Environmental, Social and Governance

Environmental, Social and Governance Report

Our Approach to Sustainability

The past two years have demonstrated just how quickly social and environmental developments can affect business and proven that companies cannot effectively hold their strategy and operations separate from the issues facing their communities. Factoring social and environmental considerations into day-to-day business is not about minimizing costs, but rather recognizing them as important investments in the company's success. Consistently promoting good social well-being and establishing resource efficient business activities supports our goal to operate in a sustainable manner while ensuring operational profits.

At QIAGEN, sustainability means long-term economic growth aligned with respect for both the environment as well as our stakeholders – employees, customers, suppliers, and neighbors. By taking full responsibility for our environmental, social, and governance impact and influence, we strive to be a good corporate citizen and aspire to improve lives both with our range of products and services, as well as in the manner in which we conduct our business.

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

By 2050: Carbon neutral

2030 interim goal: 42% reduction in Scope 1 and 2, 12% reduction in Scope 3

9% reduction
in plastic transport packaging in 2022

Environment
Practice sustainability and protect global ecosystems

Goal: 35% women
in leadership in 2022

2021 goal: ≥ 33%
2022 achievement: 34%

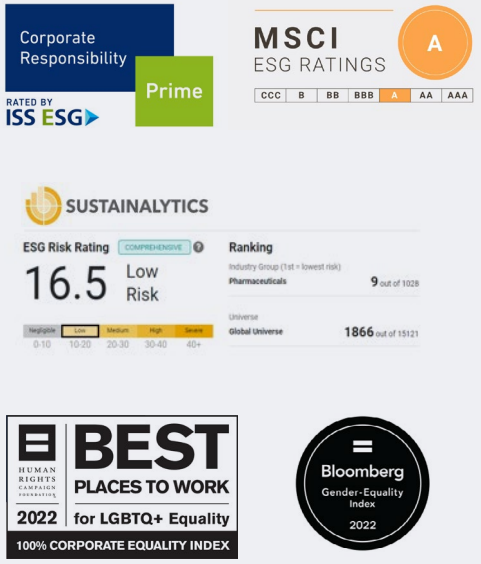
Goal: Maintain our ratings with Bloomberg Gender Equality Index and the Human Rights Campaign

Social
Foster diversity, inclusion and access to healthcare

100%
Strategic Suppliers committed to sustainable improvement goals by 2023

100%
Compliance training for all new employees

Governance
Ensure responsible corporate practices and compliance



2021 ESG Commitments

Our commitment to sustainability goes beyond formal regulations. For 2021, we defined and achieved three corporate ESG goals:

(1) To achieve a diversity target of more than 33% of leadership roles filled by women.
(2) To reduce transportation plastic packaging by 9% below 2020 levels.
(3) For our Days Away, Restricted and Transferred (DART) rate / incident rate to be less than 0.9 and near-miss reporting to be established in 14 sites.

The achievement of these Team Goals is linked to the annual performance goals of the Management compensation (short-term incentive, STI) as provided in the Remuneration Report.

In an important step to mitigate our environmental impact, we aligned our mid- and long-term carbon reduction targets in 2021 with the Science Based Targets initiative (SBTi) and committed to reduce our carbon emissions in line with a 1.5°C climate target. In October 2021, we started the SBTi validation process with the commitment to set science-based targets to achieve net-zero by 2050. We plan to finalize the validation in 2022.

During 2021, we continued to advance our environmental, social and governance (ESG) agenda and implemented a dedicated committee within the Supervisory Board to oversee measurement. We also established a Corporate ESG Committee for the strategic and operational work on these topics. The Corporate ESG Committee is led by our Head of Global Sustainability Measurements. This function reports directly to the Head of Global Operations, who is a member of our Executive Committee. The Corporate ESG Committee comprises a cross-functional team representing all areas of the organization.

Full information about our business model, structure, products, customers, and strategy can be found in the Management Report.

Material non-financial information

For guidance on materiality and non-financial disclosure, we apply the reporting standards provided by Global Reporting Initiative (GRI) as well as relevant guidance issued by Sustainability Accounting Standards Board (SASB) to our non-financial reporting.

For management purposes, we also work on the basis of defined materiality topics relating to sustainability. In the reporting period, we reviewed the materiality analysis first conducted in 2019. Our senior management validated the following list of material topics:

- Environmental matters: energy and emissions, water consumption, resource efficiency, sustainable procurement;
- Employee matters: employee satisfaction, occupational safety and health protection, employee development, responsible employer, equal opportunities;
- Social matters: access to healthcare, quality and product safety, customer satisfaction, data and cyber security;
- Respect for human rights: conflict minerals; and
- Anti-corruption and bribery matters: antitrust, anti-corruption.

Please refer to our non-financial statement 2019 for a detailed description of the process used to define material topics.

In the future, we will continue our work to gain a better understanding of our operating environment, including market developments and cultural dynamics. We will continue to approach employees, customers, patients, suppliers, shareholders, non-governmental organizations (NGOs) and communities in a range of ways, from standard questionnaires to one-on-one conversations. Employee-led volunteer sustainability committees contribute to environmental discussions and improvements throughout the company.

Environment

At QIAGEN, we are committed to minimizing the environmental impact of our business activities – from the energy we consume and the resources we use in our manufacturing processes, to the materials we use in our own laboratories and offices. We address these issues through global programs – the details of which can be found in this section – while also encouraging our employees to actively pursue ways to conserve energy and reduce waste in their activities, and in the services and products we provide. Some of these activities are driven by local sustainability committees.

In 2021 we documented our commitment in our Global Environment, Health and Safety (EHS) Policy and initiated mandatory sustainability training for all QIAGEN employees. In 2021, work started at our largest manufacturing location in Hilden on the implementation of an Environmental Management System as per ISO 14001.

In order to ensure comparability, certain prior year amounts in the environmental tables that follow have been updated due to improvements in environmental data collection and reporting processes during 2021.

Climate Change

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

In 2019, we set a goal to reduce emissions in line with the 1.5°C climate target per the 2015 Paris Agreement. As such, we committed to reducing our Scope 1 (direct), Scope 2 (indirect), Scope 3.4. (transportation and distribution) and Scope 3.6. (business travel) emissions.

In 2021 we reaffirmed this commitment by joining the Business Ambition for 1.5°C campaign of the Science Based Target Initiative (SBTi). In joining the SBTi campaign we also joined the Race to Zero, a UN-backed global campaign to take immediate action to reduce emissions across all scopes. We are expanding the calculation and reporting of our emissions accordingly from this reporting year.

In accordance with the SBTi process, we officially committed to reach net-zero across our entire value chain by 2050. The first step of this commitment calls for us to reduce Scope 1 and 2 emissions by 42% and Scope 3 emissions by 12.3% by 2030.

By the end of 2021, we recorded an increase of 1.3% or 258 tCO_2e in Scope 1 and 2 emissions compared to 2020. The 2021 consumption was driven by increased business activities which exceeded the positive impact of the purchase of renewable electricity for our main production site in Hilden and the implementation of further energy efficiency measures.

Based on our expanded emissions reporting for 2021, we also recorded a significant reduction in Scope 3 emissions, which were 2.2% or 9,084 tCO_2e less over a one-year period.

Usage of renewable energy

Throughout 2021, we identified further opportunities for emission reductions. The first was to initiate a global conversion to renewable energy, starting at our main manufacturing and administrative sites. Our subsidiary in Hilden, Germany, set the precedent by switching to 100% green energy, significantly reducing our 2021 corporate carbon footprint. We also installed solar panels at our Hilden site, which, when active in 2022, will produce energy for our own operations and reduce the purchased amounts for this site.

Electric company cars and commuting incentives

To reduce the environmental impact of employee commuting, several of our sites have installed charging stations for electric cars and introduced bike-to-work programs. These include Venlo, Hilden and Germantown. Many facilities provide discounted train and bus tickets to encourage employees to use public transportation. In Hilden, an electric bike program was initiated to encourage employees to avoid using cars.

To further mitigate emissions, from 2022 we will start transitioning our entire fleet of company cars to electric cars over the next couple of years. Additional electric charging stations will be added on the QIAGEN campus in 2022 to compensate the increased need of green energy.

Environmental Performance

Our environmental data is collected through a centralized process that includes all production sites, research centers and offices. In accordance with the requirements for the SBTi commitment, we extended our emissions reporting in 2021 to include additional Scope 3 categories. The total carbon footprint for 2021 amounts to 417,361 tCO2e which is 2.1% or 8,826 tCO2e below the same year ago period of 426,187 tCO2e.

