



QIAGEN N.V.

Sustainability Report 2022

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FOREWORD

When global headlines highlight extreme weather, declining species, lurking pandemics and an upsurge in human conflict, it's more important than ever to face the future with resilience and hope.

QIAGEN has its part to play in shaping tomorrow's Earth. That's why we are forging a determined path of sustainable transformation to make a positive, lasting impact on the planet and its people.

It's our mission as a leader in life science research and molecular diagnostics to advance science and improve health care access for our most vulnerable populations. And we pledge to make every effort as part of the global movement that must urgently step up to protect our precious world.

To show why we pay more than just lip service to the ideals of diversity, equality and sustainability, our annual update shows the progress of QIAGEN on the fundamentals of environmental, social, and governance (ESG) considerations. And to thank our more than 6,200 devoted and diligent employees worldwide, the QIAGENers, for their unswerving commitment to making an impact, in line with our vision of making improvements in life possible.

Action for climate

At QIAGEN, climate protection is accorded the same level of importance as our business and financial goals. That's because climate scientists are now warning that only swift and drastic action will help to avoid irreversible damage to our climate and ecosystems. Companies can no longer deny their particular responsibility to step up and change the way they consume energy and use resources.

That's why we aim to achieve net-zero across our value chain by 2050. In joining the Business Ambition for 1.5°C of the Science-Based Targets initiative (SBTi) and the UN-backed Race to Zero, we have pledged to reduce our carbon emissions across all three scopes. In 2022, we reduced our GHG (greenhouse gas emissions) intensity 16% compared with 2021.

We have also expanded our efforts to reduce QIAGEN's plastic footprint. This included measures to reduce plastic in transport packaging and launching QIAwave, the eco-friendlier product range.

Action for our people and society

Meeting current and future challenges with innovation and a collaborative spirit will only be possible with a diverse and inclusive workforce. At QIAGEN, we ensure all individuals have an equal chance to develop their skills and contribute. In 2022, we participated for the first time in the Global Disability Equality Index to help achieve equity in our workforce.


Beyond our company gates, QIAGEN continues to ensure communities around the world have access to our life-saving Sample to Insight solutions. The COVID-19 pandemic showed us again the need to ensure no country is left behind. As another example, millions of tuberculosis deaths are easily preventable with two simple steps: testing and treatment. This is why access to quality healthcare in high-burden, low-resource countries is a priority for QIAGEN.

Action for good leadership

We remain strong in promoting responsible and ethical business conduct. Respect for human rights is a fundamental value for QIAGEN, and in 2022 we introduced further measures to ensure our products are used ethically by end-customers in accordance with our Human Rights Policy.

We also strive to ensure that the companies we buy from share our values. In 2022, we included a new supplier policy in QIAGEN's terms and conditions, which contains requirements on environmental protection, labor rights, health and safety, and anti-corruption.

We are encouraged by the progress QIAGEN has made so far — but we're only just getting started. Please join us on this journey to create a more sustainable business that benefits all our stakeholders — as well as our global community.



Thierry Bernard
Chief Executive Officer

2022 achievements

Our Company



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Facts and Figures

QIAGEN is a globally established provider of Sample to Insight solutions for Life Sciences and Molecular Diagnostics. Our broad portfolio encompasses consumable kits, instruments and bioinformatics that allow our customers to unlock invaluable insights from the basic molecular building blocks of life.

We serve over 500,000 customers from over 35 locations in more than 25 countries around the globe. More detailed ESG figures and tables can be found in our [Non-Financial-Statement on our website](#).

Facts and Figures



From Sample to Insight

QIAGEN provides solutions to uncover molecular insights – faster, better and more efficiently.

2022 sales



\$2.1bn

Balanced customer markets of 2022 sales



~47%
Life Sciences



~53%
Molecular Diagnostics

Global presence of 2022 sales



47%
Americas

34%
Europe /
Middle East /
Africa

19%
Asia-Pacific /
Japan



Committed to building a sustainable business

We have set ambitious goals to contribute to a more sustainable future – never compromising on our high-quality standards.

Product categories of 2022 sales



12%
instruments



88%
consumables and related products



>500,000
customers worldwide



~6,200
employees – known as QIAGENers



Scan for more
about ESG at
QIAGEN

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Approach to Sustainability

QIAGEN plays a vital role in helping to advance our understanding of the biology of life – DNA, RNA, and proteins. Our vision of “making improvements in life possible” extends to ensuring that we minimize our impact on the environment to the furthest possible extent. We listen carefully to our stakeholders and always consider their feedback when making decisions on how to operate our business.

Our aim from top to bottom is to thoroughly examine our impact on the environment. We strive to deliver the best possible products and aim to leave the smallest footprint. From source to production, we have made significant progress towards creating a more sustainable business.

Our Sustainability Roadmap

At QIAGEN, we see great potential in the Sustainable Development Goals (SDGs) of the United Nations, which identify ways that policymakers, businesses and private individuals can tackle major challenges like resource consumption, global inequality and climate change. Companies like ours can target these goals by making production and distribution more sustainable, improving working conditions, and carefully selecting their partners and suppliers.

To this end, we have been hosting workshops where our ESG Committee and other departments have analyzed how well we as a company and other departments have analyzed how well we as a company are shaping up with regard to the SDGs. We then identified key areas for improvement to further develop our environmental, social and governance (ESG) strategy.

Since setting out on our ESG journey, we have substantially reduced our waste production, significantly decreased our energy usage, and expanded access to healthcare in developing nations. We have submitted our greenhouse gas reduction targets and net-zero commitment to the Science Based Targets initiative (SBTi) for a net-zero validation. The SBTi has validated our near and long-term targets against the SBTi net-zero criteria and approved them.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

BUSINESS
AMBITION FOR **1.5°C**  

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We are committed to contributing to a more sustainable future

Solid achievements toward our goals

Environment



Practice sustainability and protect global ecosystems

Carbon neutral by 2050

2030 interim goal:

42% reduction in Scope 1 and Scope 2 GHG emissions,

25% reduction in Scope 3 (base year 2020)

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

16.5% reduction transportation packaging in 2022

Social



Foster diversity, inclusion and access to healthcare

Top Employer LGBTQ+ with 100% on 2022

Corporate Equality Index

35% women

in leadership in 2022

Participated in the **Global Disability Equality Index**

Governance



Ensure responsible corporate practices

100% strategic suppliers

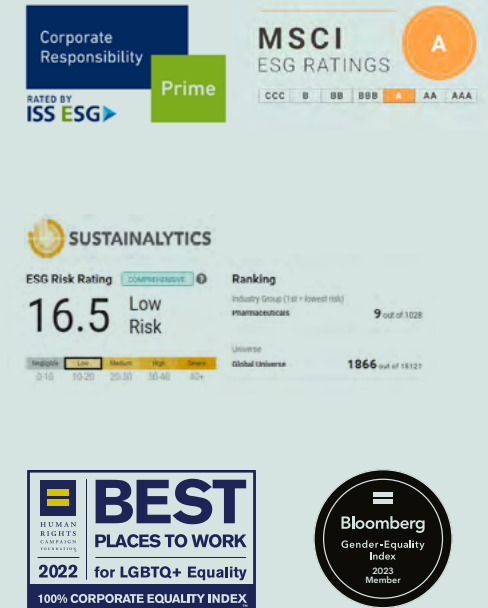
with sustainable engagement goals in 2023

No significant

cyber security incidents in 2022

78% of new employees

completed compliance training in 2022



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Sustainable Development Goals*



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



5.1, 5.5

Fostering diverse teams and equal opportunities

- >35% of leadership roles filled by women
- QIAGEN Diversity and Inclusion ambassador program
- Mentorship exchange with focus on culture and inclusiveness
- 4 QIAGEN communities established to foster inclusion



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



12.2, 12.5

Reducing our environmental footprint

- 16.5% transportation packaging reduction in 2022 compared with 2021
- New ecofriendly product range QIAwave, with the aim of reducing the environmental impact of our products
- Plant-based material alternatives to replace EPS coolers in cold-chain shipments



13.1, 13.2

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
- Life cycle assessments for a best-selling product in accordance with ISO 14040 / 14044
- Global conversion to renewable energy started with 100% renewable energy for main production sites in Hilden and Germantown



