

# SUSTAINABILITY REPORT



— Sample to Insight —

QIAGEN

At QIAGEN, our commitment to safe, environmentally sound practices comes with a culture of operational excellence – reinforced by training, decision-making and standard procedures. Our responsibility for sustainability goes beyond formal regulations. As a market and innovation leader in life sciences and molecular diagnostics, we believe there is plenty of room for innovation in driving sustainable development in our industry – and we are resolved to make a real impact as we continue moving forward.



**THIERRY BERNARD, Chief Executive Officer**

Sustainability is about giving people and our environment the same importance as our business and financial objectives. Like no other year in living memory, 2020 showed the business world that social and environmental developments can affect – and easily overpower – the most positive commercial trends. It demonstrated that companies cannot separate strategy and operations from the issues beyond the gates of their plants. Factoring social and environmental problems into day-to-day business is not about bearing them as best-avoided costs that only add to the price of doing business. It is to recognize them as an investment into being able to continue operating as a company.

At QIAGEN, we have long recognized this. We take our responsibility towards society and environment very seriously. Day in, day out, we see the importance of focusing on our strategy points to ensure we continue to achieve these

goals. Our commitment to aiming for a sustainable future goes to the core of our vision – making improvements in life possible. We are dedicated to reducing the environmental impact of our operations, to being socially responsible to communities, and to fostering a diversity that allows all employees to develop. And we know these pillars of sustainability carry one thing – the success of our company. We do not consider it an option, but a real commitment.

#### **Reducing our environmental footprint**

We are committed to minimizing the impact our business operations have on the planet – from the energy we consume and the resources we use in our manufacturing processes to the materials we use in our labs and canteens. We have taken steps to reduce our carbon footprint by modifying the way we ship our products, reducing our

# **"Our commitment to building a sustainable future goes to the very core of our mission of making improvements in life possible."**

THIERRY BERNARD

business travel and incorporating energy modelling into our building design. We have further pledged to reduce our CO<sub>2</sub> emissions in line with a 1.5°C climate goal by 2022. In this report we explain how we are going to achieve this. Our sustainability teams have also taken significant steps to reduce the plastic packaging in our products and shipping materials, and we will continue to assess where we can reduce, replace or recycle single use plastics.

## **Being socially responsible**

Providing access to our cutting-edge molecular technologies to communities around the world, regardless of economic or social status, is at the heart of our mission. This year, as the COVID-19 pandemic swept the globe, the importance of this mission has never felt more immediate and we

have been glad to see our solutions making an impact in helping fight the spread of disease. Our teams stepped up to the challenge, rapidly developing new testing solutions to help combat the virus, and working with government organizations to ensure their widespread availability. We have one motto: leave no one behind.

But being socially responsible at QIAGEN means so much more to us than delivering molecular testing solutions. Making a positive contribution to society is incredibly important to us, and in this report you will find details of how we engage with and play an active role in our local communities, from our involvement in refugee integration programs to supporting science summer schools. I am especially proud to head an organization who's employees contribute thousands of hours to volunteer work in their communities each year.



### Developing a diverse and first-rate working culture

The same guiding principles also apply to QIAGEN's employees. We understand that our long-term sustainability and economic performance relies on their exceptional talent, skill and passion. As a top employer in the industry, QIAGEN has won awards for its commitment to the diversity, health and professional development of our people. Our teams excel when their members have a wide variety of backgrounds and characteristics, and we accelerate their performance through high-quality training and professional development. One of our goals has been to increase the number of women in leadership roles, and it's been effective—but we still have a lot of work ahead.

I truly believe that it is efforts like these that have given QIAGEN its global reputation for integrity, passion, and innovation.

And I know we are not alone in our philosophy. QIAGEN's determination to be environmentally sustainable, socially responsible and professionally cultivating is as important to our stakeholders, customers and investors as it is to us.

In this report you will find further details of the steps we have taken to integrate sustainability throughout our business. We welcome your feedback. Your insights will be invaluable to helping us refine our methods. We have made some significant changes and set ourselves ambitious targets, but we recognize that we are just at the beginning of this journey to a more sustainable future, and that we have much room to improve. Together we can create a lasting impact.