QIAGEN Corporate Carbon Footprint 2021

Emission category (in tCO_2e)	**2021**	2020	Change in tCO_2e 2020 to 2021	Change in % 2020 to 2021
Scope 1: Direct emissions	11,054	10,202	852	8.4%
Scope 2: Indirect emissions	9,822	10,416	(594)	-5.7%
Total Scope 1 and 2 (market based)	**20,876**	**20,618**	**258**	**+1.3%**
Scope 3.1: Purchased goods	274,471	293,619	(19,148)	-6.5%
Scope 3.3: Energy related emissions	2,684	3,007	(323)	-10.7%
Scope 3.4: Transportation and distribution	33,062	36,633	(3,571)	-9.7%
Scope 3.5: Waste in operations	6,097	3,628	2,469	+68.1%
Scope 3.6: Business travel	13,542	7,900	5,642	+71.4%
Scope 3.7: Employee commuting	6,188	6,613	(425)	-6.4%
Scope 3.11: Use phase of sold products	1,475	1,534	(59)	-3.8%
Scope 3.12: End of life	58,966	52,635	6,331	12.0%
Total Scope 3	**396,485**	**405,569**	**(9,084)**	**-2.2%**
Total Emissions	**417,361**	**426,187**	**(8,826)**	**-2.1%**

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

Scope 2 covers our indirect GHG emissions originating from the external generation of electricity for our operational and business activities. They are reported using both a location-based and market-based approach. A location-based calculation method for Scope 2 emissions reflects the average emissions intensity of grids on which energy consumption occurs; a market-based method reflects emissions calculated with the energy source mix used by each of our sites.

Scope 3 covers upstream and downstream emissions that occur along our value chain. The subcategories are reported separately in table (QIAGEN Corporate Carbon Footprint 2021). We have considered emissions in the following categories as material to our operations: Scopes 3.1. (Purchased goods and services), 3.3. (Energy related

activities), 3.4. (Upstream transportation and distribution), 3.5. (Waste in operations), 3.6. (Business travel), 3.7. (Employee commuting), 3.11. (Use phase of sold products) and 3.12. (End of life).

The energy data used to calculate Scope 1 and 2 emissions can be viewed by source in table QIAGEN Energy Consumption Scope 1 and 2.

QIAGEN Energy Consumption Scope 1 and 2

Energy consumption by source (in kWh)	**2021**	2020	2019
Natural gas	35,254,698	33,854,835	34,679,620
Petrol	10,632,676	7,908,050	8,677,185
Diesel	3,833,095	3,771,816	5,255,293
Liquefied Petroleum Gas (LPG)	435	361	50,179
Electricity procurement from conventional tariffs	22,587,904	38,551,191	36,130,248
Electricity procurement from green tariffs	14,507,701	136,970	1,142,240
Consumption from district heating, district cooling and steam	1,270,813	362,748	223,000
Total energy consumption (including green energy)	**88,087,322**	**84,585,971**	**86,157,765**

In addition to our energy data, we collect data regarding freshwater consumption, waste, and recycling.

Our operations consumed 131.9 megaliters of water in 2021 and 11.6 megaliters were extracted from areas classified as having medium-high, high, or extremely high water stress as defined by World Resource Institute Aqueduct.

QIAGEN Water Consumption by Water Stress Level

Water stress level of site (in megaliters)	**2021**	2020
Low	105,855	96,645
Low-medium	14,444	12,655
Medium-high	6,200	4,521
High	3,455	4,375
Extremely high	1,916	1,854
Total water consumption	**131,870**	**120,050**

The table QIAGEN Environmental Indicators lists the environmental performance data for 2019 through 2021. The data is shown as a ratio of our consolidated environmental data in relation to our net sales (NS in $ thousands), to establish a system for long-term monitoring.

QIAGEN Environmental Indicators

	2021	Indicators 2021	2020	Indicators 2020	2019	Indicators 2019
Energy (in MWh)	88,087	0.0391 MWh/NS	84,586	0.0452 MWh/NS	86,158	0.0564 MWh/NS
GHG emissions Scope 1 + 2 (in tCO_2; location-based)	30,240	0.0134 t/NS	29,441	0.0157 t/NS	29,347	0.0192 t/NS
Freshwater use (in m^3)	131,870	58.57 l/NS	120,051	64.19 l/NS	174,635	114.41 l/NS
Total waste (in t)	2,434	1.081 kg/NS	2,490	1.331 kg/NS	1,155	0.757 kg/NS
Hazardous waste (in t)	1,534	0.681 kg/NS	507	0.271 kg/NS	330	0.216 kg/NS

Product life cycle assessment

In 2019, we conducted a life cycle assessment (LCA) for the QIAamp DNA Mini Kit, one of our best-selling products. An LCA assesses the environmental impact of the full life cycle of a product (so called "cradle to grave"), including the extraction and processing of raw materials, transport to the customer, energy and material input required when using the product, as well as transport to the disposal facility and incineration of remaining materials.

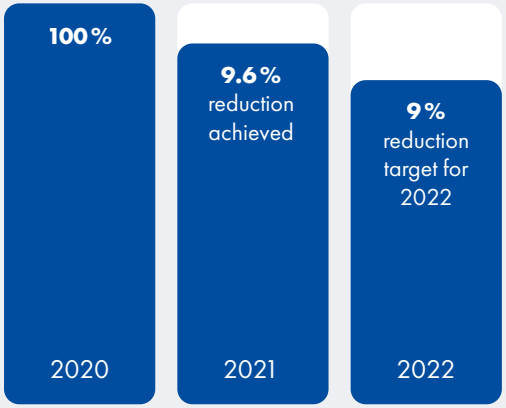
As the QIAamp DNA Mini Kit is similar in composition and manufacturing process to other QIAGEN kits, our aim was to extrapolate ways to improve the environmental performance across our kit portfolio from the findings of the LCA. Areas identified for optimization in the first instance included changes to secondary transportation packaging to reduce plastic usage, further details of which can be found in the section "Plastic Footprint Reduction."

The LCA of a sample kit, the QIAamp DNA Mini Kit has been updated in 2021 with an increased scope and notable improvements to data quality. The 2021 LCA has been carried out in accordance to ISO 14040/14044 and hence it is certified by an independent third party (GUTcert). The LCA reconfirmed the environmental impacts within the entire life cycle of a QIAamp DNA Mini Kit. The detailed report on the LCA can be found on QIAGEN's website under Sustainability.

Plastic footprint reduction

We use plastics in many of our products and production support materials, as well as for transport and packaging. Our industry faces several challenges in reducing plastic materials due to technical and regulatory requirements, safety, and hygiene standards. However, we are working to eliminate plastics wherever possible without compromising on product quality. Our global cross-functional, plastic footprint reduction team identifies opportunities to reduce plastic, investigates more environmentally friendly alternative materials, and optimizes recyclability where possible.

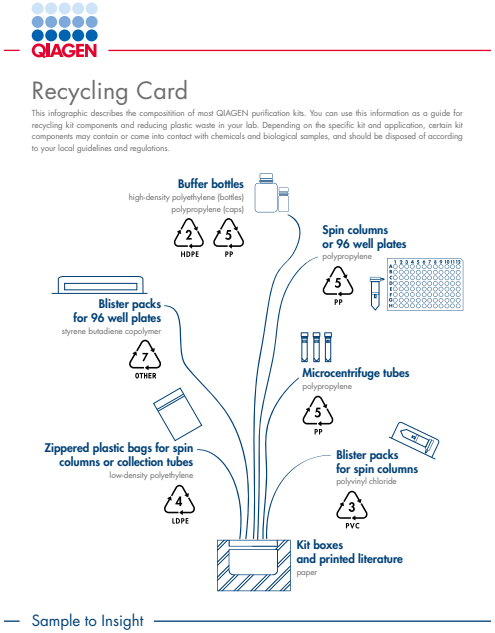
Plastic footprint



9 %

Plastic footprint reduction per year

For transportation packaging starting in 2020



In 2021, we set a corporate goal to reduce plastic transportation packaging material by 9% below 2020 levels. We surpassed this goal by achieving a 9.6% reduction in plastic transport packaging. Our goal for 2022 is to reduce it by a further 9% compared to 2021.

Many of our plastic reduction initiatives focus on transport material packaging. For example, in 2021 we introduced plant-based material alternatives to replace the expanded polystyrene (EPS) coolers in cold-chain shipments. The straw-based coolers in Europe, the Middle East and Africa (EMEA) and paper-based coolers in the Americas have replaced a total of 15,700 EPS coolers in 2021. We also replaced plastic bubble wrap with paper. We will continue to expand these initiatives in 2022.