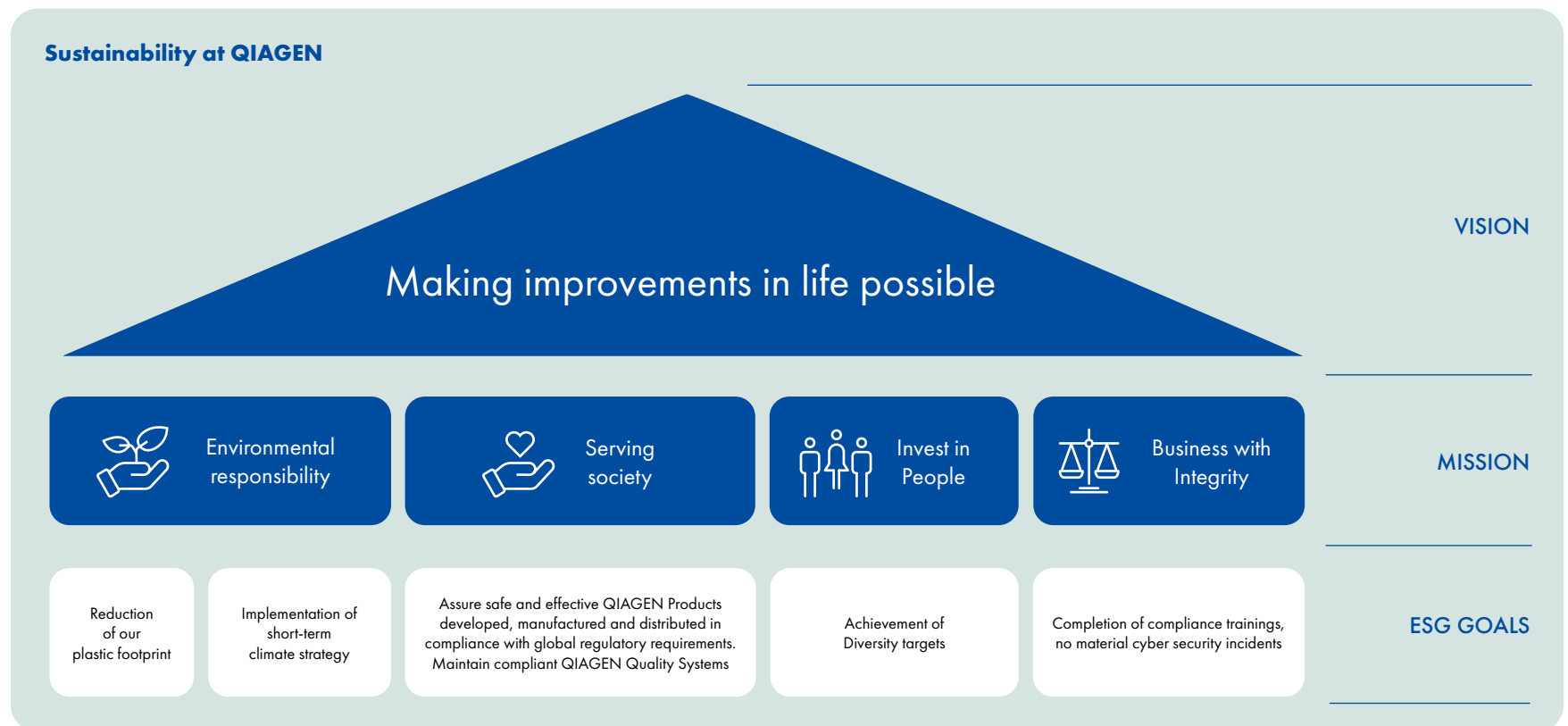
*Out of the 17 Sustainable Development Goals (SDGs) set by the United Nations, QIAGEN has identified five objectives that we have the biggest impact on

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Our ESG Organization

QIAGEN's increasing focus on sustainability has led us to integrate ESG aspects into our governance framework. Founded in 2021, our dedicated ESG committee is led by our Senior Director, Head of ESG Strategy, who reports directly to a member of our Executive Committee. The Corporate ESG Committee is a cross functional team representing all key areas of the organization, while additional dedicated teams have been working on each of the 11 ESG topics identified in our

most recent materiality analysis. Within this team, we develop our sustainability strategy and its implementation plan, which is reported, reviewed, discussed and approved in our quarterly ESG updates to the Executive Committee and in our ESG updates to the Supervisory Board twice a year. The chair of the Nomination & ESG Committee oversees the company's sustainability related efforts and associated risks.



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Stakeholder Engagement and Materiality

Talking to stakeholders is crucial to our sustainability plan. Only an open and honest dialogue with all our stakeholder groups can help us identify early trends

and needs for action. These cooperative discussions are extremely valuable for shaping our business and sustainability agendas.

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

This approach was the driving force behind a materiality analysis* we conducted in 2022 to identify sustainability topics relevant to our business, society and the environment. We evaluated material topics in terms of two perspectives: the impact of our business activity on a particular topic (the inside-out perspective), and the impact of the topic on assets, finances and the profitability of QIAGEN (the outside-in perspective). From this we derived the eleven topics that can be

classified as material, and which are attributed to one of our four missions (see previous page). A further analysis focused on the risks and opportunities within each individual topic. The results of this analysis have been validated by key stakeholders, and partially adopted by the Executive Committee and the Supervisory Board.

*Our Non-Financial Reporting is based on the reporting standards provided by the Global Reporting Initiative (GRI), UN-Global Compact and the Sustainability Accounting Standards Boards (SASB). For the assessment of material topics we have considered the current draft of the European Sustainability Reporting Standards (ESRS). The detailed Non-Financial Reporting including the disclosures of the EU Taxonomy regulation can be found on our website.

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Materiality analysis

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

2022 achievements

~100%

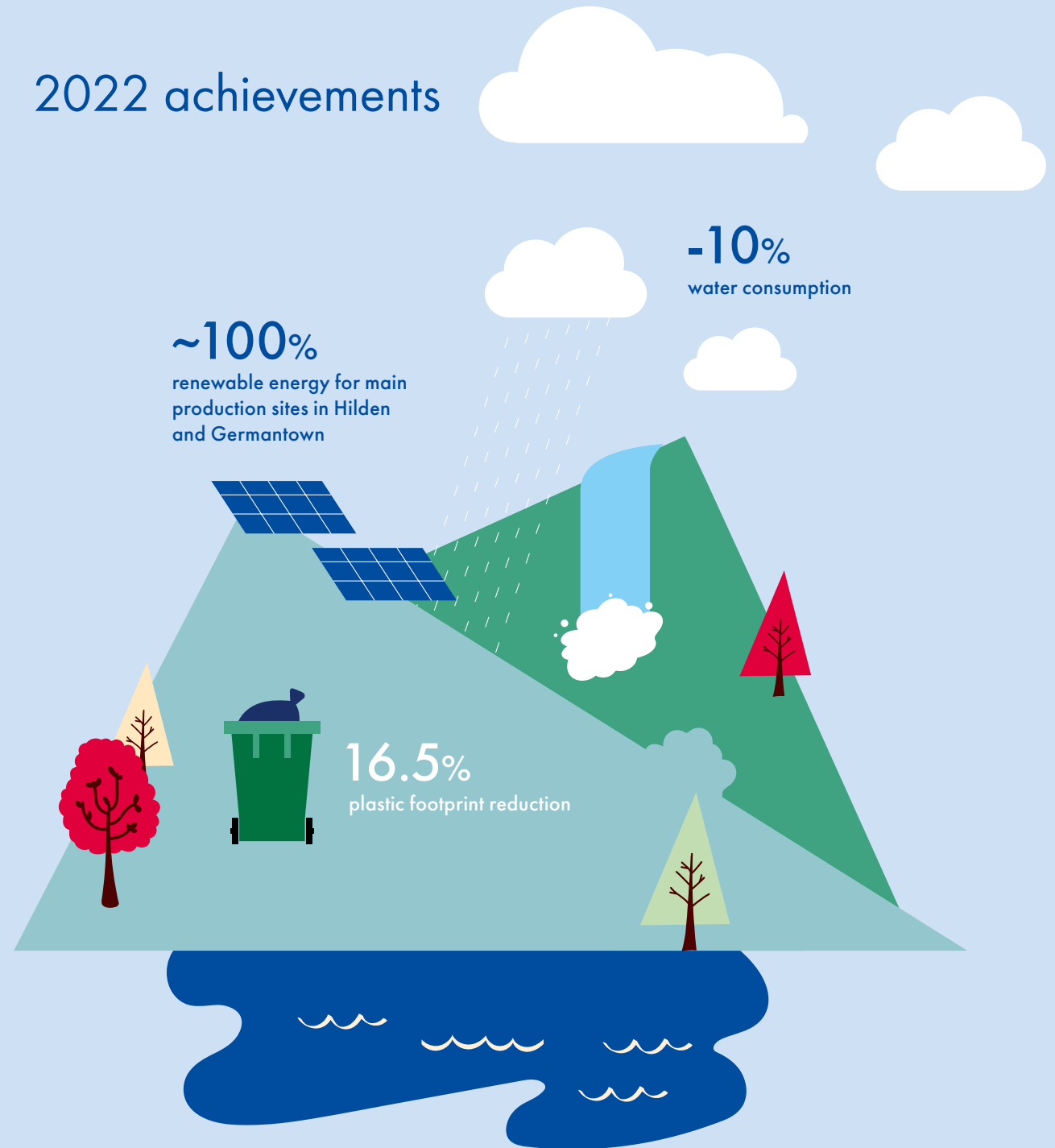
renewable energy for main
production sites in Hilden
and Germantown

-10%

water consumption

16.5%

plastic footprint reduction



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Climate

net-zero

commitment by 2050

Science Based Target initiative (SBTi) validated emission reduction targets

329,524 tons CO₂ emission

total carbon footprint for Scopes 1, 2 (market-based) and 3

94,005MWh

total energy consumption

100%

renewable energy for main production site in Hilden

>70%

electricity from green tariffs

Water

>85%

water consumption from low water stress areas

-10%

water consumption (vs. 2021)



Waste



16.5%

plastic footprint reduction in 2022 compared with previous year

63%

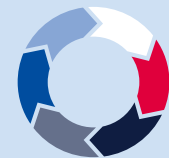
less plastic and 42 % less cardboard used for each kit in our product range QIAwave

1,932tons

total non-hazardous waste

Certified Life Cycle Assessments (LCA)

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



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Environmental Management

At QIAGEN, we are seriously committed to minimizing the environmental impact of our business activities – from the energy and resources we consume in manufacturing, right down to the materials we use in our laboratories and offices.

