



2021

QIAGEN N.V.

# Sustainability Report



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## **Dear reader,**

As the world is facing key challenges, from international peace to climate change, at QIAGEN we are acting to show we are more than just a business. We are striving to improve health care access for the world's most vulnerable people, and taking every possible step to protect our environment.

We welcome this opportunity to provide you with an update on the progress QIAGEN has made on the fundamentals of environmental, social, and governance (ESG) considerations. We thank our more than 6,000 QIAGENers around the world for their commitment to making an impact in line with our vision of making improvements in life possible.

### **Providing Access to Healthcare**

As the COVID-19 pandemic has proven yet again, access to quality testing, vaccinations and treatment often depend on the wealth of the country you live in. For example, tuberculosis, which remains one of the world's deadliest infectious diseases, is responsible for over one million deaths every year. Yet many of those deaths are easily preventable simply with two steps: testing and treatment. This is why access to quality healthcare in high-burden, low-resource countries has become an absolute priority for QIAGEN and a critical element of our sustainability strategy.

The heart of our mission is to provide communities around the world – regardless of their economic or social status – with access to our life-saving Sample to Insight solutions that are used to unlock valuable molecular technologies. To execute this ambitious goal, in 2021 we created a new Global Public Health Task Force that will develop far-reaching initiatives to push for global access to TB molecular testing.

### **Planning for the Planet**

At QIAGEN we have set the environment on the same priority level as our business and financial objectives. It is clear to everyone that the climate crisis has become a harsh, unavoidable reality that requires urgent, decisive, and united action due to its impact

# Foreword

on the economy, the environment, and society. That is why companies bear a special responsibility to step up now.

One of our targets is to achieve net-zero across our value chain by 2050. In joining the Business Ambition for 1.5°C of the Science-Based Targets initiative and the UN-backed Race to Zero, we have pledged to reduce our carbon emissions across all three scopes. To this end, we will continue to work on our own climate projects while ramping up cooperation with our suppliers.

## **Scaling up our ESG Organization**

Reaching net-zero will require a huge collective effort across all operations, so we have now established a dedicated ESG committee within the Supervisory Board, as well as a cross-functional ESG team to oversee the universal integration of our ESG strategy. Its goals are to raise sustainability awareness among all employees, encourage a shared sense of responsibility, and foster diversity across the entire company.

We have also shone a critical spotlight on our manufacturing processes and their impact on the planet. In 2021, a life-cycle analysis of one of our best-selling products, the QIAamp DNA Mini Kit, indicated how we can lessen its environmental footprint. We are already reducing the plastic packaging in our products and shipping materials and will continue to look at ways we can reduce, replace or recycle single-use plastics.

This report shows that we made significant progress in 2021, but we still have much to do – and no time to lose. Your invaluable feedback and support are critical to us on the way to a more sustainable future where – together – we can create a lasting impact.



Thierry Bernard  
Chief Executive Officer

# Our Company



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# Facts and Figures

QIAGEN is a world-leading supplier of sample and assay technologies for molecular diagnostics, applied testing and life science research. Our broad product portfolio encompasses consumable kits, instruments and bioinformatics that allow our customers to unlock invaluable insights from the basic molecular building blocks of life.

We serve over 500,000 customers from 35 locations in 25 countries around the globe.

## Facts and Figures



### From Sample to Insight

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

2021 sales



\$ 2.2 bn

Balanced customer markets of 2021 sales



~ 50 %  
Life Sciences



~ 50 %  
Molecular Diagnostics

Global Presence of total QIAGEN 2021 sales



45 %  
Americas

36 %  
Europe /  
Middle East /  
Africa

19 %  
Asia-Pacific /  
Japan / ROW



### Committed to Building a Sustainable Business

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

Product Categories of 2021 sales



12 %  
instruments



88 %  
consumables and related products



> 500,000  
customers worldwide



> 6,000  
employees – known as QIAGENers – worldwide

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# Approach to Sustainability

The past two years have highlighted just how quickly social and environmental developments can affect business, and demonstrated that companies cannot separate their strategy and operations from real world issues. Factoring the costs of social and environmental problems into our day-to-day business is a recognition that they are an investment in the company's future.

At QIAGEN, sustainability means long-term economic success combined with respect for the natural environment and our stakeholders – employees, customers, suppliers and neighbors. By taking full responsibility for environmental, social and governance topics, we strive to be a good corporate citizen, aspiring to improve lives with our range of products and in the way we conduct our business.