As we are responsible for our entire supply chain, we are also actively working with our logistics suppliers on other initiatives to reduce shipping waste. These include, for example, utilizing re-usable passive temperature control shipping systems for certain cold-chain products.

In 2021 we developed a new eco-friendly product range called the QIAwave, with the aim of reducing the environmental impact of our products. The new kit design contains less internal plastic packaging, includes more concentrated buffers contained in smaller bottles and uses collection tubes made of 100% recycled plastic. This results in up to 63% less plastic and 42% less cardboard in each kit. New QIAwave kits deliver the same high-quality DNA and RNA, but with a reduced environmental footprint. QIAwave marks the beginning of our journey to translate sustainability into our products. We are working on further improvements to advance the circular economy of our QIAwave.

Environment-friendly facilities

We aim to make our buildings environmentally friendly by seeking LEED certification for new construction. Hilden's research and development and the production facility were awarded LEED Gold certification, and an extension to the QIAGEN Germantown facility received Silver certification. In 2021, our Manchester, U.K., subsidiary moved to a new site designed with energy saving technology incorporated. Our initiatives to improve energy efficiency 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. Manchester's new building includes indoor storage for 36 bicycles, with further provision outside of the building. Furthermore, a first e-bike initiative started at our subsidiary in Stockach, Germany.

Our local volunteer sustainability committees have initiated projects to reduce waste at their sites by introducing recycling and composting programs, replacing single-use items with reusable versions, and donating surplus office furniture and lab equipment to local community organizations. They collaborate across regions and departments to identify and implement impactful sustainability projects.

Employees

Our long-term success and growth depend on the knowledge, skill and passion of our employees. Focusing on human capital therefore drives our economic performance and considerably influences the sustainability of our operations. We are convinced that the professional and personal development of our employees is an integral factor in creating value for customers, patients, colleagues, partners and shareholders. Being the industry's employer of choice by attracting and developing top talent is one of our global goals. To achieve that, QIAGEN creates a work environment that empowers and involves employees at all levels.

We have a culture of empowerment driven by achieving targets

Decentralized decision-making

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

Ambitious but realistic targets

- Appropriately balance opportunity and risk
- Training teams on PREmortem analysis

A culture of "doers"

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

As a company headquartered in the EU, freedom of association and collective bargaining are cornerstones of the good relationship between management and representatives of employees. Around 76% of our workforce is employed in member states of the Organization for Security and Cooperation in Europe (OSCE), and in all regions where we operate, we comply with all applicable laws regarding freedom of association and collective bargaining and respect local laws and regulations concerning labor relations. Our commitment on this issue can also be found in our Human Rights Policy on our Sustainability webpage. This policy is communicated to all employees globally on an ongoing basis via the company intranet and also given to newly hired employees. We strive to foster an open-door workplace culture where employees are able to approach management and/or Human Resources about their concerns without fear of retaliation. Our policy states that employees may communicate openly with management regarding their working conditions without threat of reprisal, intimidation or harassment.

Among all QIAGEN guidelines, the following policies aim to incorporate our culture and values into all of our internal and external relationships. These are available internally for all employees:

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

Depending on local law and custom, there are different types of QIAGEN employment ranging from long-term fixed contracts to temporary positions, also including flexible time and programs for parents returning from parental leave. In 2021, we employed 2.5% of our workforce on a part-time basis (2020: 3.0%) and 4.7% on a temporary contract / fixed-term work contract (2020: 2.1%).

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. We offer various training platforms such as QIAlearn, QIAGEN Academy, and MasterControl that provide the possibility to either use our global e-learning portfolio or to participate in personal trainings usually offered in a blended format. The focus is on job-specific skills, compliance, competencies and leadership development.

During 2021, we conducted a mix of virtual instructor-led and e-learning courses totaling approximately 95,000 hours for more than 5,800 attendees. In addition, 35 employees participated in our Global Executive Leadership Development Programs during 2021. All trainings were conducted virtually in 2021 due to the ongoing COVID-19 pandemic.

As part of our talent and succession management, we have established transparent career paths with the QIAGEN Profile Navigator. It defines jobs, core competencies and approaches to advancement across the global organization.

In addition, our global Performance Enhancement System creates a clear framework of regular one-on-one review sessions for each employee and their manager to discuss career development. These include discussions of goals and achievement levels, assessment of relevant competencies, as well as training needs and career planning steps.

As part of the feedback mechanism for continuous improvement to individual leadership competencies, the annual 180° feedback process provides the opportunity for employees and supervisors to give anonymized feedback to managers. For 2021, employees provided very positive feedback overall.

Diversity

At QIAGEN, we are committed to creating an environment that is rich in diversity and empowers all employees. We want to provide an environment where all individuals have the equal opportunity to grow and contribute, regardless of their age, educational background, sex, sexual orientation, gender identity, gender expression, nationality, ethnicity, veteran status, physical abilities or religion. Our diversity is a strength and makes QIAGEN a great place to work.

The QIAGEN Executive Council of Equal Opportunity (ECEO) is made up of senior representatives from each of the business areas across the organization. Globally agreed cross-functional objectives are tied directly to our corporate goals on diversity and inclusion (D&I) and the ECEO drives initiatives within each organizational area. The ECEO sponsors our D&I ambassador program which is comprised of more than 25 employees who volunteer to champion D&I across our global sites. In 2021, the ambassadors hosted site and region-specific speakers and presentations, and organized trainings, workshops and events to educate the community – within QIAGEN and beyond. The ambassadors have updated many D&I resources for employees including our unconscious bias training which emphasizes actions that can be taken beyond awareness of unconscious bias to proactively drive inclusive behavior.

Our strategic initiative on gender diversity started in late 2018 has yielded remarkable results, particularly regarding leadership positions. The participation of women in leadership roles (QIAGEN management and above) rose from approximately 28% in 2018 to 34% in 2021 (2020: 33%). We continue to work towards gender parity and are targeting a 2022 goal of 35% or more women in leadership roles. We have been listed under the 2022 Bloomberg Gender Equality Index which provides an opportunity for companies to assess progress towards parity, benchmark against peers and highlight a commitment to gender equality.

Our commitment to diversity extends beyond cultural and gender diversity. In 2021 we made a targeted review of all our policies and guidelines and updated them to ensure clarity and confirmation of our commitment to equality for LGBTQ+ workers and their families. As a result of these updates as well as other initiatives focused on the LGBTQ+ community during the year, our U.S. subsidiary received a score of 100 on the Human Rights Campaign (HRC) Foundation's 2022 Corporate Equality Index (CEI). We are also a member of the Business Coalition for the Equality Act.

In 2021, we launched the first cohort of our mentorship exchange, an internal program pairing employees who are uniquely positioned to support each other's career goals. The mentorship exchange is designed to support career progress as well as foster a strong sense of culture and inclusiveness at QIAGEN.

Throughout 2021 we have been working towards the launch of QIAGEN communities. During the year we have completed a series of discussions, surveys and focus groups with the aim to identify and support the launch of communities requested by our employees. These groups are all volunteer-led, and in the initial launch, expected in mid-2022, we will focus on four topics: Disability/Accessibility, Parents/Caregivers, LGBTQ+ and Women. We are supporting our employee volunteers by providing training and resources to launch this important initiative.

Diverse teams strengthen our organization through the variety of ideas, perspectives and approaches they bring to our business. Our teams perform best when they are composed of individuals with the widest possible range of personalities, backgrounds and traits. That's why we value each individual and maintain an environment where everyone can be successful. More information about the policy on diversifying the Management Board and the Supervisory Board can be found in the Corporate Governance Report.

Employee satisfaction and retention

Our employees are the key to our success, and so we seek to be a great place to work. We offer opportunities to work on exciting tasks and projects in an engaging environment. Employees join QIAGEN and stay with us because they can see how their work makes a difference in people's lives around the world. Internal and external ratings have continued to improve and highlight our good reputation and preferred position within the global working environment. As expected, after a year of incredibly low turnover, our turnover rates did increase year over year but in line with the internal goals to maintain overall voluntary turnover at the management level under 7%. At the same time, the average voluntary annual turnover rate has increased from approximately 8% to more than 11% in 2021.