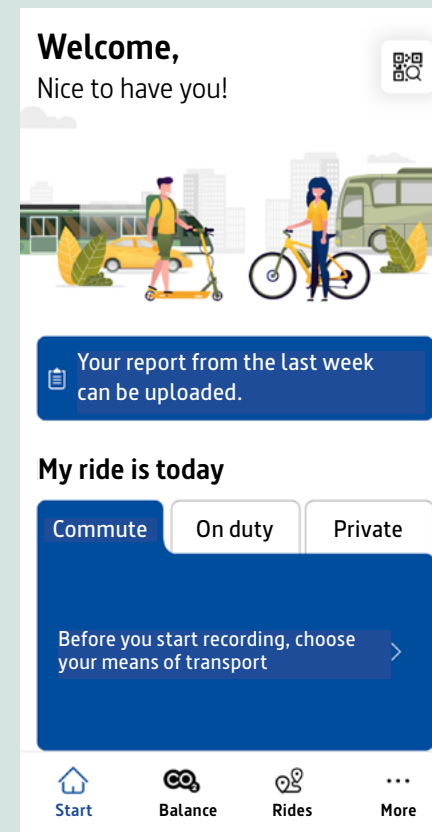
Environmental Management at QIAGEN

Our commitment is documented in our global Environmental, Health and Safety (EHS) Policy, defined by our Global EHS team that is responsible for its implementation. We have implemented global processes to collect data from our production sites, research centers and offices, providing us with a solid basis to steer our environmental measurements.

We have regularly conducted Life Cycle Assessments (LCA) on our best-selling product, the QIAamp DNA Mini Kit, to consider its environmental impact. We started by changing its secondary transportation packaging to reduce plastic usage. We are now analysing how much plastic is contained in our top-selling products to help us steer the plastic reduction in future kits.

At QIAGEN we encourage our employees to look for ways to reduce harmful substances and waste from our products, and to conserve energy. Local sustainability committees carry out initiatives to reduce our environmental footprint, which in 2022 included the development of an emissions tracking app (see highlight box), recycling and composting programs, replacing single-use items with reusable ones, and donating surplus office furniture and lab equipment to local community organizations.

EcoShift commuting app



In partnership with a global telecommunication company, we launched the Ecoshift commuting app and made it available to our employees in our facility in Hilden, Germany.

This app tracks and calculates emissions generated by our employees on the way to and from work and suggests feasible ways to reduce them.

Selected app features

- Recognition of automatically recorded trips
- Definition of specific home office days
- Formation of car pools
- Archiving of trips
- Doubling of journeys
- Sharing of trips

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Climate Change

Climate change is one of the most pressing issues of our time. QIAGEN recognizes that urgent action is required, and is committed to reducing its greenhouse gas emissions in line with the Paris Agreement.

Climate Strategy

While we see climate change on the news bulletins in the form of wildfires, floods and extreme hurricanes, there are also less visible consequences for business. It might be a change in customer behavior, or new regulations that trigger a rise in energy, transportation or raw material and packaging costs. We know from surveys that our customers are environmentally conscious, especially regarding plastic consumption and the recyclability of products, and that these factors influence their purchasing decisions.

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

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

QIAGEN climate targets

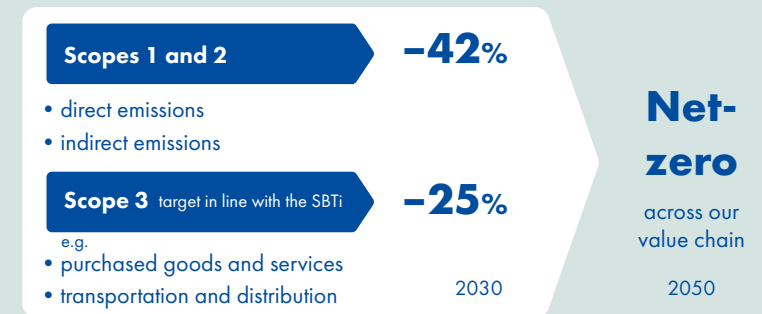
Accomplishments in 2022

- Purchase of renewable energy certificates for our two largest manufacturing sites, Hilden and Germantown Installation of solar panels
- Replacing gas and oil with renewable sources (such as wood pellets and heat pumps fueled by green electricity)
- Transition of our fleet of company cars in the U.S., Germany, Switzerland, and Austria to hybrid or electric vehicles.
- Launch of an energy efficiency employee awareness campaign

Future plans

- Further transition to green energy and electric vehicles
- Certification to ISO 14001 for the largest manufacturing site in Hilden
- Ongoing plastic reduction measures, to address emissions from purchased goods and services, and product end of life.
- Advanced energy modeling during the design phase of new buildings

SBTi validated



base year 2020



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Performance and Projects

This year we further improved the accuracy of our emissions reporting and expanded Scope 3.

By the end of 2022, we recorded a net decrease of 20.4% or 4,264tCO₂e in Scope 1 and 2 emissions compared with 2021. Based on our expanded emissions reporting for 2022, we also recorded a significant reduction in Scope 3 emissions, which were 13.1% or 47,030tCO₂e less over a one-year period.

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

We aim to incorporate Green Building certification standards into our corporate architecture guidelines. More than a third of our main locations have already achieved this standard or are planning to do so. Our initiatives to improve energy efficiency include energy modeling during the design phase of buildings, installation of solar panels, replacing gas and oil with renewable sources (such as wood pellets and heat pumps fueled by green electricity), energy extraction from co-generators, improved insulation, heat recovery, LED lighting, motion-controlled lighting, off-hour reduction, use of green electrical energy, and installation of intelligent building systems.

To reduce the impact of commuting, several QIAGEN sites have installed charging stations for electric cars and introduced bike-to-work plans. Many facilities provide discounted train and bus tickets to encourage employees to use public transportation. At our sites in Shenzhen and Manila, we offer bus shuttles to public transport stations, and in Hilden and Manchester we support commuting by subsidizing public transportation costs. In Hilden, an electric bike program was initiated to encourage employees to avoid using cars.

In 2022, we stopped leasing combustion vehicles and transitioned our fleet of company cars in the U.S., Germany, Switzerland, and Austria to hybrid or fully electric vehicles. Benelux and UK will follow suit in 2023. We are expanding the infrastructure for electric vehicles and plan to install new charging stations in these and our main sites 2023.

Greenhouse Gas Intensity reduced by 16% in 2022 compared with 2021

Scope 1 & 2 GHG emissions intensity	2022	2021	Change in % 2021 to 2022
Scope 1 & 2 GHG emissions (tCO ₂ e)	16,612	20,876	-20%
Net sales in US\$ (millions)	2,142	2,252	-5%
Net GHG emissions intensity (tCO ₂ e/US\$millions)	7.8	9.3	-16%

In 2022, we continued to reduce our greenhouse gas emissions compared to our sales. We use the GHG intensity ratio, which looks at the amount of carbon dioxide we emit (in tons) in relation to our total sales. We started tracking this indicator in 2019 when we emitted about 14.2 tons of carbon dioxide equivalent for every US\$ million in sales.

Over the following years, we made significant progress. By 2020, we had improved by 26%, emitting only 10.5 tons per US\$ million in sales. In 2021, we further reduced emissions by 11%, reaching 9.3 tons. And in 2022, we managed to cut emissions by an additional 16%, resulting in just 7.8 tons of carbon dioxide equivalent per US\$ million in sales.

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QIAGEN corporate carbon footprint 2022

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

QIAGEN energy consumption Scopes 1 and 2

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

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Waste and Water

To keep track of our environmental impact, we collect data regarding freshwater consumption, waste and recycling. We have also set goals to reduce our plastic footprint and initiated measures to replace plastic with green alternatives where possible.

Waste

Most of our waste is generated by organic solvents, washing liquids and other liquors used in production processes. These are hazardous wastes that are difficult to recycle. A second major source, although much smaller, is packaging waste (paper and mixed packaging).