## Our Sustainability Roadmap

QIAGEN assumes responsibility – not just within but also beyond the company: for customers, for employees, and for society, as well as for our environment and natural resources. As a global company, QIAGEN actively supports the Sustainable Development Goals (SDGs) of the United Nations. The SDGs identify starting points for policymakers, businesses and private individuals worldwide to tackle the major challenges of our time – from resource consumption and global inequality to climate change. The 17 global sustainability goals with 169 sub-goals were adopted by all UN member states in 2015 in what is termed the "Agenda 2030." Companies can make a major contribution to the implementation of the SDGs because they influence the environment and society in many ways – from

the production to the distribution of their products, as employers and in cooperation with partners and suppliers along the supply chain. At QIAGEN, we are aware of this responsibility and want to make an impactful contribution to the SDGs.

In workshops with our ESG Committee ([see p. 9, Our ESG Organization](#)) and other representatives from specialist departments, we analyzed the SDGs and their sub-goals based on the recommendations of the SDG Compass and discussed both positive and negative impacts of QIAGEN on the SDGs. We then used a matrix to identify those SDGs to which QIAGEN can make the greatest contributions. Finally, we mapped our existing targets and key actions to these SDGs to create an overview of our status quo. This forms the basis upon which we intend to further develop our environmental, social and governance (ESG) strategy this year.

For 2021, we have defined three corporate ESG goals in line with our ESG agenda:

1. To reduce transportation plastic packaging to 9 % below 2020 baseline.
2. To achieve ≥ 33 % of leadership roles filled by women.
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 at 14 sites.

The achievement of these team goals depends on the annual performance goals linked to management compensation (short-term incentive, STI) as provided for in QIAGEN's Remuneration Report, which can be found on our website.

We also 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.

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## Our Impact



3.3, 3b

### Our vision: Making improvements in life possible

- Development of diagnostic solutions targeting widespread and emerging diseases
- QIAreach QFT for affordable tuberculosis testing
- Collaboration with governments, public health authorities and customers to ensure availability of COVID-19 testing diagnostics



5.1, 5.5

### Fostering diverse teams and equal opportunities

- > 34 % of leadership roles filled by women
- QIAGEN Diversity and Inclusion ambassador program
- Mentorship exchange with focus on culture and inclusiveness
- 4 QIAGEN communities established to foster inclusion



8.3, 8.4, 8.7

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

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



12.2, 12.5

### Reducing our environmental footprint

- 9 % transportation packaging reduction per year starting in 2020
- New ecofriendly product range QIAwave, with the aim of reducing the environmental impact of our products
- Plant-based material alternatives to replace EPS coolers in cold-chain shipments



13.1, 13.2

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

- Net-zero across our value chain by 2050
- Life cycle assessments for a best-selling product in accordance with ISO 14040 / 14044
- Global conversion to renewable energy started with 100 % renewable energy for main production site in Hilden





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## Our ESG Organization

Our commitment to ESG is reflected in our organizational setup. During 2021, we founded a dedicated ESG committee within the Supervisory Board and a interdisciplinary ESG Committee, being led by our head of Global Sustainability Measurements. This function reports directly to a member of our Executive Committee. The Corporate ESG Committee comprises a cross-functional team representing all areas of the organization.

In addition to the ESG Committee, we have dedicated teams working on ESG topics:

To foster awareness and advance our ESG agenda throughout the company, we are increasing our corporate communication and change management activities worldwide. We have set up an ESG channel on Yammer and published an introductory video on sustainability at QIAGEN. ESG leadership training and transformation training for selected cross-functional groups aim to sensitize all employees to our responsibility as a company and as individuals to take sustainable action.

### Sustainability Governance

**We already have dedicated teams working on these ESG topics and will now bring them closer together**

Supervisory Board: Nomination and ESG Committee



Corporate ESG Committee



Environmental pillar

Local sustainability committees

Product material Compliance

Climate working group

Energy efficiency project

Plastic reduction team



Social pillar

Executive council on equal opportunities

Global public health task force

Diversity ambassadors



Governance pillar

Supplier assessment project

Quality assurance and pandemic preparedness project

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## Materiality and Stakeholder Engagement

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

Our Non-Financial Reporting as requested by the European Union is included in the [IFRS Annual Report](#), which has been filed with the Dutch Authority for the Financial Markets (AFM) in the Netherlands.

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

Please refer to our [2019 Non-Financial Statement](#) for a detailed description of the process used to define material topics. In 2021 we conducted an assessment of our operational activities against the EU Taxonomy Regulation and determined that our operational activities are non-eligible for the 2021 reporting period.

We will continue to engage with all stakeholders 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 debates and improvements throughout the company.