Turnover at Management Level

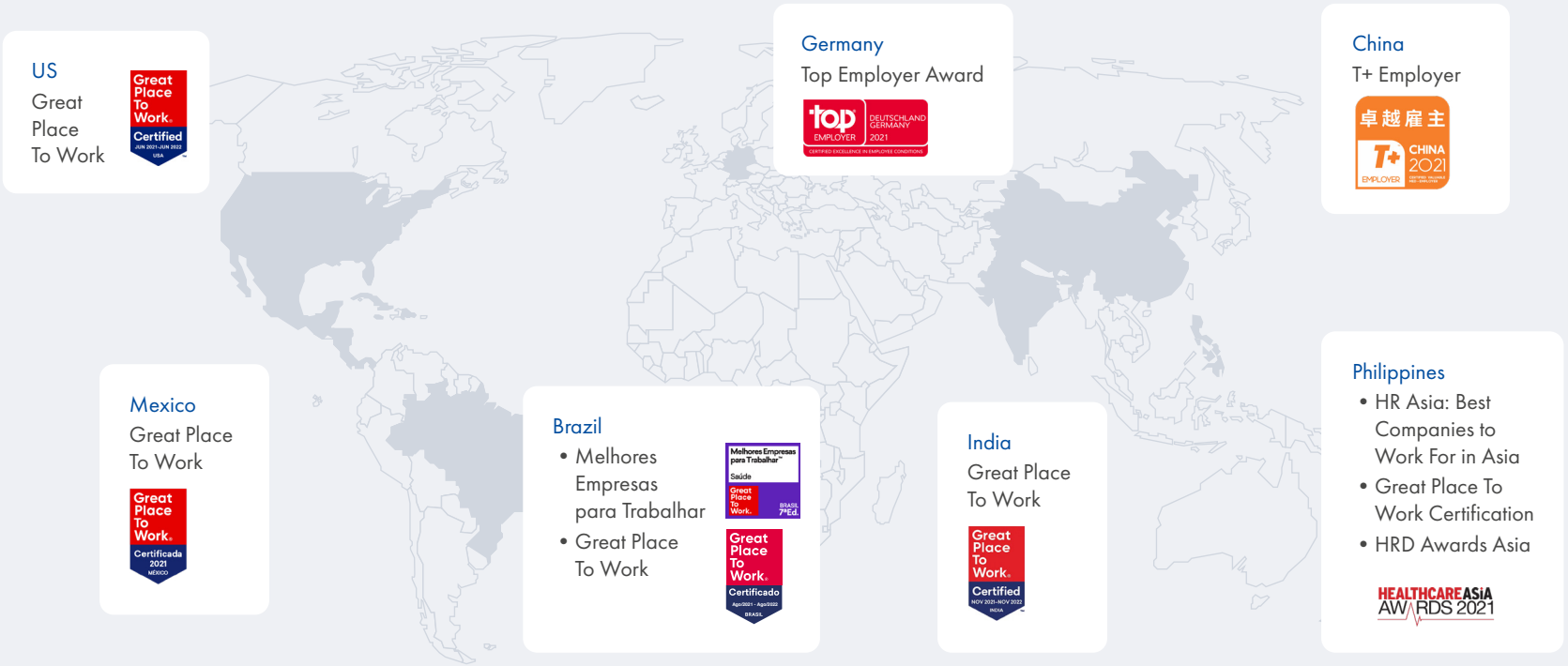
				2021	2020
QIAGEN Leadership	Headcount	Average Headcount	Voluntary Leavers	Voluntary Turnover	Headcount
Female	211	238	(16)	6.7%	265
Male	409	446	(29)	6.5%	482
Total	**620**	**684**	**(45)**	**6.6%**	**747**

Work-life balance is an important measure to create and maintain employee satisfaction. We provide services to help employees balance their personal lives with the company's dynamic work environment, including in-house childcare, and flexible working hours. Our global flexible framework allows all employees who can work remotely to do so up to 25% of the time. We have a significant number of part-time employees (2.5%) and also provide short-term bereavement leave. Regarding the COVID-19 pandemic, we were and continue to be flexible and allow our employees to work from home as guided by local regulations as well as personal situations. Beginning in 2021, we rolled out our global QIAflex program, which is our flexible working framework. QIAflex provides the framework that local site leadership follows in developing the model of flexible working for eligible employees at their location, typically based on a split of 25% remote work and 75% onsite work. We also offer an Employee Assistance Program (EAP) in Poland, Germany, U.S., Canada, UK, Australia and the Philippines. Our employees can make use of consultant service to get support on personal topics. EAP is offered through different communication channels, like in-person meetings, video conferences and phone calls, adapted to the needs of the employees. More than 60% of our employees work in countries that offer an EAP and we are looking to expand this program.

We have implemented frameworks for performance-based compensation and equity-based compensation, and incentive programs for new ideas and innovation. These programs aim to ensure fair and attractive compensation and to encourage each employee to contribute to the company's long-term success. Our Remuneration Report provides detailed information on the compensation practices regarding our Supervisory and Managing Boards. Our internal pay ratio is defined as the ratio between the average pay of the Managing Board and the average pay of QIAGEN employees on a global level. The combined pay ratio in 2021 for the Managing Board was 68:1 (2020: 72:1).

An essential component of our efforts to maintain a high level of satisfaction at work is our corporate health and safety management. We offer a wide range of measures and tools, from annual "health days" with free counseling, screening and medical check-ups, to fitness opportunities in the form of in-house gyms, on-site soccer fields and beach volleyball courts, and online yoga. We also held several online mental health events throughout the year, and added an EAP in many countries.

QIAGEN has received employer awards around the globe in 2021



Our commitment to being an employer of choice is also reflected in the high number of applications we receive for open positions. In 2021, we were once again recognized as a "Top Employer" in Germany and additionally received the Top Employer Certificate in China. The Top Employer Institute is a global authority on recognizing excellence in people practices. The title is awarded after a very rigorous process where companies must share detailed information on their HR practices, have an onsite review and provide several employee interviews. Our Brazil and Mexico subsidiaries were also once again certified. In India, the Philippines and the U.S. we also received "Great Place to Work" awards for the first time. To earn the certification, at least 7 out of 10 employees must classify the company in a survey as a "Great Place to Work." For the ranking, an assessment of the cultural practices and a complementary questionnaire are considered. Our Shared Service Center in Manila also won multiple employer certifications in 2021 including Asia's "Great Place To Work" and Asia's "Best Employer Brand 2021."

At QIAGEN, we also deploy short anonymous engagement surveys, or Pulse Checks, globally to provide a snapshot of engagement levels within the organization. In 2021, three Pulse Checks were deployed and had an average participation rate of 65% with an average trending score of 4/5 across all areas of engagement. Participation rates and overall average score by Pulse Check in 2021 are as follows: March: 63% participation rate and overall score 4.0, June: 70% participation rate and overall score 4.06 and November: 62% participation rate and overall score 3.94.

Occupational safety and health protection

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

Our Global EHS team defines the principles and direction of the implementation of global EHS policies and procedures in alignment with International Standard 45001. Local EHS teams at our facilities coordinate, manage, and monitor site-specific occupational health and safety risks and activities, which include the management of permits and licenses, risk analysis and assessments, planning for unplanned events, accident reporting, and health and safety inspections.

In 2021 the global EHS policy was reviewed, and mandatory training provided to all employees. Furthermore, the Hilden site, which is our largest manufacturing location, expanded the local EHS team to implement an occupational health and safety management system according to ISO 45001.

In 2021, we also committed to a company-wide goal to reduce the rate of lost workdays due to injuries, by driving initiatives to improve our culture of safety. To that end, we launched a global digital system for the reporting and investigation of safety incidents across all facilities, and mandatory safety awareness training. These activities supported the 2021 QIAttention campaign which was designed to raise awareness of safety and encourage reporting of safety incidents and near misses.

Our corporate goal is to keep the number of safety incidents that result in Days Away, Restricted and Transferred (DART) below 0.9 /per 100 employees. The data for this metric during 2021 was collected monthly from 14 QIAGEN sites located in the U.S., EMEA and the Asia-Pacific (APAC). The DART rate for 2021 was maintained below 0.9 which was a good achievement in light of an increase in manufacturing hours.

The table below shows the DART rate for our key facilities in 2021 (14 key sites) and 2020 (13 key sites).

DART rate for key QIAGEN facilities

	2021[2]	2020[3]
Total number of calculated work hours[1]	8,263,028	6,731,500
Total number of recordable work-related injuries	40	29
Total number of recordable work-related injuries that caused days away from work, restricted work activities and/or job transfers encountered	35	17
DART (per 100 employees)	0.85	0.51

(1) Total number of calculated work hours including contractors, temporary workers and QIAGEN employees

(2) In 2021, scope has been extended and now covers 14 sites to include NeuMoDx (United States) acquired in September 2020.