A handwritten signature in blue ink, appearing to read "T. BERNARD".

Thierry Bernard, Chief Executive Officer



A photograph of a ship's white superstructure, featuring two large white masts, set against a backdrop of a bright blue sky filled with scattered white and grey clouds. The horizon line is visible at the bottom, showing the calm blue ocean.

# ENVIRONMENTAL STEWARDSHIP



To fulfill our goals of driving sustainability within the organization, a new Global Environment, Health and Safety (EHS) function was initiated in 2019. This position is responsible for overseeing QIAGEN's sustainability practices and reports to the Head of Global Operations, which is part of QIAGEN's Executive Board. Employee-led sustainability committees have been established by volunteers in many of our facilities around the world to identify areas of improvement, initiate projects and provide input on environmental topics at a local level. With these efforts, we aim to operate in the most cost efficient and environmentally friendly way possible.

## Carbon emissions

### Climate change strategy

We regard climate change as one of the most pressing global challenges. QIAGEN's goal is to reduce carbon emissions (CO<sub>2</sub>e) in line with a 1.5 degree Celsius climate change target by 2022. QIAGEN's CO<sub>2</sub>e for 2019 was calculated by collecting data on energy and fuel use from the facilities, along with business air travel and shipping through UPS. See table 1 for a summary of our 2019 emissions and tables 2 and 3 on page 30 for a comprehensive overview.

#### We will ensure delivery on our goals by:

1. Establishing an energy efficiency task force that will identify areas for energy efficiency across the company.
2. Increasing on-site renewable energy generation.

3. Purchasing renewable energy certificates and high-quality carbon credits.
4. Using information gathered from the centralized sustainability data collection process implemented in 2018 to increase the scope and accuracy of our reporting.

Table 1. QIAGEN 2019 CO<sub>2</sub>e emissions.

Emission category	Footprint 2019 – market-based (tons CO <sub>2</sub> e)
Scope 1: Direct emissions	10,808
Scope 2: Indirect emissions	10,870
Scope 3: Business travel	19,431
Scope 3: Shipping to customers	181,133



## Energy

We are working diligently to adopt a continuous improvement process to reduce energy consumption and increase energy efficiency. Our initiatives include energy modeling during the design phase of buildings, energy extraction from co-generators, improved insulation, heat recovery, lighting replacements and installation of intelligent building systems. At one of our key manufacturing sites we have installed energy recovery and control systems designed to provide only the minimum amount of power required for operations. Solar panel installations are planned for our headquarters in Germany and the United States.



In 2020 we installed LED lighting at our Germantown facility, which is expected to save 300,000 kwh per year.

## Transportation and travel

A significant part of the energy consumption associated with our business occurs through the transportation of people and cargo (defined as "scope 3" emissions). Details can be found in table 1, page 9 and tables 2 and 3, page 30.

Since 2018, the North American Supply Chain team has promoted the use of sea freight instead of air freight for intercompany replenishment shipments from Europe to North America. In 2019, this saved 1,164 tons of CO<sub>2</sub>e.



Our 2022 goal is to reduce scope 1 and 2 CO<sub>2</sub> emissions by 12.6% and scope 3 business travel CO<sub>2</sub> emissions by 3.6% below 2019 levels.

To reduce the impact of employee commuting, a number of QIAGEN sites have installed charging stations for electric cars and bikes, while many provide discounted train and bus tickets to encourage employees to use public transportation. Video conferencing systems support virtual team meetings to reduce travel between sites, and CO<sub>2</sub> emission rates are a key deciding factor in the purchase of new company cars.



"Within our long term commitment we are continuously working on innovative ways to further reduce our plastics footprint and carbon dioxide emissions and have set targets to measure our progress."

**DR. BARTHOLD PIENING, Senior Vice President, Head of Global Operations**

## Our products

### Plastic reduction

Plastic pollution is one of the most pressing environmental issues, both for us and for our customers. Many QIAGEN products, production support materials and packaging materials contain plastic and we are actively seeking ways to reduce our plastic footprint wherever feasible, without compromising on product quality or performance.