Waste generation

in tons	2022	2021
Non hazardous waste	1,932	2,434
Hazardous waste	1,550	1,534

Plastic Footprint

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

In 2022, we surpassed our goal to reduce plastic transportation packaging material by 9.6% below 2021 levels. The goal was overachieved thanks to a 16.5% reduction

Plastic Footprint



in plastic transport packaging. Our goal for 2023 is to reduce it by a further 7% compared with 2022.

To support this goal, many of our plastic reduction initiatives focus on transport material packaging. In 2022, the roll-out of ecofriendly transport boxes was launched in EMEA, replacing expanded polystyrene (EPS) transport boxes with cold chain shipments. The Beverly site in the U.S. has also changed its dry ice transport packaging, replacing EPS coolers with ecofriendly packaging. APAC and the Americas have successfully implemented the roll-out of ecofriendly shipping boxes and converted plastic materials such as tape to a paper-based material for our shipping boxes. Moreover, the eco-friendlier product range QIAwave was launched in 2022 (see highlight box).

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QIAwave: Same quality, less waste

In January 2022, we launched an eco-friendlier product range, QIAwave. The three new QIAwave kits extract the same high-quality DNA and RNA but produce less plastic and cardboard waste compared with our RNeasy Mini, DNeasy Blood & Tissue and QIAprep Spin Miniprep Kits. The new QIAwave Kits feature fewer components, waste tubes made from 100% recycled plastic, and buffer concentrates in smaller bottles. More compact kits and new packaging methods reduce the cardboard needed to box them up. This results in up to 63% less plastic and up to 42% less cardboard compared with our standard kits.

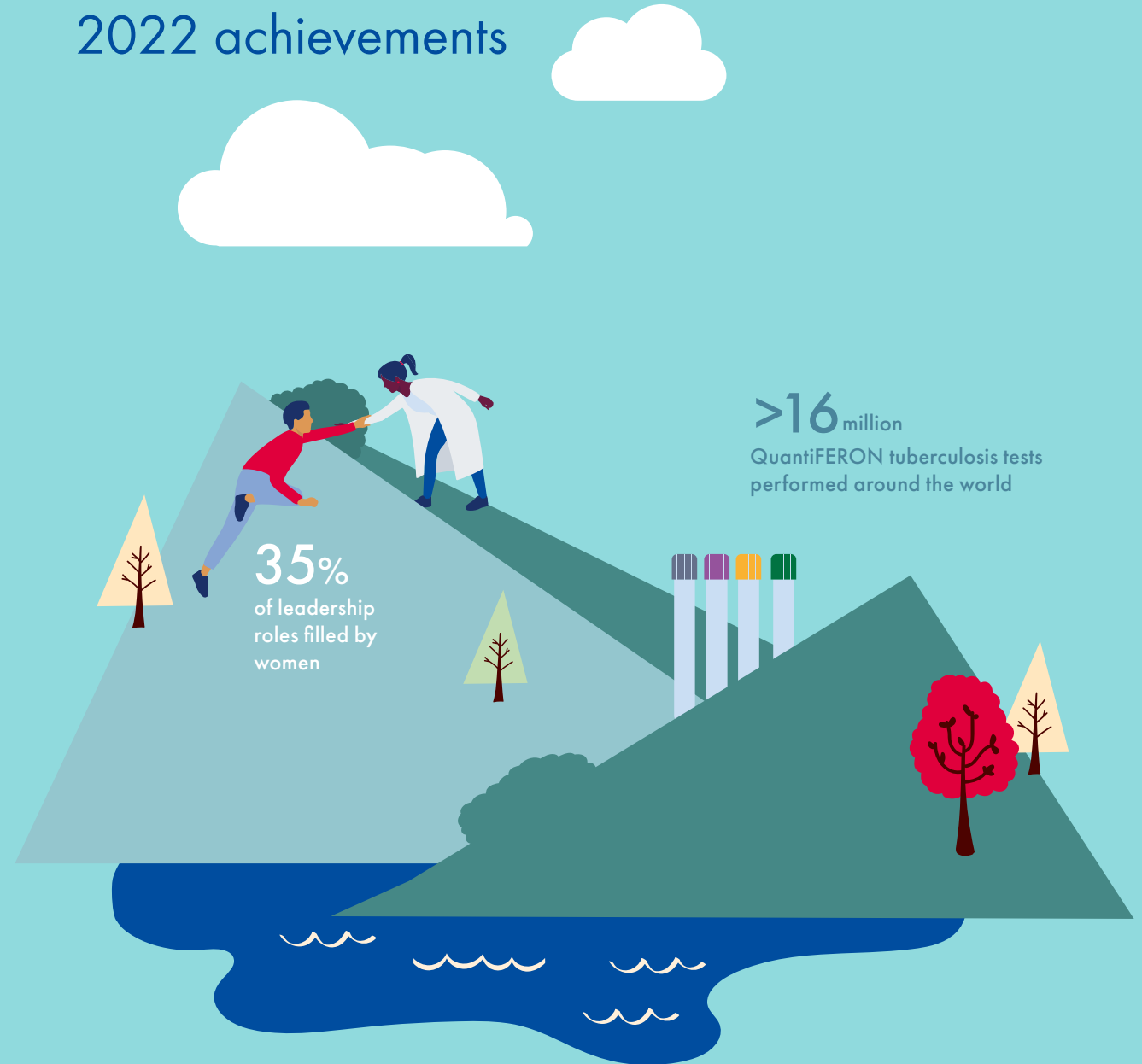


Water

For our production and office activities, we need moderate amounts of fresh water only. Our operations consumed 118,551 megaliters of water in 2022, 10% less than in 2021. 13.3 megaliters were extracted from areas classified as having medium-high, high, or extremely high-water stress, as defined by World Resource Institute Aqueduct. We aim to use this resource more sparingly, especially in high-stress locations. Existing measures at key sites include using “process” water produced during manufacturing to cool buildings, hand-motion activated faucets, low-flow plumbing, dual-flush toilets and the use of rainwater to flush toilets.

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

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Access to healthcare

47 partnerships with governments, UN institutions and nongovernmental organizations

HPV screening for women across sub-Saharan Africa and south Asia with the QIAGEN women's health portfolio

>16 million QuantiFERON tuberculosis tests performed around the world

Attractive employer

6,200 employees, 14.1% turnover, thereof 9.6% turnover at management level

Top employer certificate in Germany, Poland and China and Great Place to Work award in India, the U.S., Brazil, Mexico, Hong Kong and Taiwan. Asia's Great Place to Work certification for our Philippines business center.

>40,000 hours of training invested

Local initiatives

780 hours of volunteer time committed to meeting community needs in North America

Health and safety

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

1.18 recordable incident rate

47 work-related injuries

Zero work-related fatalities



Diversity & Inclusion

35% of leadership roles filled by women

Listed in Bloomberg Gender Equality Index for the second consecutive year

Diversity & Inclusion program hosted by the QIAGEN Executive Council on Equal Opportunities (ECEO) incl. company-wide ambassadors

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Social Engagement

Our aim to provide equitable access to all QIAGEN products is true to our philosophy of leaving no one behind. Across all regions and business areas, we are working to ensure developing countries with scarce resources gain access to affordable diagnostics that help to prevent and treat diseases. Closer to home, we support local communities where we do business, helping improve lives in cultural, social and scientific settings.

Access to Healthcare

Early and precise detection of infectious diseases can significantly lower therapeutic costs and stop further spread of infection. Yet many low-income countries lack the technical infrastructure required for the latest molecular testing technologies.

At QIAGEN, we develop diagnostic solutions targeting some of the most prevalent and emerging diseases, like tuberculosis (TB), HIV, Human Papilloma Virus (HPV), COVID-19 and Monkeypox (MPox). By collaborating with global networks such as UN agencies, public health authorities and non-profit organizations, we work to ensure widespread availability in all regions of the world, especially where limited medical resources are available. QIAGEN is committed to offering concessional global access pricing for customers in low-resource, high-burden countries.

In certain areas, we have accelerated our efforts to meet an urgent need for affordable diagnostics:

- COVID-19

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

- Tuberculosis

QIAGEN strongly believes in expanding screening for tuberculosis (TB) with modern blood-based assays for latent TB infection in regions with high rates of disease but limited resources. In January 2022, the World Health Organization (WHO) renewed its recommendation to use QuantiFERON-TB Gold Plus products for the diagnosis of TB infection. In 2022, we reached millions of individuals with over 16 million QuantiFERON-TB tests performed around the world.

- Human papillomavirus

We focus on projects that help improve the lives of women by increasing access to screening for the human papillomavirus (HPV), which is the primary cause of cervical cancer. Our women's health portfolio includes careHPV, HC2, QIAscreen and QIAsure. In 2022, we partnered with the National AIDS Council of Zimbabwe and Population Solutions for Health and provided free cervical cancer screenings at the "one woman, one health" cancer awareness event. Under this campaign, more than 800 tests were performed in a single day, driving up the awareness of screening for cervical cancer.