(3) In 2020, scope covered 13 key sites: QIAGEN Iberia SL (Spain); Beverly QIAGEN Inc (United States); DIALUNOX GmbH (Germany); QIAGEN Frederick (United States); QIAGEN Sciences (Unites States); QIAGEN GmbH (Germany); QIAGEN Manchester Ltd (United Kingdom); QIAGEN K.K. (Japan); QIAGEN DNA Synthesis AB (Sweden); QIAGEN Shenzhen Co. Ltd (China); QIAGEN Singapore Pte Ltd (Singapore); TIANGEN Biotech Co. Ltd (China); QIAGEN Business Services (Poland).

The table below shows the Total Recordable Incident Rate (TRIR) for our key facilities in 2021 and 2020, and by QIAGEN employees and non-employees whose work is controlled by QIAGEN. Further information, including a split by employees and non-employees is available on Sustainability page at www.qiagen.com/sustainability.

Health And Safety Indicators For QIAGEN Employees And Employees Whose Work Is Controlled By QIAGEN

Health and Safety Indicators (employees and non-employees)	**2021**	2020
Number of work-related fatalities	0	0
Total Recordable Incident Rate	0.97	0.86
Lost Time Case Rate (excludes restricted and transferred work)	0.80	0.51
Number of near misses (close calls)	81	30

The table below shows the total number of recordable incidents and number of lost workdays for only QIAGEN employees during periods 2021, 2020 and 2019, by region.

Total Number Of Recordable Incidents And Numbers Of Lost Workdays For QIAGEN Employees

	Total Recordable Incidents[2]			Days Lost due to Injuries		
	2021[3]	2020	2019	**2021[3]**	2020	2019
Headcount average per month[1]	3,815	3,220	3,132	3,815	3,220	3,132
Europe / Middle East / Africa	30	23	17	471	64	121
Americas	9	6	3	146	49	5
Asia-Pacific / Japan	1	0	0	0	0	0

[1] Headcount average per month of QIAGEN employees at key manufacturing sites across APAC, US and EMEA.

[2] Recordable incidents include lost workdays, restricted work, and medical treatment beyond first aid.

[3] Data for 2021 equates to 62% of the total number of QIAGEN employees, due to the fact that data has been collected only from key manufacturing sites.

In 2021, reporting of safety incidents that did not result in injury, or "near misses," were encouraged, to promote further safety awareness and support continuous improvement initiatives. Health and safety training programs were also implemented 2021.

Sites that have implemented lean management processes utilize the blue safety cross - a visual data collection tool - to capture the number of daily safety incidents, including near misses and accidents. The tool is used to improve safety and promote good practice within the teams by raising awareness of safety incidents related to their work.

Measures at QIAGEN to fight COVID-19

To further ensure the health and safety of our staff, several measures, capabilities and capacities to fight COVID-19 were expanded and intensified in 2021.

At the Hilden site, we provided all staff with free face masks (surgical or FFP2), placed disinfectants at all central and crucial locations, and we rolled out dedicated onsite rules and regulations, aligned with recommendations from respective authorities. Additionally, we expanded our capacity to provide free coronavirus testing to employees, initiated at the onset of the COVID–19 pandemic in early 2020. In 2021, we ran nearly 70,000 tests in our internal laboratory for Hilden-based employees, their families, and external service providers, using our technologies for sample prep and virus detection. This represents a more than six-fold increase over 2020 numbers. The introduction of a saliva-based sample collection process formed the base for our "Lolli-Test 2go" in-house PCR tests which increased ease of use for self-testing and improved the workflow in the testing lab. Results were delivered within a maximum of 24 hours, and individuals testing positive were called individually to ensure measures were followed to protect the health and safety of all involved. We also provided the Hilden-based SARS-CoV-2 testing to employees at our sites in Köping (Sweden), Stockach (Germany) and Wroclaw (Poland). First and second shot vaccinations against COVID-19 were offered on-site in Hilden in close collaboration with the company physicians.

Human Rights

Respect for human rights is an essential component of promoting sustainability in our global business. As a publicly listed company with international operations, we regard ourselves as a responsible corporate citizen in all the countries and regions where we do business. This role includes rights and obligations governed by international and national law, with human rights as one of the foundational elements.

The global crisis created by Russia's invasion of Ukraine has resulted in the adoption of extensive sectoral and financial sanctions. QIAGEN condemns Russia's actions against Ukraine and supports the measures, including sanctions and export controls, that the European Union, the United States and other jurisdictions have announced. As a global company and in accordance with our values, we will act responsibly in all matters related to the conflict, including the implementation of sanctions and embargoes. Our employees - particularly in Poland, Romania and Austria - have launched various initiatives to support refugees from Ukraine. We are working closely with our commercial partner in Ukraine to support their colleagues, and also with our QIAGEN employees in Russia, some of whom have family in Ukraine.

In this sense, we acknowledge and endorse the UN Universal Declaration of Human Rights, the European Convention on Human Rights, the business-related Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights and its application in National Actions Plans of our relevant jurisdictions. For the U.K., QIAGEN Ltd has endorsed its official statement about the UK Modern Slavery Act 2015 globally.

Our Human Rights Policy is designed to provide guidance on all human rights issues in our sphere of influence including our relationship with customers, employees, and in our supply chain. For more information on our due diligence processes with regard to human rights in our supply chain, please refer to the "Sustainable supply chain management" section. Our Human Rights Policy can be found on the Sustainability page on our website at www.qiagen.com/sustainability.

Our review of potential compliance matters with respect to human rights violations applies a risk-based approach (see "Compliance" section). It takes into account that our global operations can be classified as either administrative, research and development, manufacturing or sales-based. None of these areas, including our manufacturing sites, allow for employment practices that violate human rights principles (such as child or slave labor). Furthermore, local management is responsible for the observance of the principles set forth in our Code of Conduct and Ethics and our Human Rights Policy at all these sites. We therefore do not apply additional specific human rights reviews of our operations.

Sustainable supply chain management

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

In alignment with QIAGEN's Compliance Program (especially QIAGEN's Corporate Code of Conduct and Ethics), every QIAGEN employee is required to conduct themselves honestly, fairly, and objectively in all business relationships with suppliers and all others with whom QIAGEN maintains business relationships. Our compliance training program ensures that employees in the procurement organization understand our guidelines and comply with them.

Integrating sustainability throughout the value chain

Examples of sustainability in product design

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

Structure of our supply chain

We operate in more than 35 locations worldwide, and our sites are supported by a global supplier network that includes approximately 8,300 (2020: 9,000) suppliers in over 70 (2020: 60) countries, supplying resources such as chemicals and bioreagents, plastics, packaging materials, as well as other materials and services essential to our business. In 2021, 75% (2020: 76%) of our overall purchasing volume came from OECD countries.

Region of origin of suppliers

Region of origin	**2021**	2020
Europe	47%	48%
Asia	25%	25%
North America	21%	22%
South America	4%	3%
Australia	2%	2%
Africa	1%	0%
Total	**100%**	**100%**

Due diligence process

To minimize compliance, environmental and social risks in our supply chain, we apply a multi-stage vendor selection process. Suppliers are subjected to a risk analysis regarding environmental and social criteria based on their geographic location. These criteria were supported by information from the MVO Nederlands platform financed by the Dutch Foreign Ministry as well as the Bertelsmann Stiftung's Sustainable Development Goals Index in 2020. This analysis identified zero suppliers for whom potential risks exist due to geographic location and sales to QIAGEN.

In 2021, all new suppliers signed our procurement policy as a mandatory part of the contracting process. The policy contains requirements regarding legal compliance, anti-bribery and corruption, labor rights, free speech, right of assembly, non-discrimination and fair treatment, health and safety as well as environmental protection and conservation. QIAGEN provides a whistleblower hotline, which can be used by all employees. The contact details can be found on our website within the Corporate Code of Conduct and Ethics section. In addition, first-tier suppliers must confirm REACH, RoHS and conflict mineral compliance as appropriate.

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

Quality audits are conducted on site at least every three years for all "A"-categorized suppliers. We document all audits and share the results with the audited suppliers. In case of non-conformity with respect to quality processes, corrective actions are delivered to the supplier.

Our current processes ensure that our top suppliers, contributing to over 80% of our expenditure, confirm their compliance with our Compliance Policies. Our corporate headquarters in Hilden (Germany) will be subject to the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtgesetz) effective as of January 1, 2024. The new law will impose significant due diligence requirements on the supply chain and impact our global operations. We will start preparing to implement the required tools and processes as of 2022. We are currently reviewing automated solutions which allow for human rights reviews in our supply chain, and we plan to implement these solutions in 2022, as well.