A cross functional Global Plastic Footprint Reduction Focus Team drives and supports plastic reduction initiatives across our product portfolio and operational activities. Our approach is to reduce waste at the end of product life by reducing unnecessary materials, use of environmentally-friendly alternatives, and optimizing recyclability.

### **Plastic reduction initiatives include:**

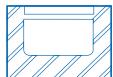
1. Reducing the thickness of the blister film used in packaging from 10 ml to 8 ml and decreasing the number of gel packs used in cold shipment of our products. Together these result in a reduction of 36.2 tons of plastic per year.
2. Replacing polystyrene foam boxes used in our dry ice cooled shipments with eco-friendly packaging in Europe and the Americas. We aim to have these changes in place by Q1 2021 and they are expected to reduce our annual plastic footprint by 38 tons.



Our 2020 goal is to reduce plastic transportation packaging material by 3% vs 2019

To support and encourage recyclability of product components, QIAGEN has also developed a digital recycling card that explains to customers how they can dispose of packaging components in an environmentally friendly way.

View our recycling card [here](#).



To assess the environmental impact of a typical QIAGEN product, we conducted a life cycle assessment on one of our top sellers, the QIAamp DNA Mini Kit. Each kit produces approximately 21.7kg of CO<sub>2</sub>e (Carbon dioxide equivalents) over its entire lifecycle.

### **Paper reduction**

We have substantially reduced kit packaging volumes by optimizing design and digitalization of information supplied with our products.

Printed multiple-page instructions for use (IFUs) have been replaced with concise, single-sheet, quick-start protocols wherever possible. These include a link to complete versions of IFUs at [www.QIAGEN.com](http://www.QIAGEN.com) (Only for jurisdictions where electronic IFUs are permitted).

QIAGEN is also a member of the Forest Stewardship Council (FSC). This means that only suppliers complying with FSC standards for printing processes and sustainable paper production are selected for paper materials and packaging to be used within our business operations.



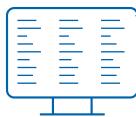


## Facilities

Europe's first "green" laboratory complex at Hilden, is a state-of-the-art research and production facility and has been awarded a gold certification for sustainable construction by the internationally recognized US quality system LEED. An extension to the QIAGEN Germantown facility also received LEED silver certification. Our Germany facility in Stockach is also certified according to DIN EN 16247, a European norm defining quality standards for energy audits.

Through the collection and sharing of global data on waste and water, our sites have been able to start managing waste, by recycling, and managing resource usage more comprehensively – going beyond the legal requirements.

Water remains a valuable resource that must not be wasted. Some of our water-saving measures include using "process" water produced during manufacturing to cool buildings, hand-motion activated faucets, and low-flow plumbing in restrooms. Additionally, none of our manufacturing sites are located in water-stressed regions. For details of our water consumption, see tables 2 and 3, page 30.



QIAGEN collects data globally on energy, water, waste, business travel and plastic

# Our sustainability committees

QIAGEN's volunteer-based sustainability committees are grassroots, employee-led groups at sites around the world, including Brazil, Germany, Mexico, the United Kingdom, and the United States. As of spring 2020, more than 60 QIAGEN employees were involved worldwide. Committees focus initiating improvements in their region, but often collaborate to share ideas and experiences.

## Minimizing waste

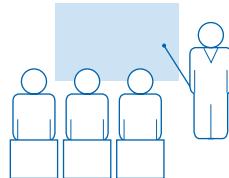
Committees have initiated projects to reduce waste at their sites through the introduction of recycling programs, replacing single-use items with reusable versions, and donating surplus office furniture and lab equipment to local community organizations.



The Mexico "QIAGreen" teams collected paper and electronics at the recycling events in 2019. In addition to conventional recycling in the office, they have created programs to recycle coffee pods and batteries. Offering reusable cups and bottles helps reduce the amount of waste generated in the office.

