Resources at QIAGEN. "We are committed to developing a culture where all individuals have equal opportunity to succeed – through a comprehensive program geared to drive change in the long run across our entire organization. The recognition by the HRC CEI and Bloomberg GEI validates our commitment to make improvements in life possible, not just externally, but internally for our employees, too."

QIAGEN recently reviewed and updated policies and practices to ensure they are inclusive of sexual orientation, gender identity and gender expression. The company sees diversity and inclusion as key to a good working environment and achieving its corporate goals. In 2020, it employed 51% men and 49% women. A gender-diversity initiative has raised the proportion of women in leadership roles from 28% in 2018 to 32% in 2020. In 2021, QIAGEN exceeded its goal of raising this tally to 33%.

Fostering a diverse and inclusive workforce is central to QIAGEN's commitment to environmental, social and governance (ESG) standards with which it aims to exceed the demands of environmental and labor laws. Next to its workplace goals, QIAGEN is committed to reducing the environmental impact of its business and working with the communities around it in a socially responsible manner.

The Human Rights Campaign Foundation is the educational arm of HRC, America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Bloomberg is a business information company, which launched the GEI in 2016.

More about QIAGEN's commitment to employees can be found [here](#).

For more information about the CEI please visit www.hrc.org/cei, additional information on the GEI is provided at www.bloomberg.com/gei.

About QIAGEN

QIAGEN N.V., a Netherlands-based holding company, is a leading global provider of Sample to Insight solutions that enable customers to gain valuable molecular insights from samples containing the building blocks of life. Our sample technologies isolate and process DNA, RNA and proteins from blood, tissue and other materials. Assay technologies make these biomolecules visible and ready for analysis. Bioinformatics software and knowledge bases interpret data to report relevant, actionable insights. Automation solutions tie these together in seamless and cost-effective workflows. QIAGEN provides solutions to more than 500,000 customers around the world in Molecular Diagnostics (human healthcare) and Life Sciences (academia, pharma R&D and industrial applications, primarily forensics). As of December 31, 2021, QIAGEN employed more than 6,000 people in over 35 locations worldwide. Further information can be found at <http://www.qiagen.com>.

Forward-Looking Statement

Certain statements contained in this press release may be considered forward-looking statements within the meaning of Section 27A of the U.S. Securities Act of 1933, as amended, and Section 21E of the U.S. Securities Exchange Act of 1934, as amended. To the extent that any of the statements contained herein relating to QIAGEN's products, collaborations markets, strategy or operating results, including without limitation its expected adjusted net sales and adjusted diluted earnings results, are forward-looking, such statements are based on current expectations and assumptions that involve a number of uncertainties and risks. Such uncertainties and risks include, but are not limited to, risks associated with management of growth and international operations (including the effects of currency fluctuations, regulatory processes and dependence on logistics), variability of operating results and allocations between customer classes, the commercial development of markets for our products to customers in academia, pharma, applied testing and molecular diagnostics; changing relationships with customers, suppliers and strategic partners; competition; rapid or unexpected changes in technologies; fluctuations in demand for QIAGEN's products (including fluctuations due to general economic conditions, the level and timing of customers' funding, budgets and other factors); our ability to obtain regulatory approval of our products; difficulties in successfully adapting QIAGEN's products to integrated solutions and producing such products; the ability of QIAGEN to identify and develop new products and to differentiate and protect our products from competitors' products; market acceptance of QIAGEN's new products and the integration of acquired technologies and businesses. For further information, please refer to the discussions in reports that QIAGEN has filed with, or furnished to, the U.S. Securities and Exchange Commission (SEC).

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