Conflict minerals

The sourcing of certain minerals (known as "conflict minerals") has been linked with human rights abuses in the Democratic Republic of Congo (DRC) and other conflict zones. Our products consist of sample and assay kits, known as consumables, and automated instrumentation systems. We do not believe that any conflict minerals are necessary for the production or functionality of any of our consumable products. Certain "conflict minerals" are however necessary for the functionality or production of certain instrumentation products that we manufacture or contract to manufacture. After conducting a reasonable country of origin inquiry (RCOI) with the suppliers of certain components used in these products, we have concluded that our products are "DRC conflict free" through December 31, 2020.

We performed a comprehensive analysis of our automation and instrumentation components and identified all suppliers that may source "conflict minerals," which include columbite-tantalite, cassiterite, gold, wolframite, and their derivatives, tin, tungsten and tantalum. We defined the scope of our RCOI to include all of these direct suppliers. We began conflict minerals inquiries of these direct suppliers in the fourth quarter of 2021 and received responses from the direct suppliers which were either provided on company letterhead or on standard conflict minerals reporting templates established by the Electronic Industry Citizenship Coalition. We conducted our RCOI in good faith and believe that our inquiry was reasonably designed to determine whether any of the conflict minerals originated in the DRC or any adjoining country. In conducting this inquiry, we relied on the direct suppliers' responses about the source of conflict minerals contained in the components supplied to them. These direct suppliers are similarly reliant upon information provided by their own suppliers.

We received responses to our request for information from all direct suppliers within the scope of the RCOI. Of the responses, all confirmed that the products they supply to QIAGEN are either DRC conflict free or they are not aware of any non-compliance in their supply base.

Based on the RCOI, we have no indication that any conflict minerals used in our products originated in the DRC through December 31, 2020. We disclosed our findings to the U.S. Securities and Exchange Commission (SEC) for the year ending December 31, 2020, on Form SD on March 26, 2021, and will provide updated disclosure to the SEC annually. Our assessment for the year ending December 31, 2021, is ongoing and we expect to provide our disclosure on Form SD by the end of May 2022.

Business ethics and anti-corruption

For QIAGEN, conducting business in a responsible way includes looking beyond our day-to-day business operations into the ethical foundations of our company. This means, in particular, the respect for human rights and legally compliant business behavior.

Ethics in R&D

For our research and development (R&D) activities, we endorse the principles and proposals of scientific organizations and advisory groups – such as the American Society of Human Genetics and the European Society of Human Genetics – that have issued cautionary guidelines on the ethical use of genome editing technologies.

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

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

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

All investigators and staff involved in QIAGEN studies must have up-to-date training in GCP and be suitably qualified for their role. Eligible studies must be approved by ethics committees or the Institutional Review Board prior to starting, and if required, have the appropriate regulatory approvals from authorities in the country in which the study is being conducted.

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

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

We convene a Medical Safety Committee, chaired by the Chief Medical Officer, to oversee study and patient risk, and to assess any adverse event or device event reports, which are then appropriately reviewed and reported.

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

For transparency and accessibility of clinical performance data of QIAGEN clinical diagnostic tests, QIAGEN undertakes to:

- Register relevant studies on www.clinicaltrials.gov
- Publish studies in peer-reviewed publications in an anonymized fashion

Ethical product use

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

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

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

Our approach to tax

We are committed to conducting business lawfully, ethically, and with the highest degree of integrity. These fundamental values and principles, as defined in our three I's (Integrity, Inspiration, and Insight), are key to the long-term success of our company and the basis for our tax strategy.

Our tax strategy is embedded in the following guiding principles which reflects our status as a listed company and the regulated nature of our business.

Tax accountability and governance

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

Tax follows business

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

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

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

Seeking and accepting tax benefits

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

Compliance

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

Stakeholder engagement

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

Transparency

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

We provide in the following selected, aggregated information for the regions Europe, Middle East and Africa (EMEA), North and South America (Americas) and Asia Pacific, Japan and Rest of World (APAC). We also provide more detailed information and reconciliation in accordance with the respective GRI standard on our website within the Financial Reporting section. The following information are presented in US$ thousands if not otherwise stated.

Tax Reporting

				2021				2020
In '000s, except for headcount	EMEA	Americas	APAC	**Total**	EMEA	Americas	APAC	**Total**
Headcount (people)[1]	3,343	1,433	1,252	**6,028**	3,065	1,323	1,222	**5,610**
Income tax paid[2]	$22,170	$75,108	$4,805	**$102,083**	$28,645	$6,660	$7,267	**$42,572**
Related party revenues[3]	$2,133,257	$874,037	$221,178	**$3,228,472**	$1,847,943	$575,142	$29,549	**$2,452,634**
Profit before income tax for CbCR	$260,302	$372,301	$12,432	**$645,035**	$181,796	$287,392	$14,895	**$484,083**
Tangible assets[4]	$762,676	$344,916	$97,433	**$1,205,025**	$593,367	$272,812	$83,602	**$949,781**

(1) The total number of employees on a full-time equivalent basis (Headcount) of constituent entities.

(2) The amounts for income tax paid during the relevant years by constituent entities resident for tax purposes in the relevant tax jurisdiction. The disclosed amounts are net and include payments and reimbursements for income tax.

(3) Related party revenues include intra-group sales revenues of all constituent entities as well as other income with constituent entities.

(4) The sum of the net book values of tangibles assets of constituent entities resident for tax purposes in the relevant tax jurisdiction does not include cash or cash equivalents, intangible or financial assets.

Financial assistance from governments

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

The company has received cost grants and investment grants. In 2021, the company received income from government grants in the amount of $1.3 million (2020: $3.0 million).

COVID-19 related grants

Since early 2020, we have been working closely with governments, public health authorities and customers to ensure availability of critical COVID-19 testing diagnostics across the globe, while also developing new dedicated COVID-19 tests to cover all stages of the infection cycle. In this context, QIAGEN launched its largest investment program ever to increase production capacity in Hilden (Germany), Maryland (U.S.) and Barcelona (Spain).

This investment program is being supported by a grant of EUR 18 million from the government of North Rhine-Westphalia (Germany), a grant of $0.6 million from the U.S. government and a grant of EUR 0.5 million from the Spanish government.

COVID-19 related financial measures

Governments around the world are acting decisively to protect their businesses and people from economic disruption resulting from the COVID-19 virus pandemic. QIAGEN has not proactively applied for any COVID-19-related financial stimulus. Some countries, however, have introduced generic measures that apply automatically to all or certain business areas.

Compliance

As a publicly listed company with international operations, QIAGEN is subject to regulation in various jurisdictions. Unethical behavior and non-compliance with laws and regulations have the potential to seriously harm our business, our reputation and our shareholders, and to expose our employees to personal liability. QIAGEN has established a comprehensive Compliance Program, which translates legal and regulatory requirements as well as our fundamental values into clear and precise guidelines in our Corporate Code of Conduct and Ethics, supplementing specific policies for our employees. Our Corporate Code of Conduct and Ethics can be found here on our Compliance webpage under Investor Relations.

The policies include, but are not limited to, aspects such as conflicts of interest, insider trading, revenue recognition, confidentiality and social media. Policies regarding interactions with healthcare professionals are fully compliant with the AdvaMed Code of Ethics and are described in detail in our Global Sales and Marketing Policy that includes guidelines on samples, gifts etc. Moreover, QIAGEN does not make or receive any payments to or from political parties or political action committees. Such actions have been prohibited without exception by QIAGEN's Code of Conduct since its establishment in 1996. QIAGEN is a member of a number of industry trade associations such as AdvaMedDx (US) and MedTech (Europe) which work to advance important healthcare related initiatives with governmental and non-governmental organizations from time to time. We also collaborate with global health policy institutions such as the World Health Organization and regional consortia such as the African Society for Laboratory Medicine to improve affordable access to testing solutions for neglected diseases in low-resource settings. We had no specific expenditures for these activities in 2021.