In Hilden, reusable bonnets and overshoes have been introduced to replace the single-use version. They continue to expand recycling programs for pipettes and gloves.

The Sustainability Committees have organized employee education campaigns on topics like recycling, energy reduction, water reduction, and waste reduction. These programs included educational seminars with speakers from environmental nonprofit organizations.



The North American Sustainability Committee gives a presentation during new employee orientations. In 2019, employees were offered a 3-week customized class on the principles of sustainability in collaboration with the local university, Montgomery College.

The North American sustainability committee hosts at least one park cleanup event per year to help protect the local watershed from pollution.

Sustainability committees organize volunteer opportunities where employees can use their community service hours to improve their community by helping to plant trees or pick up garbage in parks.





A blurred background image of a crowded street scene, showing many people from behind walking in different directions.

**SOCIAL  
RESPONSIBILITY**



QIAGENcares is the company's Corporate Social Responsibility program, an umbrella for support of initiatives that improve lives by fighting diseases in which our products can play an important role. We collaborate with non-governmental health organizations, local nonprofits and ministries of health to help ensure efficient distribution of donations. Our social responsibility efforts aim to provide access to cutting-edge molecular technologies to people worldwide, regardless of their economic or social status, including diagnostic solutions designed especially for settings where limited medical resources are available.

## Access to healthcare

In developing countries with scarce resources, new ways are needed to ensure access to affordable diagnostics that play a critical role in helping to prevent and treat diseases. In particular, infectious diseases and various malignancies can be treated much more cost-effectively through early and precise detection – and with improved patient outcomes. However, many emerging countries lack properly trained

lab personnel and technical infrastructure to utilize the latest molecular testing technologies.

At QIAGEN, we develop diagnostic solutions targeting some of the most widespread and emerging diseases. By collaborating with global networks, we work to ensure availability in all regions of the world, providing a means to fight, and perhaps even eradicate, such diseases.



"Preventing disease and saving lives from tuberculosis requires access to affordable and accurate testing solutions for those who need it most, regardless of where they live."

MASAE KAWAMURA, Senior Director of Medical and Scientific Affairs for QuantiFERON

## Tuberculosis management

Tuberculosis is the world's leading infectious disease killer, claiming 1.5 million lives in 2018. In October 2019, we announced the addition of QuantiFERON-TB Gold Plus (QFT-Plus) to the diagnostic catalogue of the Stop TB Partnership's Global Drug Facility (GDF). The GDF facilitates access and helps match demand for TB diagnostics and drugs with funding from donors, governments and NGOs on a global scale. The acceptance of QFT-Plus to the GDF catalogue advances our strategy to help expand screening with

modern blood-based assays for latent TB infection in regions with high disease burden but limited resources.

To reach the highest risk populations needing TB testing, QIAGEN is building upon the high-volume state-of-the-art QuantiFERON-TB Gold Plus assay with the development of QIAreach QuantiFERON-TB, a field-friendly test with ultrasensitive digital detection on a portable device. Launching in 2020, this public health solution has already gained recognition by the Joint United Nations Program on HIV/AIDS.

## Human papilloma virus (HPV)

Despite being one of the most preventable forms of cancer, cervical cancer which is primarily caused by HPV infection, claims over 300,000 lives every year, 80 percent of them in developing countries. Through a combination of vaccination programs and access to advanced screening methods, such as QIAGEN's HPV tests, most cases can be avoided – yet an estimated 1 billion women worldwide do not receive cervical cancer screening.

In cooperation with the NGO, PATH, and support from the Bill & Melinda Gates Foundation, QIAGEN developed a dedicated testing system for use in regions with limited healthcare resources, based on our gold standard *digeneHC2* test for detection of high-risk HPV. Our *careHPV* test is currently available in more than 25 countries worldwide. Since its launch, more than 3 million tests have been distributed.