Providing access to healthcare



Discovery and Innovation

Development of diagnostic solutions for some of the most prevalent and emerging diseases



Availability

Collaboration with global networks to ensure wide-spread availability in all regions



Affordability

Offering concessional access pricing for customers in low-resource, high-burden countries



Accessibility

Providing access to molecular technologies, regardless of economic and social status

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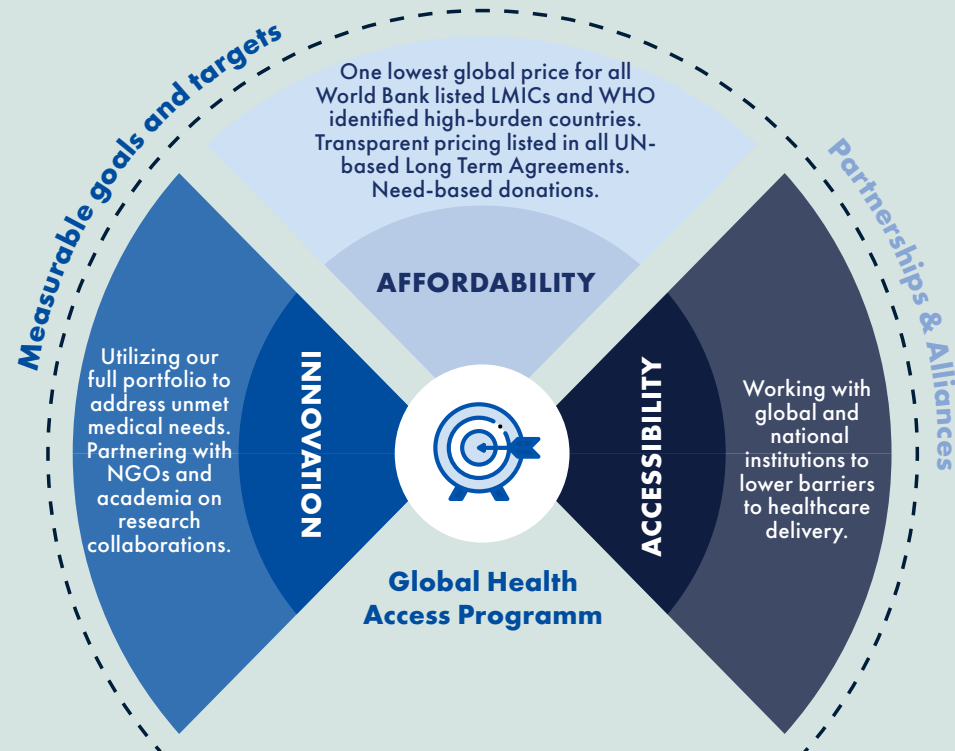
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QIAGEN's Global Health Access Program



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Local Initiatives

We support a broad range of activities in communities where our businesses are based. This includes sponsorship of science education, disease awareness campaigns, the installation of school laboratories, and the promotion of biology in school curricula. Our local engagement goes beyond the financial.

In **Hilden, Germany**, we collaborate with local organizations to help integrate refugees from Syria, Ukraine and other conflict regions through a program that includes language training and cultural orientation, assessment centers, and internships at QIAGEN. Hilden also collaborates with Hephata, a local institution for citizens with disabilities, who undertake a broad range of operational tasks for the company, including certain packaging and production responsibilities.

In **Germantown, Maryland, USA**, like at all other QIAGEN sites, our employees are granted eight hours of paid community service time per year. Our local Community Service Committee mobilizes volunteers and provides company funds for projects that improve the lives of people locally and nationally.

In **Manila, the Philippines**, to be consistent with other local initiatives, our local sustainability committee initiated an annual tree planting at La Mesa Watershed, during which 49 volunteers planted 400 trees.

Ukraine

When Russia invaded Ukraine in February 2022, QIAGEN immediately mobilized to provide healthcare and humanitarian support for the affected population, as well as for refugees fleeing to neighboring countries. This included organizing a company-wide donation effort channeling resources to local and global institutions, including Project Hope, the International Red Cross and Red Crescent Movement. QIAGEN matched dollar for dollar all funds raised by employees, totaling US\$506,737 in cash contributions. Additionally, local teams based in Poland delivered regular supplies first to Ukraine and then to refugees who had been forced to leave everything behind. Many of our colleagues drove almost ten hours to the border to bring refugees to a safe place and often hosted them at home.



Eliminating Tuberculosis in Hotspot Regions

Tuberculosis can be transmitted to people around the world, rich or poor. Unfortunately, tuberculosis detection rates are still low, and highly affected populations often do not have access to high-quality diagnostic services.

In 2022, over 16 million QuantiFERON-TB tests were performed around the world. In Africa, QIAGEN made QuantiFERON-TB products available for the screening of 18,000 prisoners in **Uganda**, 10,000 individuals in the **Democratic Republic of the Congo** and **Kenya**, and 10,000 children in **Malawi**.

In **Indonesia**, more than 10,000 individuals were screened for TB infection in 5 pilot sites.

In **India**, under the aegis of the National TB Elimination Program, around 150,000 QuantiFERON-TB tests were provided as a part of a screening for TB preventive therapy.

In **Brazil**, the QuantiFERON-TB test has been incorporated into the national guidelines and more than 62,000 tests were made available to screen people living with HIV and candidate patients for hematopoietic stem cell transplantation.

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QIAGEN's success starts with its people. We focus on building the best teams to create value for our stakeholders and drive our economic performance. We invest in the development of our employees and make sure they fulfil their greatest potential. In all, we aim to be a great place to work, providing the right mix of exciting projects and a healthy work-life balance.

Our goal is to be the industry employer of choice by attracting and developing top talent. To achieve this, QIAGEN creates a work environment that empowers and involves employees at all levels.

This is the motivation behind our EMPOWER initiative, which fosters inclusive networks and inspires a culture of empowerment. It was launched in 2021 by more than 100 voluntary ambassadors, who organized around 300 workshops involving more than 3,500 employees worldwide. The events anchored the EMPOWER principles into our day-to-day activities, and focused on both our strengths as well as areas for improvement. Key practices in human resources have been updated to embed this culture of empowerment into the development of our employees, including within our 360° feedback process, our Pulse Check questionnaires, and across all leadership programs.

We offer many different types of employment – from long-term, fixed contracts to part-time or temporary positions, to programs for parents returning from parental leave. Our services to assist employees in balancing their career with their personal lives include in-house childcare and flexible working hours. Even post-pandemic, we have continued to provide the opportunity to work from home.

At QIAGEN we are guided by values set down in our company policies, including our Corporate Code of Conduct and Ethics and our Ethical Standards Policy. These ensure our employees have a clear understanding of the conduct that is expected of them in all business relationships.

Providing a fair and respectful work environment is embedded in our culture. We respect our employees' rights to freedom of association and collective bargaining and adhere to all applicable labor laws in all regions where we operate.

Our open-door workplace culture means employees are able to approach management and / or human resources about any concerns without fear of retaliation. Our commitment on this issue can also be found in our Human Rights Policy on our Sustainability webpage.



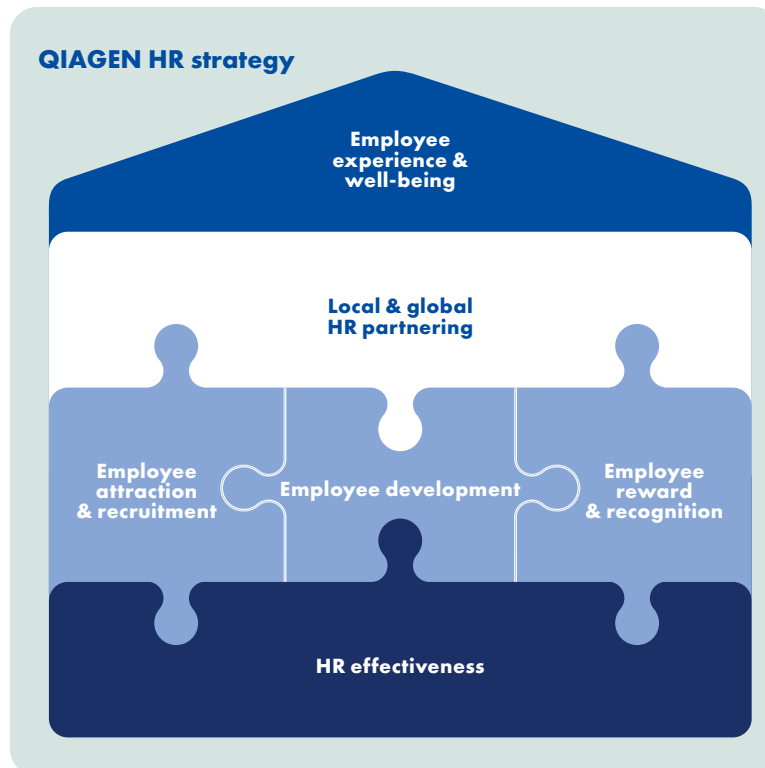
Award-winning employer

In 2022, we were once again recognized as a "Top Employer" in Germany and for the first time in Poland, as well as additionally receiving the Top Employer Certificate in China. In Brazil, China, Hong Kong, India, Mexico, the Philippines, Taiwan and the U.S. we also received "Great Place to Work" awards. Our Shared Service Center in Manila also won multiple employer certifications in 2022, including Asia's "Great Place To Work" and Asia's "Best Employer Brand 2022."