We pay special attention to antitrust and anti-corruption laws. Our specific antitrust and anti-corruption policies support our commitment to ensure that QIAGEN and its subsidiaries abide by the antitrust and anti-corruption laws of the countries in which we operate. Our policies on anti-trust and anti-corruption can be found on our

Compliance webpage under Investor Relations. We extend our Compliance Program not only to our management and employees, but also to third-party intermediaries such as distributors or agents. Our third-party due diligence program - which lies in the remit of the Global Compliance Manager - focuses on our local distributors and agents and contains the following six elements:

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

All our compliance policies are available to employees through the company's Compliance@QIAGEN intranet pages. Our employees' awareness of compliance is increased by regular in-person trainings, which are held by external as well as in-house legal and regulatory experts. QIAGEN also offers an online training program focusing on topics such as antitrust and competition, bribery and corruption, conflicts of interest, data protection, gifts and entertainment, harassment, insider trading, reporting as well as respectful communication.

Online training is provided to all employees in their local language, and supported by multiple communication resources. New employees are required to take online training on our Corporate Code of Conduct and Ethics and to confirm that they have read and understood the Code. Additional training customized to the specific area of responsibility is mandatory. Employees in sales and marketing as well as upper management are required to complete training on anti-corruption and antitrust laws. These basic trainings are followed by regular refresher courses (depending on the course, from quarterly to every three years). In 2021 and 2020, our employees completed more than 7,000 online training modules. In addition, employees are informed through the Company's Compliance@QIAGEN intranet page and regular updates on compliance topics via the company's internal communication platform Yammer and its quarterly Compliance Newsletter. During 2021 each employee was provided with cyber security, master data governance, and health & safety near miss prevention trainings as required.

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

Our Compliance Program is overseen by the Compliance Committee under the leadership of the Head of Global Legal Affairs and Compliance, who reports in this function directly to the Audit Committee of the Supervisory Board. The Compliance Committee consists of managers from Legal, Internal Audit, Human Resources, Commercial Operations, Trade Compliance and Regulatory functions.

In the reporting period, QIAGEN had no legal actions pending or completed regarding antitrust or corruption.

Data and cyber security

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

Our cyber security program ensures that data and cyber security efforts and initiatives reflect evolving business requirements, regulatory guidance, and emerging threats.

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. Global cyber security and privacy requirements are actively monitored for and discussed as part of QIAGEN's Cyber Security Council as well as Data Protection committee meetings. Cyber Security risks are managed as part of QIAGEN's Enterprise Risk Management and regularly reported to the Audit Committee.

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 training on a regularly basis, during which we carry out knowledge checks to ensure that the content was understood by the trainees. We also conduct regular 'phishing' simulations, awareness webinars and workshops on important security topics, as well as role specific trainings.

Recognizing the increasing cyber threat landscape and the importance of preparation for cyber incidents, we refreshed our Cyber Incident Response procedures in 2021. 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 2021. We also did not record any well-founded privacy complaints with Data Protection Authorities.

Our Cyber Security team pro-actively monitors for exposed weaknesses in the organization's systems and services. In addition, we are working with CREST (Council for Registered Ethical Security Testers) certified partners to conduct regular security assessments of our infrastructure. To facilitate information and knowledge exchange, QIAGEN has joined well-known industry and governmental cyber security communities like the Information Security Forum (ISF), Allianz fuer CyberSicherheit, UK Cyber Security Information Sharing Partnership, Health-ISAC and Cyber-Sicherheitsrat Deutschland e.V.

Social Matters

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

Customer satisfaction

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

We commit to continually improving our customers' experience, taking into account their evolving needs and expectations. Globally, we have established a systematic approach to measure customer experience in the form of an aggregated Customer Experience Indicator. This is measured monthly through a set of internal KPIs – 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 and reliably identify areas for improvement.

Departmental and employee contributions to performance are embedded into our annual goal-setting process. For 2021, we achieved a year-to-date (Jan to Oct) score of 94.4 points out of a maximum of 100 points, versus 92.6 points in 2020. The increase compared to the previous year indicates an improvement in performance throughout all regions, primarily in the area of product availability but also in our ability to respond to customer inquiries, both commercial and technical.

Quality and product safety

QIAGEN stands for quality. Since our founding in 1984, we have been committed to the highest quality, and strive to exceed our customers' expectations. Our reputation as a quality supplier is best-in-class in our industry and is the foundation of our loyal global customer base. Our products are designed and developed following state-of-the-art usability standards and are verified and validated according to their intended purpose.

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

Our products and their components are safe to use by customers and our employees. In the early stages of product development, the Chemical Compliance Department provides a statement and guidance on the use of specific substances. During this evaluation, we put special emphasis on substances of very high concern (according to REACH in the EU) and ensure that these substances are not added to new products. We use a component tree to reach this goal – a list of all materials that can be used in development, including an overview of qualified substances, suppliers, components and substances that must not be used (i.e. substances of concern). We have also developed a strategy to reduce substances of concern in our production processes.

When assessing the manufacturability of a new product, the evaluation considers technical aspects, regulatory requirements, financial aspects and timeline constraints. We aim to fully eliminate the use of OPnEO and NpnEO (substance groups for substances of very high concern) and have launched a project to substitute OPnEO and NpnEO in non-regulated/non-in-vitro diagnostic (IVD) products within the next four years, and in IVD and otherwise regulated products within the next nine years. To do this, we conducted a detailed technical evaluation to assess the scope and feasibility of substitution of substances of concern. A holistic analysis of multiple parameters will determine the prioritization and sequence of substitution. Such parameters consider:

- volume and concentration of substances of concern in an affected product;
- total annual volume turnaround of the affected product and substance;
- economic aspects (revenues and revenue projection) of the affected product;
- complexity of substitution; and
- product sustainability.

This systematic approach allows us to determine the most effective substitution of substances of concern from affected products.

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

Our transparent and responsible product and development policy also includes communication and marketing. As with all companies in the medical device/IVD industry, our product claims and properties are verified and validated during development and approved by regulatory bodies around the world as part of the product submission process. All IVD products are specially tested for safety and usability during development. We market products only in accordance with their approved intended purpose and declare potential residual (or remaining) risks in the instructions for use of each product.

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

Recalls and Affected Products

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

Access to healthcare

We are committed to leaving no one behind when it comes to providing equitable and affordable access to our products across all regions and business areas. In certain areas, we have increased our efforts even further, such as in providing access to COVID-19 testing as part of our contribution to end the global pandemic. We also developed new tools and innovations for tuberculosis (TB) testing and brought TB infection tests to rural areas with little or no laboratory infrastructure. And we helped advance women's health by closing long-term agreements with the World Health Organization and United Nations Population Fund, among other international bodies, to supply our human papillomavirus (HPV) products to developing countries at the lowest global price.

To help coordinate our efforts on a global scale, in 2021, we created a Global Public Health Task Force composed of representatives from each region where QIAGEN operates. The task force is responsible for developing strategies and initiatives that advance our access goals, with a particular focus on marginalized and vulnerable populations, low resource areas, developing countries, rural communities, and gender-based equity, among other priorities. This group will report on specific metrics and outcomes in 2022.

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

We therefore collaborate with non-governmental health organizations, local nonprofits, and ministries of health on capacity building programs, research projects, training and educational initiatives to help ensure efficient distribution of our products. This year, QIAGEN committed to work with international experts and local partners to undertake a broad infrastructure project in Africa supporting centers of excellence and national reference laboratories on the continent to ensure laboratories have appropriate infrastructure to absorb our product offerings.

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

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

In 2021 our Life Sciences teams were also active in providing research grants and support to various public health, research and academic laboratories in Europe, Asia and North America. For example, the team provided a non-monetary dPCR grant to a public health lab in the United States to support a novel workflow. Six applications were received and the best application was selected for digital PCR.

In Europe, the BioPharma team initiated a Biotech Grant in 2021 specifically aimed at young biotech companies. Grant winners receive up to US $100,000 in instruments and reagents. Finally, in Asia, a research grant was announced for academic institutions in Indonesia, Malaysia, Philippines, Singapore, Thailand and Vietnam, providing two winners with US $10,000 each in dPCR consumables. One of the winning entrants is a cardiovascular research institute that submitted a proposal to decipher the role of identified non-coding RNAs in the disease progression of heart failure.

Tuberculosis

QIAGEN is leading a global effort to advance diagnostics for tuberculosis (TB) and Human papillomavirus (HPV) in low-resource, high-disease burdened countries. Tuberculosis is one of the world's leading infectious disease killers, claiming three million lives in 2020. It was the first time in more than a decade that TB deaths had increased, due to the effects of the COVID-19 pandemic. We are committed to helping find and treat more cases of TB as countries continue to recover from the decline in case detection caused by the pandemic.