## COVID-19

Since early 2020, we have been working closely with governments, public health authorities and customers to ensure availability of critical COVID-19 testing components across the globe. With several products listed in the US CDC and WHO COVID-19 testing protocols, we have seen a rapid increase in orders of our RNA extraction kits and automation instrumentation, as well as for our newly developed COVID-19 syndromic test. We have been working around the clock to meet this testing demand.

Since January, we have increased our output of viral RNA extractions from an initial 400,000 per month to over 8 million by the end of May 2019 with an aim to produce 20 million per month by October. We are currently supporting COVID-19 testing in more than 100 countries.





# Humanitarian and environmental projects

QIAGEN's leadership in Sample to Insight solutions leads us into a wide variety of scientific collaborations. For example, we worked with the International Commission on Missing Persons (ICMP) for the identification of people missing from the war in Srebrenica (Bosnia in 1995). Thanks to QIAGEN forensic technologies, ICMP scientists were able to extract DNA from challenging bone samples and identify thousands of victims, providing closure for families. Since then, QIAGEN has maintained its involvement with ICMP's global efforts to identify missing persons.

QIAGEN has also supported groundbreaking research into the long-term environmental impacts of radioactive contamination from disasters in Chernobyl, Ukraine, and Fukushima, Japan. In 2016 QIAGEN provided products to the MetaSUB international Consortium aiming to analyze the urban microbiome using DNA and RNA samples from subway systems, buses and parks in 54 cities around the world. QIAGEN also provided molecular technologies to help the Cheetah Conservation Fund protect the endangered species in Africa by generating insights into populations and ecological interactions of the big cats. In many different ways, QIAGEN products make improvements in life possible.

Our teams are active in their local communities, getting involved in activities from summer science camps and homeless resource days.

## Support of local initiatives

QIAGEN supports a broad range of activities in communities where our businesses are based. These include sponsorship of science education, disease awareness campaigns, installation of school laboratories and promotion of biology in school curricula. Our local engagement goes beyond financial. In Hilden, for instance, QIAGEN is collaborating with the local Rotary Club to help integrate refugees from Syria and other war-torn countries through a program that includes language and cultural training, assessment centers, and internships at QIAGEN. Hilden also works with Hephata, a local institution for citizens with disabilities, who undertake a broad array of operational tasks for the company, including certain packaging and production responsibilities.

In North America, our employees are granted 8 hours of paid community service time and in 2019 committed more than 1,200 hours of volunteer time to meeting community needs. Our Community Service Committee mobilizes volunteers and provides company funds for projects that improve the lives of people locally and nationally.







# OUR PEOPLE



# Diversity and inclusion

At QIAGEN, we are committed to creating a work environment rich in diversity and that empowers all employees. Diverse teams strengthen our organization through the variety of ideas, perspectives and approaches they bring to our business. Our teams outperform and succeed when they are composed of individuals with the widest possible range of personalities, backgrounds and traits. That's why we value each person's uniqueness and maintain an environment where all individuals can contribute to our successes based on their strengths and characteristics.

## An equal opportunity employer

We know the value of providing an environment where all individuals have an equal opportunity to grow and contribute to our progress; regardless of age, educational background, sex (including gender identity, gender expression and sexual orientation), nationality, veteran status, physical abilities, neurotype, race, ethnic background, or religion. Strategic consideration of diversity