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Recognizing that our employees are the key to our success, we offer opportunities to work on exciting tasks and projects in an engaging work environment. Employees join QIAGEN and stay with QIAGEN because they can see their work makes a difference to people’s lives across the world. Internal and external ratings have continued to increase and confirm our reputation on the global employment market.

Our short, anonymous surveys – or Pulse Checks – provide an overview of employee engagement levels. In 2022, these showed an average trending score of 4 / 5 across all areas. In 2022, our global voluntary turnover was 14.1% and at the management level turnover was 9.6%, representing a return to pre-pandemic levels as recovery in the labor market continued to improve.



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

Our approach to development

As a fast-growing technology and knowledge-based company, we pride ourselves on high standards of employee training and development. Our training platforms, such as QIAlearn, and MasterControl, offer e-learning or personal training in a blended format. The training courses focus on job-specific skills, compliance, competencies and leadership development.

As part of our talent management program, we developed the QIAGEN Profile Navigator, which maps career paths and opportunities for promotion for all employees.

Our global Performance Enhancement System (PES) is designed to help leaders drive individuals, teams and organizational performance that align with strategic goals and objectives. This includes key conversations around goal planning, achievement of agreed-upon goals, performance rating, and careful assessment of job-related competencies and identification of an employee’s learning and development needs.

During 2022, employees completed more than 40,000 virtual instructor-led and e-learning courses. We also offered a Mentorship Exchange program to support QIAGENers in their development journey. The Mentorship Exchange program is a powerful, evidence-based internal mentorship program that pairs employees across the organization. In 2022, it boasted 256 participants.

Our annual QIAlead 180° feedback process gives employees and supervisors the opportunity to give anonymized feedback to managers on their leadership competencies. In 2022, we successfully rolled out a pilot for 360° feedback.

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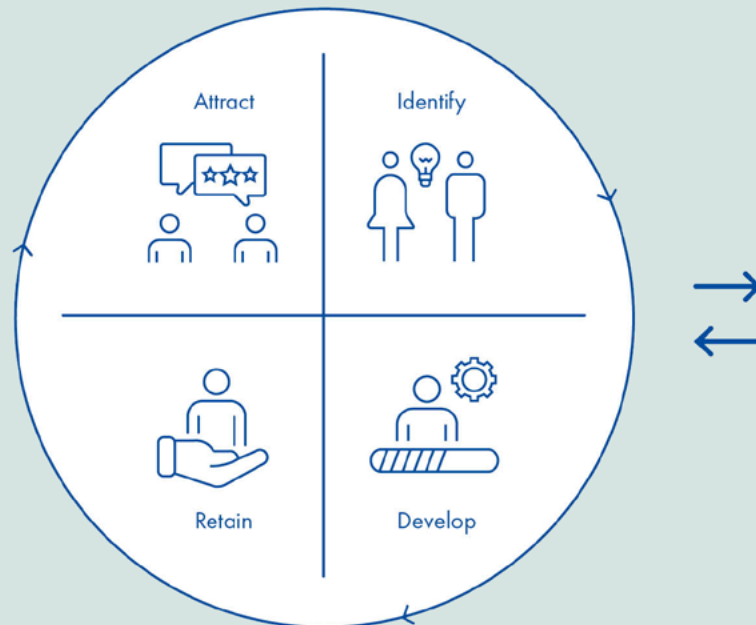
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Diversity & Inclusion

At QIAGEN, we have created an inclusive working environment, where all individuals have an equal opportunity to grow and contribute. Diverse teams enrich our organization through the variety of ideas and perspectives they bring to our business.

Our Approach

QIAGEN does not discriminate on the basis of age, educational background, gender, sexual orientation, gender identity, nationality, ethnicity, veteran status, physical abilities or religion. To enforce this, the QIAGEN Executive Council on Equal Opportunities (ECEO) oversees the area of diversity and inclusion (D&I), and drives initiatives within the company.

The ECEO sponsors our D&I ambassador program, comprised of more than 25 employees who volunteer to champion D&I across our global sites. In 2022, the ambassadors hosted presentations, workshops and events to educate employees and the community at large. These included training courses on unconscious bias and actions to drive inclusive behavior.

The QIAGEN push for gender diversity launched in late 2018 has yielded remarkable results, particularly regarding leadership positions. Women's representation in leadership roles has shown a consistent upward trend, increasing from around 28% in 2018 to 29% in 2019, 33% in 2020, 34% in 2021, and reaching 35% in 2022. We continue to work toward gender parity and are targeting a 2023 goal of 36% or more women in management roles. It is our medium term aim to boost this figure to 40%.

Back in 2021, we also reviewed and updated our policies to reaffirm our commitment to equality for LGBTQ+ workers and their families. As a result, our U.S. subsidiary received a perfect score of 100 on the Human Rights Campaign Foundation's 2022 Corporate Equality Index. We are a member of the Business Coalition for the Equality Act, and in 2022, we participated for the first time in the Global Disability Equality Index (GDEI). We intend to use the results as a scorecard and benchmark to identify and implement specific actions to better support our employees.

More information about our policy on diversifying the Management Board and the Supervisory Board can be found in the Corporate Governance Report.



QIAGEN Communities

To foster further inclusion within the company, QIAGEN in May 2022 established the QIAGEN Communities program. The program involves volunteer-led focus groups – “communities” – providing support to employees in the following areas:

- **Women:** focuses on developing and advancing women at QIAGEN by elevating the visibility of female talent at all leadership levels, and fostering an inclusive environment where women are empowered to thrive personally and professionally.
- **LGBTQ+:** aims to raise awareness, create an equitable and affirming environment for LGBTQ+ individuals, build understanding around gender identity and expression, and promote actions to foster inclusion.
- **Disability / mental health / wellbeing:** welcomes all QIAGENers with an interest in challenging perceptions and increasing understanding around disability, mental health and wellbeing.
- **Caregivers / parents:** focuses on the particular needs of QIAGENers who are parents and caregivers by creating a supportive environment and building empathy and understanding throughout the company.

Each community is assisted by leaders and executive sponsors within QIAGEN, providing our employee volunteers with the training and resources required to manage this important initiative.

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Health and Safety

Safe workplaces and healthy employees are a top priority at QIAGEN. All employees are required to adhere to local health and safety procedures.

Safe Workplaces

We place the safety and health 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 (EHS) team oversees the conscientious implementation of global EHS policies and procedures in alignment with International Standard 45001. Our Local EHS teams constantly manage and monitor site-specific occupational health and safety risks and activities.

During 2022, the global processes for our EHS Management system to meet the ISO norms were finalized, and implementation was started at our main Hilden site in Germany.

In 2022, we continued to drive safety awareness via our QIAttention campaign, which promotes reporting of safety incidents using our Global EHS Reporting tool. We push initiatives to reduce the rate of lost workdays due to injuries.

In all, we were able to reduce our Days Away, Restricted and Transferred (DART) cases to 0.83 / per 100 employees in 2022 compared with a DART rate of 0.85 in 2021. Reported near misses increased from 81 in 2021 to 93 in 2022. There were no reported fatalities.