More than 100 million QuantiFERON-TB (QFT) tests have been made available in more than 130 countries, and it has become the recognized gold standard test for TB infection. In October 2021, QIAGEN launched QIAreach QTF, a novel, field-friendly test with ultrasensitive digital detection. It utilizes the same QFT technology built into a fully portable device to help meet a previously unmet medical need in low-resource, decentralized and rural areas. As such, we are committed to making it accessible and affordable in all eligible country partners of The Global Fund to fight AIDS, Tuberculosis and Malaria. To do this we are working with key stakeholders at the country and global levels, including the Stop TB Partnership and the Global Drug Facility, who will be instrumental in helping achieve broad access via their pooled procurement strategies. Programs are already underway in more than a dozen high-burden countries to roll out QIAreach QFT with the goal of identifying and treating more than one million TB patients within the first three years. A QIAreach QFT donation program will also be launched in 2022.

In 2021, QIAGEN was also recognized by the Treatment Action Group as one of the leading private sector investors in TB diagnostics research and development, after increasing our contribution from 2019 and dedicating nearly $4 million in R&D activities in 2020. Importantly, we were very proud to be listed among the top private sector investors in pediatric TB R&D, doubling our contribution in this area over the previous year. Children are often a neglected segment of this already neglected disease. The unique needs of children and adolescents require new tools and innovations, and QIAGEN is a leader in developing testing solutions suitable for this vulnerable population.

Women's health

Over 100 million women have been screened for HPV with a QIAGEN test from our women's health portfolio, which includes careHPV, QIAscreen and QIAsure. Our goals for these HPV testing solutions are to expand our collaborations with multinational agencies and the NGO community active in the field, particularly in sub-Saharan Africa where HPV testing is ramping up. We aim to reach another 100 million women over the next several years.

In 2021, QIAGEN was recognized by the Clinton Health Access Initiative (CHAI) in a joint WHO/UNAIDS consultation meeting for providing careHPV, the lowest cost HPV test currently available in the market, for public health programs and UN procurement agencies. QIAGEN remains committed to maintaining the lowest global price and has announced an additional donation scheme of careHPV instrumentation for global health partners who commit to working towards scaling up HPV testing in their public health programs.

COVID-19 testing

Since the start of the COVID-19 pandemic, we have been working closely with governments, public health authorities and customers to ensure worldwide availability of critical COVID-19 testing diagnostics, while also developing new dedicated COVID-19 tests to cover all stages of the infection cycle. In order to meet the high demand for COVID-19 tests, we dramatically scaled up production, moving to 24-hour, seven-day-a week operations at our manufacturing sites, and investing in additional equipment capacity.

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

- QIAStat-Dx Respiratory SARS-CoV-2 Panel (EUA, CE-IVD) intended for the qualitative detection and differentiation of nucleic acid from multiple respiratory viral and bacterial organisms, including the SARS-CoV-2 virus, in nasopharyngeal swabs
- NeuMoDX single-plex and 4-plex assays (EUA, CE-IVD) a rapid, automated, in vitro real-time RT-PCR diagnostic test for the direct detection of SARS-CoV-2 Coronavirus RNA from nasopharyngeal, oropharyngeal and nasal swab specimens
- Artus SARS-CoV-2 Prep&Amp UM (CE-IVD) a solution that streamlines RNA extraction and PCR analysis into one process, delivering a result in under one hour and requiring less disposable laboratory plastic-ware than standard PCR tests, helping to avoid resource bottlenecks
- QuantiFERON SARS CoV-2 T cell immune response (CE-IVD) intended to aid in assessing cell-mediated immune (CMI) response in individuals without a history of SARS-CoV-2 infection and who have received COVID-19 vaccination using vaccines targeting the viral spike (S) protein of the SARS-CoV-2 virus.
- QIAseq Direct SARS-CoV-2 and QIAseq SARS CoV-2 primer panel for fast targeted whole genome library preparation of SARS-CoV-2 for genomic surveillance and variant detection; and a suite of next generation sequencing (NGS) and bioinformatics tools - used for epidemiological studies.

Support for local initiatives

We support a broad range of activities in communities where our businesses are based. Our expanded Global Donation and Sponsorship Policy and new Global Donation Committee will help to streamline and scale-up our activities. These include sponsorship of science education, disease awareness campaigns, the installation of school laboratories and promotion of biology in school curricula. Our local engagement goes beyond financial support. In Hilden, for example, we collaborate with the local Rotary Club to help integrate refugees from Syria and other war-torn countries through a program that includes language training and cultural orientation, assessment centers, and internships at QIAGEN.

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

In North America, our employees are granted eight hours of paid community service time per year, and in 2021 contributed around 780 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.

>6,000 passionate QIAGENers around the world are employed by QIAGEN

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

EU Taxonomy

On December 9, 2021, the European Union formally adopted its delegated taxonomy regulation. The aim of the European Taxonomy Legislation (EU Taxonomy) is to create a uniform language and understanding for sustainable economic activities. To this end, legally binding criteria will be used to define whether certain economic activities contribute significantly to the six key EU environmental goals.

The legislation is still under development: by the beginning of 2022, the taxonomies for two of the six EU environmental goals had been adopted, namely for climate protection and adaptation to climate change (so called Climate Taxonomy) The Environment Taxonomy, i.e., the requirements for the other EU environmental targets as well as are still being developed.

The EU Taxonomy only includes economic activities that are of particular importance for the transformation to an environmentally and climate compatible economy. If a company has no or few economic activities as defined in the taxonomy, then it may be less important for the achievement of the European environmental goals, but this does not imply a negative statement about the environmental performance of the company.

The reporting requirements of the EU Taxonomy include the disclosure of information on how and to what extent activities are associated with activities defined in the EU Taxonomy, using Key Performance Indicators (KPIs) for the proportion of sustainable turnover, capital expenditure (CapEx) and operational expenditure (OpEx). The initial legislative only included the criteria for aligned for CapEx and OpEx. On February 2, 2022, the Commission published more guidance on eligible CapEx and OpEx.

Currently, there is little guidance available on how to interpret the EU Taxonomy. The relevant rules and regulations are still under development. In the coming years, economic activities and environmental objectives will be further elaborated upon, and more guidance will become available.

In 2021, we have examined to what extent we generate revenue from economic activities that are included in the so-called Climate Taxonomy, i.e. in the delegated regulation (EU) 2021/2139. It turned out that our economic activities in the reporting period 2021 are not taxonomy-eligible.

Furthermore, we assessed that we cannot provide the CapEx and OpEx in line with the EU Taxonomy considering data availability limitations and expected low materiality. However during 2022 we will continue to monitor the further development of the EU Taxonomy reporting requirements for non-financial undertakings and will revalidate assessments and disclosures periodically and also will further improve the granularity of relevant information in our global financial reporting systems in order to make them entirely available at the respective aggregation level.

QIAGEN's ESG performance at a glance

Environment

Climate
- 417,361 tCO_2e total carbon footprint for Scope 1, 2 (market based) and 3
- 88,087 MWh total energy consumption
- 100% renewable energy for main production site in Hilden

Water
- 131,870 m^3 freshwater use
- 5,371 m^3 in areas with high or extremely high water stress level

Waste
- 9.6% plastic footprint reduction in 2021 compared to 2020
- 63% less plastic and 42% less cardboard used for each kit in QIAwave product line
- 2,434 t total waste

Product life cycle assessment
- LCAs for best-selling product in accordance with ISO 14040/14044

Social

Access to healthcare
- Production scale-up to meet the demand for COVID-19 tests
- More than 100 million QuantiFERON tests for tuberculosis have been made available in more than 130 countries to date
- More than 100 million women screened for HPV with a QIAGEN test

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

Attractive employer
- 6,028 employees, 11.1% turnover
- 6.6% turnover at Management level
- Top Employer Certificate in Germany and China
- Approximately 95,000 hours of trainings completed

Diversity and Inclusion
- Diversity & Inclusion program driven by ECEO and D&I ambassadors
- 34% of women in leadership roles
- Perfect score of 100% on the HRC CEI
- Listed in 2022 Bloomberg Gender Equality Index

Health and safety
- 0.85 DART rate (per 100 employees)
- 0.97 recordable incident rate
- 40 work-related injuries
- 0 work-related fatalities

Governance

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

Ethics In R&D
- Global procedures for clinical studies in place (Declaration of Helsinki, GCP, ISO 20916)

Compliance
- More than 7,000 online training modules completed

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

Tax
- $102 million income tax paid

Quality and product safety
- 94,4/100 Customer Experience Indicator
- 0.08% of products affected from a total number of 6 recalls

Sustainable supply chain management
- Approx. 8,300 suppliers in over 70 countries
- 75% of purchasing volume sourced from OECD countries
- Conflict mineral inquiries for all direct suppliers