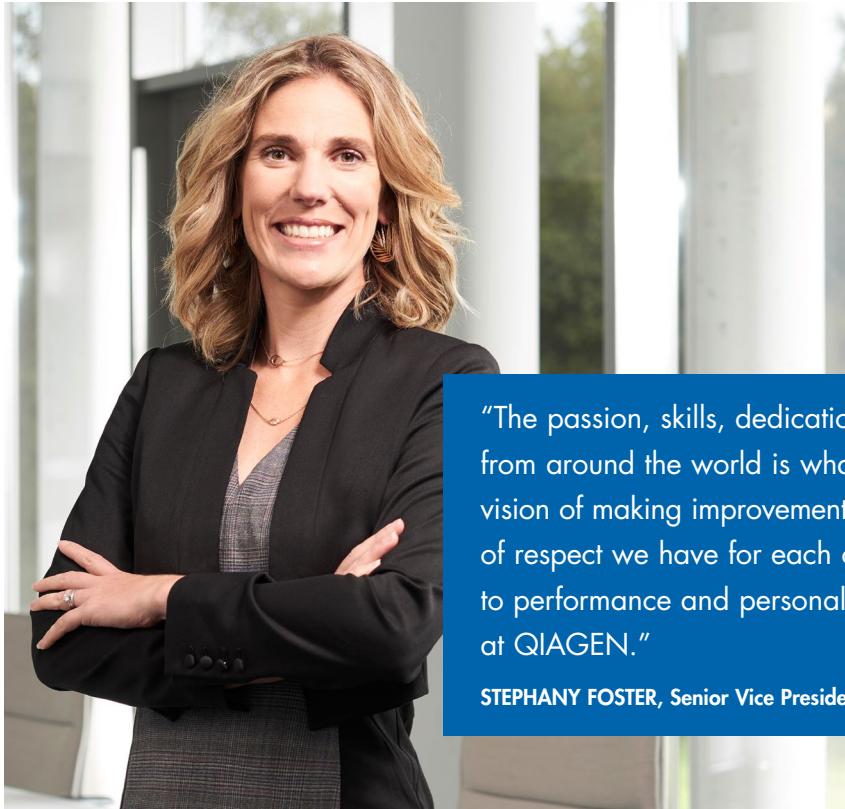
and inclusion not only makes QIAGEN a great place to work, we also consider it a key success factor on the path to achieving our mission and goals.

## Gender equality

In 2018, QIAGEN launched a strategic initiative focused on gender diversity within the organization. At the time, gender split across the whole company was 51% men and 49% women, and it remains the same today. However, participation of women in leadership roles was only 28%. In 2018, we launched a series of initiatives to drive awareness, engagement, and development of this segment among our leadership team, the fruits of which are now beginning to be seen. In 2019, the percentage of women in leadership roles grew to 29% and we aim to increase this to over 30% in 2020. More information about our policy on diversifying the Management Board and the Supervisory Board can be found in our Corporate Governance Report.



Our diversity ambassadors organize roundtables and workshops to discuss topics around inclusion and equality.



"The passion, skills, dedication and diversity of our employees from around the world is what continues to drive our company vision of making improvements in life a reality. The high level of respect we have for each other as well as our commitment to performance and personal integrity are what I value most at QIAGEN."

**STEPHANY FOSTER, Senior Vice President and Head of Human Resources**

### The Executive Council on Equal Opportunity and the Diversity Ambassador program

In 2019, we launched the QIAGEN Executive Council on Equal Opportunity (ECEO), made up of senior representatives from each of the business areas across the organization. The council serves as a vehicle to drive change within QIAGEN around diversity and inclusion in ways that go beyond the traditional functional and organizational boundaries. As such, the ECEO leads the organization in delivering on global, cross-functional objectives. These are tied directly to our corporate goals on diversity and inclusion, and also drive business area-specific initiatives within each organizational area.

In addition, the ECEO works closely with the Diversity and Inclusion Ambassador program. Initially set up in 2018, the Ambassador program includes more than 25 employees from around the world who volunteer to champion diversity and inclusion across our global sites. The Ambassadors host site-specific round-tables, organize trainings and workshops, and organize events to educate the community – at QIAGEN and beyond – on diversity and inclusion topics. In 2019, as a direct result of the diversity forums led by our ambassadors, and with the full support of our executive team, our parental leave policy in the United States was updated to allow 12 weeks of fully paid time-off.

## Employee training

As a fast-growing technology and knowledge-based company, we consider high-quality training and career development to be an integral part of our success.



In 2019, we ran a combination of internal instructor-led, virtual instructor-led and e-learning courses attended by over 77% of our employees.

In addition, 46 employees participated in our advanced leadership development programs. Trainings focus on job-specific skills, competencies and leadership development. For 2019, as in previous years, overall feedback from employees was very positive.