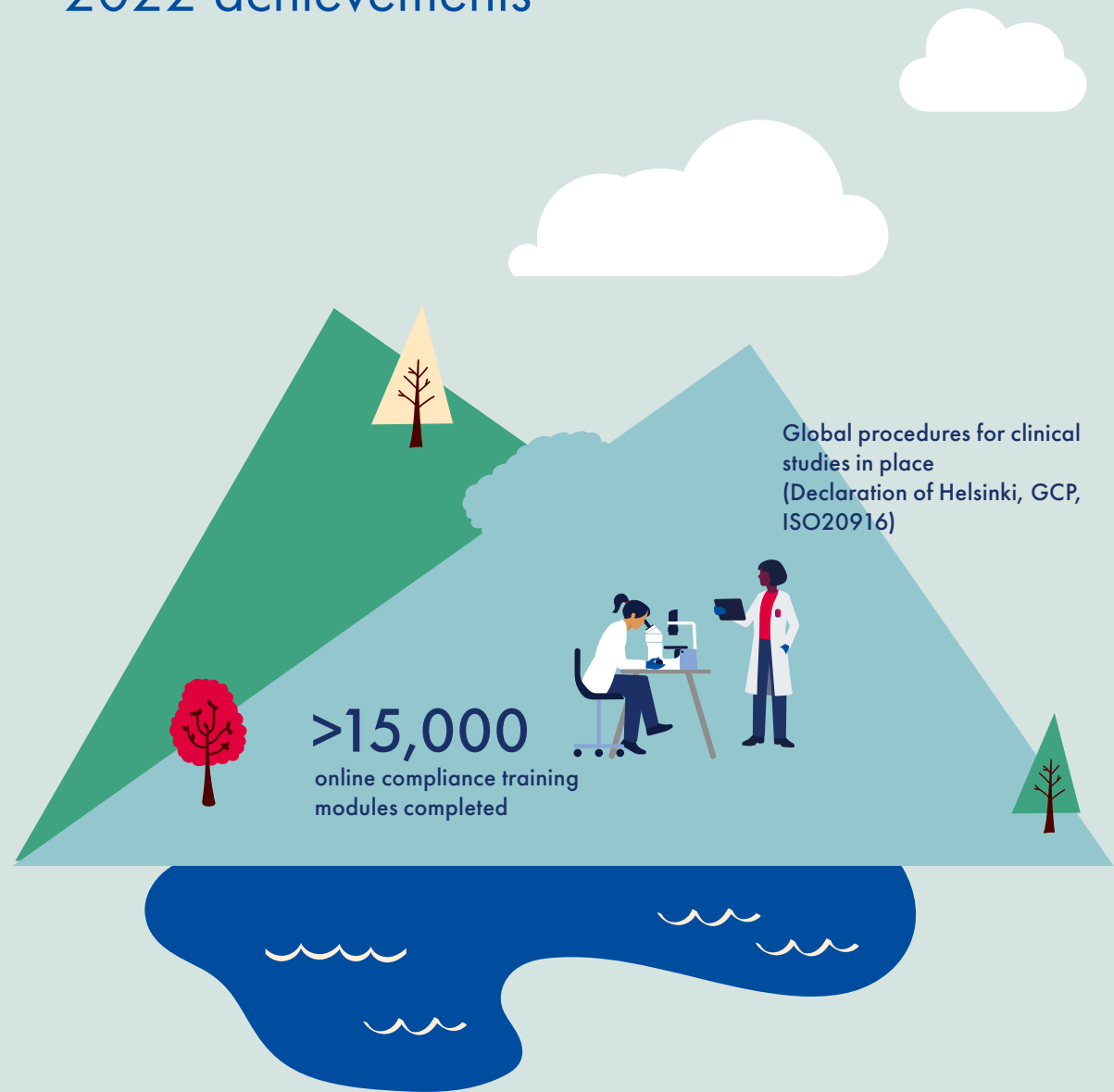
In 2022, we also committed to a company-wide goal to reduce the rate of lost workday cases due to injuries by driving initiatives to improve our culture of safety.

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

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

Further information, including a split by employees and non-employees, is available within our [Non-Financial Statement](#) and GRI Annex.

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Human rights

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

Compliance

>15,000 online training modules completed



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

Ethics in R&D

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

Data security



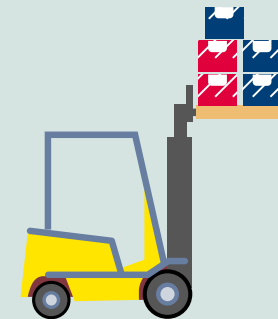
Processes are based on ISO 27001

Zero incidents

Quality and product safety

94.5% customer experience indicator score

0.09% of products affected from a total of six recalls



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Business Ethics and Compliance

At QIAGEN, responsible conduct is key to our long-term success, and our corporate culture is based on the highest standards of integrity. In short, this means a total respect for human rights and ethical business behavior.

Human Rights

We strive to respect the dignity of every single person we may affect through our business.

Our [Human Rights Policy](#) guides our relationships with all of our customers, employees and those along our supply chain. It reaffirms our commitment to international conventions, such as the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Declaration on Fundamental Principles and Rights at Work, and the UK Modern Slavery Act.

Human Rights Policy

Respect for human rights is a fundamental value of QIAGEN.
We strive to respect and promote all manner of human rights in our relationships with our employees, suppliers, and other stakeholders.

- Equal employment
- Non-discrimination and fair treatment
- Wages, benefits and working hours
- Freedom of association



- Labor
- Environment, health and safety
- Protecting company and personal data

For our employees and management, our Code of Conduct and Ethics sets down our principles for upholding human rights in day-to-day business.

Ethics in Research and Development

To ensure an ethical approach to research and development, we follow the principles of organizations such as the American and European Societies of Human Genetics.

During clinical studies, we ensure the well-being, safety and legal rights of the study volunteers, and address their ethical concerns. Our global procedures are based on the Declaration of Helsinki, the International Conference on Harmonization, and national good clinical practice guidelines.

Our Medical Safety Committee, chaired by the Chief Medical Officer, oversees study and patient risk, and assesses any reports of adverse events.

Ethical product use

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 continue to block customers involved in such practices from further sales should this become known to us. To further mitigate this risk, we requested our distributors in 2022 to sign modified distribution agreements requiring them to block end-customers from further sales should 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.

Compliance Management

As a publicly listed company with global operations, QIAGEN is subject to a wide range of complex regulatory requirements. We are bound by values of high integrity to conducting business lawfully and ethically. QIAGEN's Executive Committee stands for these principles, and each employee in his or her function is expected to conduct our business in full accordance with the law and the applicable ethical standards.

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Further information on our Compliance Program can be found in our [Annual Report](#), as well as in the respective [Non-Financial Statement](#).

To support our commitment, we have established a comprehensive Compliance Program under the leadership of the Head of Global Legal Affairs and Compliance, supported by a Compliance Committee.

Our Corporate Code of Conduct and Ethics, which is accompanied by a number of specific corporate compliance policies, translates the legal and regulatory requirements and our fundamental values into clear, precise and understandable guidelines for our employees.

Our compliance policies are available to employees through the company's Compliance@QIAGEN intranet pages. Employees also receive regular in-person compliance training, complemented by an online training program focusing on topics such as antitrust and competition, bribery and corruption, conflicts of interest, data protection, gifts and entertainment, harassment, insider trading, reporting, and respectful communication.

Data and Cyber Security

As the external threat landscape continues to evolve, managing cyber security risk is a priority for QIAGEN. We are investing to enhance the cyber resilience of our organization, products and services, and to preserve the trust of our customers, partners and employees.

Our data and cyber security-related processes are based on the ISO 27001 standard, as well as the Information Security Forum Standard of Good Practice.

We monitor and discuss global cyber security and privacy requirements in regular QIAGEN Cyber Security Council and Data Protection Committee meetings, and also work with external consultants to review the status and durability of its programs. Cyber security risks are managed by our enterprise risk management system and reported on a monthly basis to the Executive Committee, as well as on a quarterly basis to the Audit Committee and full Supervisory Board.

Our cyber security program ensures that data and cyber security efforts and initiatives reflect evolving business requirements, regulatory guidance, and emerging threats. We have supporting privacy and cyber security policies and guidelines in place, which are reviewed and approved as part of QIAGEN's Cyber

Security Council and Compliance Committee procedures. These documents are available to all employees on QIAGEN's intranet, and we offer further mandatory trainings on a regular basis, during which we carry out knowledge checks to ensure that the content was understood by the trainees. We also conduct regular 'phishing' simulations, awareness webinars and workshops on important security topics, as well as role specific trainings.

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

Taxation

Our fundamental values and principles form the basis of our tax strategy.

We are committed to complying with the tax legislation of the countries in which we operate and to paying the right amount of tax at the right time. One of our basic principles for sustainable tax management is that taxes should be paid where economic value is generated.

For maximum transparency, we adhere to the requirements of Country-by-Country Reporting (CbCR), which obliges 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. Further information on taxation, including detailed tax reporting, can be found in our [Non-Financial Statement](#) on [our sustainability website](#).

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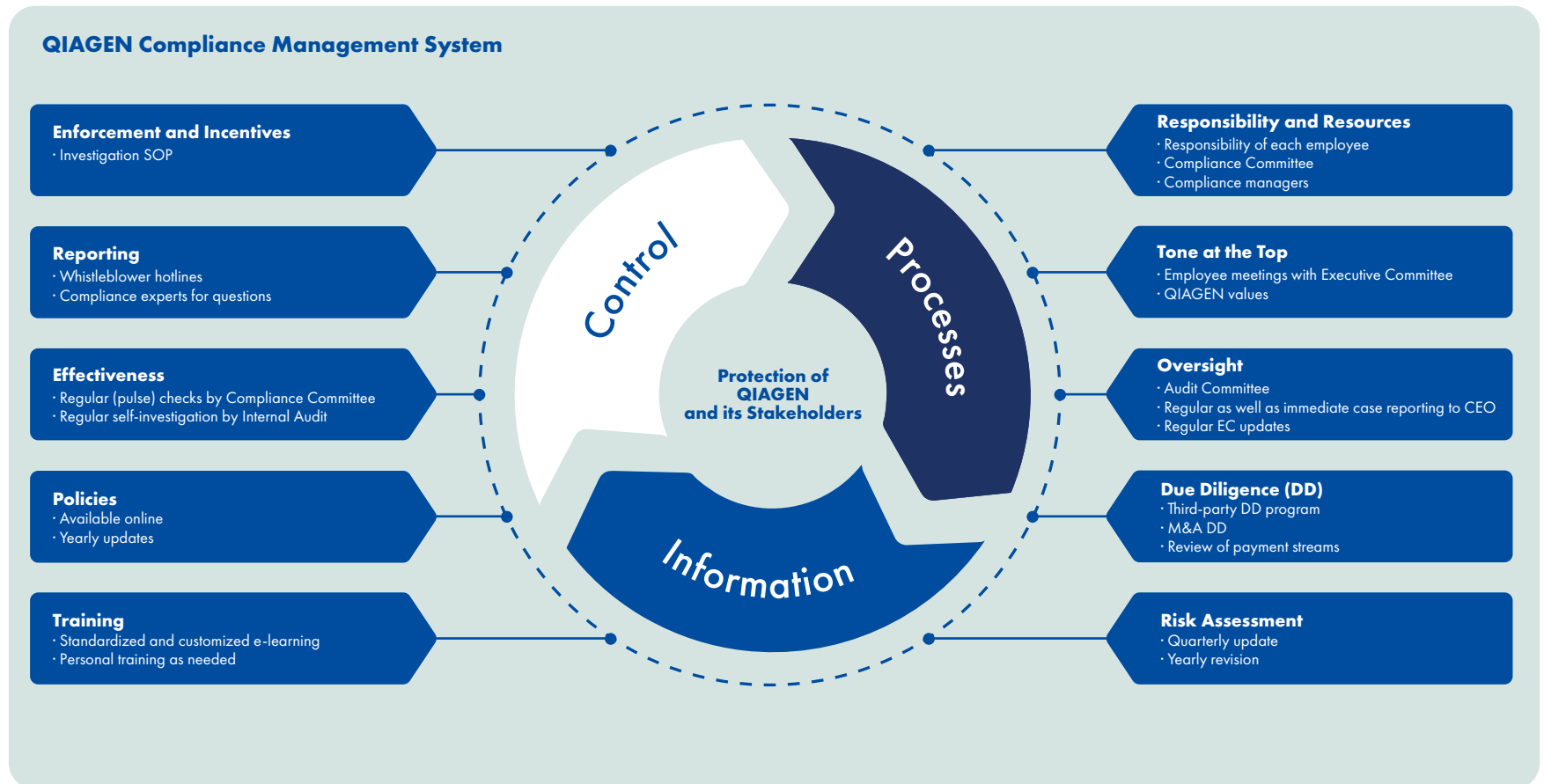
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Quality and Product Safety

QIAGEN nurtures its reputation as a best-in-class supplier. Our products are designed and developed in close contact with our customers, following the highest usability and safety standards.

Our Approach to Quality and Product Safety

To achieve and maintain our quality standards, we established quality management systems (QMS) in all our manufacturing facilities. These ensure consistent high quality as well as safe and effective medical devices, certified to applicable medical device standards worldwide.

In the early stages of product development, the Chemical Compliance Department provides a statement and guidance on the use of specific substances. During this evaluation, we put special emphasis on substances of very high concern (according to the REACH directive in the EU) and ensure that these substances are not added to new products.

As with all companies in the medical device and in-vitro diagnostics industry, our product claims and properties are verified and validated during development. They are approved by regulatory bodies around the world as part of the product submission process.

In the event of a recall, we have established global procedures applicable to all QIAGEN sites that aim to avoid the further use of the product and to guarantee cost-neutral procedures for our customers. We guarantee full traceability of each product to the final customer and can therefore notify customers directly.

Customer Satisfaction

Customer satisfaction is of course an integral part of the QIAGEN mission to make improvements in life possible. Our customers have high expectations in terms of the

reliability, safety and eco-friendly manufacturing of our products, developed in close contact with our customers.

We strive to continually improve our customers' experience by measuring it on an aggregated customer experience indicator (CEI). The CEI is measured monthly through a set of internal indicators – such as product and delivery performance or phone support – and external customer feedback linked to customer experience in our transactions. This allows us to quickly identify areas for improvement. Departmental and employee contributions to CEI performance are integrated into our annual goal-setting process. For 2022, we achieved a score of 94.5 points out of a maximum of 100 points and remain at the same high level as in 2021 (94.4%). Furthermore, we have introduced a transactional net promoter score (NPS-T) for customer care and tech service. The NPS is a market research metric that measures customer satisfaction by asking respondents to rate the likelihood that they would recommend a company or a specific product. Weekly reviews by country managers make sure that the NPS-T service is running smoothly and that customer feedback and inquiries are followed up on by the service teams. We will implement a relational NPS (NPS-R) in 2023 which will provide information about the overall state of the relationship between the company and our customers.



Optimal Customer Service with My QIAGEN

My QIAGEN is an easy-to-use self-service portal that was developed through customer feedback and insights. Customers can now easily reorder, place bulk orders, redeem quotes and track their order status all in one place. A dashboard allows customers to monitor their instrument use and view the status of licenses and service agreements. It also includes access to exclusive content and services, such as webinars, handbooks and other documents.

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Supply Chain Management

We strictly maintain our quality standards and compliance with laws, regulations, and environmental and social standards along the entire value chain. With our policies and processes, we hold our suppliers and partners to the same standards and support them in doing so.

A Sustainable Approach to Procurement

QIAGEN operates in over 35 locations worldwide. Our sites are supported by a global supplier network that includes more than 6,500 suppliers in over 71 countries, supplying resources such as chemicals and bioreagents, plastics and packaging materials, as well as other materials and services essential to our business. In 2022, 95% of our overall purchasing volume came from OECD countries.

QIAGEN is committed to ethical, environmental and socially responsible management of our business activities, and we integrate these principles into our company culture. Our new supplier code of conduct includes specific requirements for corporate governance and environmental and social standards, which we expect from our suppliers as the minimum. It includes the obligation to ensure collective bargaining, freedom of association among employees and fair wages, as well as to follow regulations concerning maximum working time. It also clearly states our expectation to respect the rights of local communities, including indigenous people and other vulnerable and disadvantaged groups, as well as to reduce the use of substances of concern, and to have climate protection as a core element of their business strategy. The [supplier code of conduct](#) is available online on QIAGEN's website.

In 2022, our top 95% of suppliers by expenditure signed our supplier policy as a mandatory part of the contracting process. Beginning in 2023, all suppliers that accept our purchase orders agree to comply with our "new supplier code of conduct". In addition, first-tier suppliers must confirm compliance with the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS) and conflict mineral directives as appropriate.



Environmentally-friendly shipping

In 2022, we focused on further replacing packaging materials with sustainable alternatives. The biggest impact was derived from our global initiative to replace bubble foil and air cushions with paper fill.

Active cooperation with our logistics suppliers is helping to reduce shipping waste. Initiatives include switching to re-usable passive temperature control shipping systems for certain cold-chain products and reusable containers for long-term bulk shipments. We are working with our global distribution partners to make further improvements.

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To minimize environmental, social and governance risks in our supply chain, our supplier selection process includes a risk analysis regarding environmental and social criteria based on the supplier's geographic location. In addition, we analyze certain suppliers, as per our requirements, with a supplier risk assessment. This includes all suppliers with a high critical impact on QIAGEN's security of supply. The analysis is based, among other things, on quality management, financial stability, embargos and risk of natural disaster.

We conduct quality audits on site at least every three years for all "A"-categorized suppliers. In case of non-conformity with respect to quality processes, corrective actions are issued to the supplier.

QIAGEN provides a whistleblower hotline that is open to all employees with concerns regarding policy violations along our supply chain. The contact details can be found on our website within the section Corporate Code of Conduct and Ethics and in our Supplier Code of Conduct.

From 2024 onward, our primary production site in Hilden, Germany, will be subject to the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz). The new law will impose significant due diligence requirements on the supply chain and impact our global operations. As such, we are currently preparing to implement a leading cloud-based tool to automate and optimize our due diligence processes and to enable continuous documentation in the supply chain beyond human rights topics. We anticipate that this tool will also help us to achieve our supply chain-related climate target to which we have committed under the SBTi as further discussed under "Energy and Emissions".

Suppliers: Region of origin

	2022	2021
Europe	58%	47%
Asia	8%	25%
North America	27%	21%
South America	4%	4%
Australia	2%	2%
Africa	1%	1%
Total	100%	100%

Conflict Minerals

QIAGEN has processes in place to ensure that we conduct our global business with respect for human rights, and operate in compliance with applicable laws and fair labor practices. In this context we adhere to the Conflict Minerals provision of the Dodd-Frank Act. To access our statements on conflict minerals and human rights visit:

- [Supplier Code of Conduct](#)
- [Human Rights Policy](#)
- [Conflict Mineral Statement](#)

Imprint

Contact

PR@QIAGEN.com

QIAGEN on the Web

www.QIAGEN.com

<https://corporate.QIAGEN.com>

www.facebook.com/QIAGEN

www.twitter.com/QIAGEN

www.linkedin.com/company/QIAGEN

www.youtube.com/QIAGEN

www.instagram.com/QIAGEN

Credits

QIAGEN Project Team

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QIAGEN N.V.
Hulsterweg 82
5912 PL Venlo
The Netherlands