Specific training has also been introduced to bring to light the topic of unconscious bias, including ways to recognize it in the workplace, prevent it where possible, and help reduce its impact when it occurs. This training is updated periodically, with the most recent update in 2020.

## Employee satisfaction and retention

Employees join QIAGEN and stay with us because they can see how their work makes a difference to people's lives everywhere in the world. Our passionate employees are key to our success and we strive to maintain a dynamic and excellent work environment.

We provide services to help employees balance their personal lives with their work-life, including in-house childcare, sabbatical programs, and flexible working hours.

**In 2020, we were awarded the Top Employer award for Germany. We also received top employee awards in the US and Brazil.**



# ENVIRONMENTAL PERFORMANCE SUMMARY

Table 2. Overall environmental performance 2018–2019

	2019 <sup>1</sup>	2018
Energy (in MWh)	86,158	86,549
GHG scope 1 + 2 emissions (in tCO <sub>2</sub> ; location-based)	29,347	28,898
GHG scope 3 emissions: Business travel	19,431	n/a
GHG scope 3 emissions: Shipping to customers	181,133	n/a
Freshwater use (in m <sup>3</sup> )	474,335	119,621
Total waste (in t)	1,155	633
Hazardous waste (in t)	330	250

(1) Increases in water and waste numbers from 2018 to 2019 are due to improvements in data collection in the 2019 reporting period.

Table 3. Environmental key performance indicators per product sold

	2019 KPI <sup>1</sup>	2018 KPI
Energy (in MWh)	0.0189	0.0248
GHG scope 1 + 2 emissions emissions intensity (g/unit)	6,429	8,294
GHG scope 3 emissions intensity: Business travel (g/unit)	4,261	n/a
GHG scope 3 emissions intensity: Shipping to customers (g/unit)	3,978	n/a
Freshwater use (l/unit)	104	34
Total waste (g/unit)	253	182
Hazardous waste (g/unit)	72.3	71.7

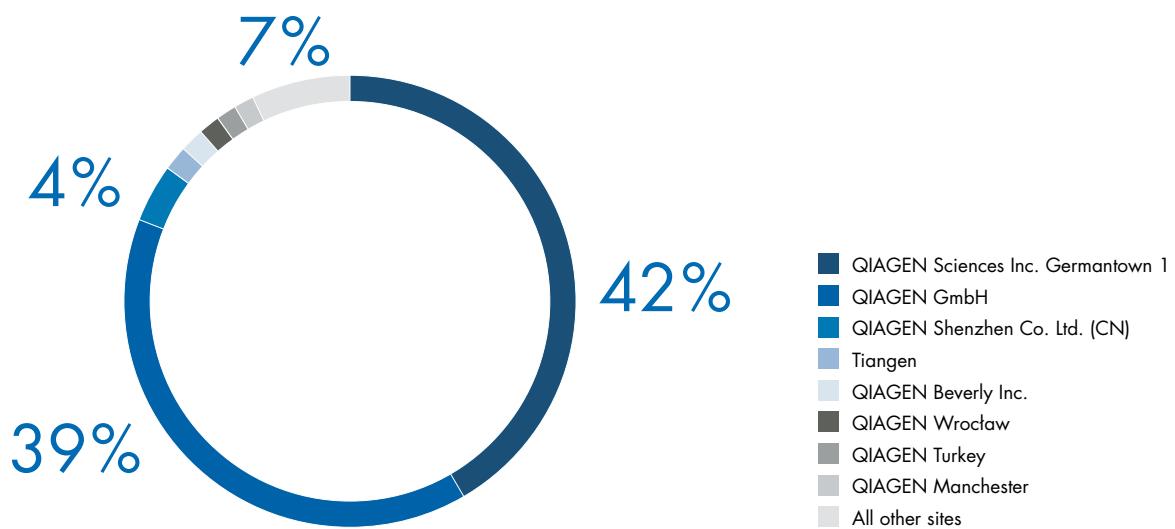


Figure 1. Percentage of scope 1 and 2 GHG emissions by QIAGEN facility.

All photos taken prior to COVID-19.  
Document created November 2020.