### ESG Rating Performance

#### MSCI ESG

Rating 2021: A



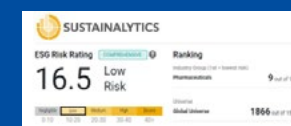
#### ISS-ESG

Rating 2021: C+ Prime  
(2020: C+ Prime; 2019: D+)



#### Sustainalytics (Morningstar)

Rating 2021: 16.5 Low Risk

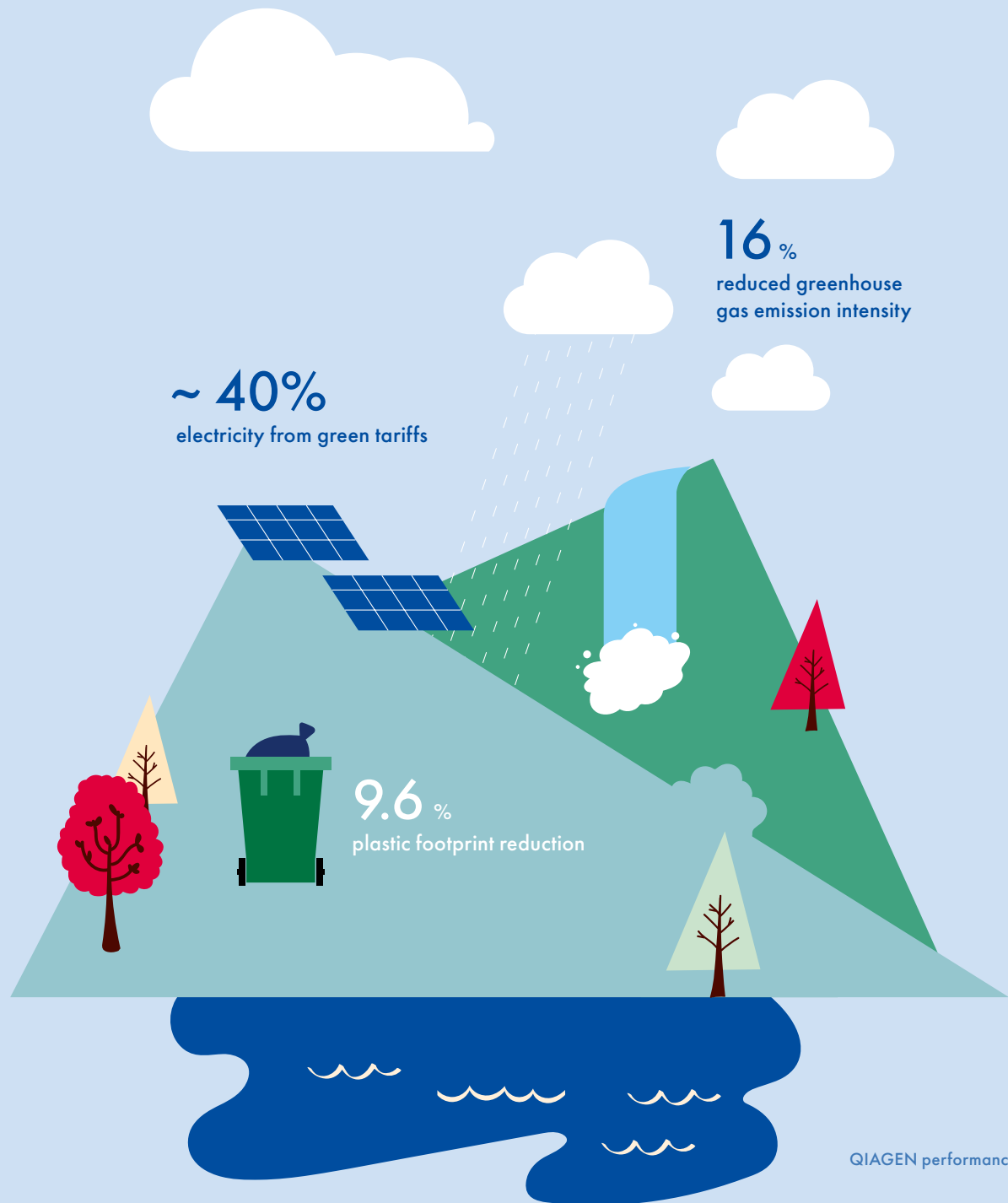


#### Ecovadis

Rating 2021: Bronze



# Environment



QIAGEN performance in 2021

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# Facts and Figures



## Climate

### net-zero

commitment by 2050

417,361 tCO<sub>2</sub>e

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

88,087 MWh

total energy consumption

100 %

renewable energy for main production site in Hilden

~ 40 %

electricity from green tariffs

## Water



131.9 megaliters

total water consumption

< 12 %

consumption in water stress areas

## Waste



9.6 %

plastic footprint reduction in 2021 compared with previous year

63 %

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

2,434 t

total waste



## Product Life Cycle Assessment (LCA)

### Certified LCAs

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

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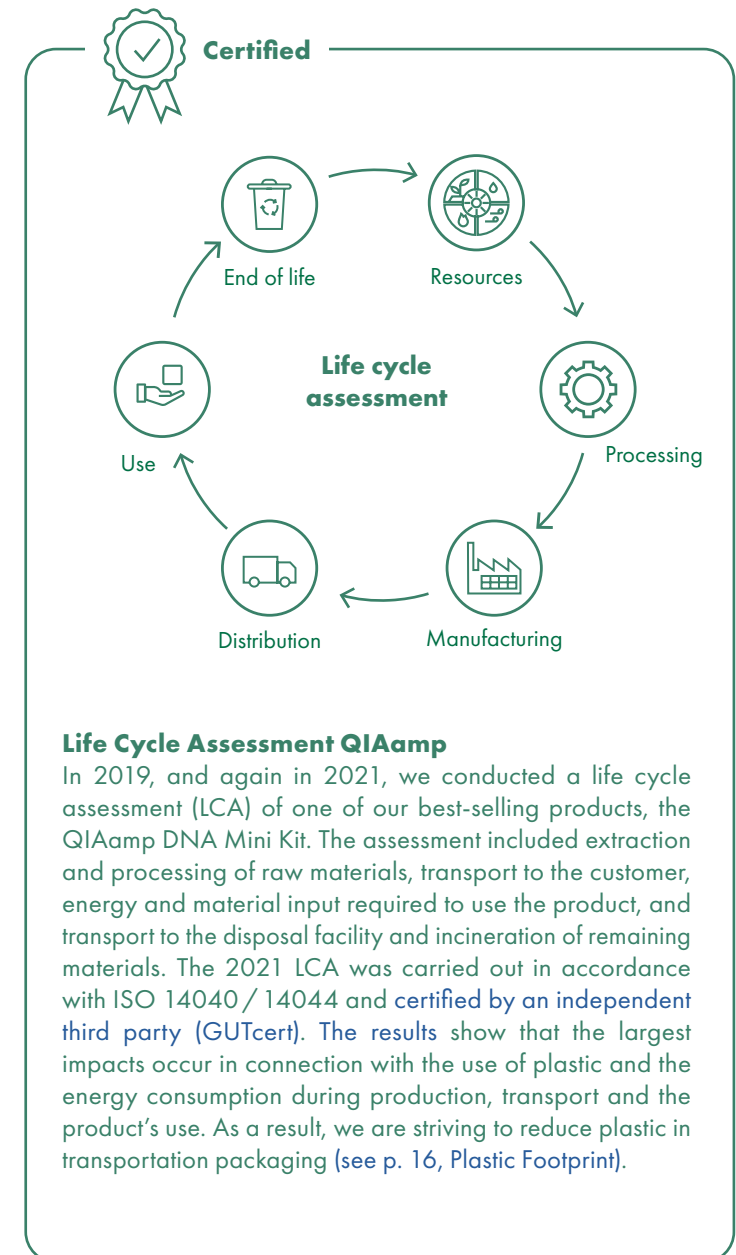
# Environmental Management

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

## Environmental Management at QIAGEN

In 2021, we documented our commitment in our global [Environmental, Health and Safety \(EHS\) Policy](#) and initiated sustainability training for all QIAGEN employees. The Global EHS team defines our principles and implements our policies. All environmental data is collected through a centralized process that includes all production sites, research centers and offices. We also began preparing an environmental management system as per ISO 14001 at our largest manufacturing location in Hilden.

At QIAGEN we encourage our employees to look for ways to reduce harmful substances and waste from our products and conserve energy. Local sustainability committees carry out initiatives to reduce our environmental footprint, which in 2021 included new recycling and composting programs, replacing single-use items with reusable ones, and donating surplus office furniture and lab equipment to local community organizations.



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# Climate Change

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

## Climate Strategy

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

It is clear that we need to act decisively. In 2019, we set a short-term goal to reduce emissions in line with the 1.5°C climate target as set out in the 2015 Paris Agreement.

In 2021, we reaffirmed and strengthened 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. This commits us to attaining net-zero across our entire value chain by 2050. The first step is to reduce Scope 1 and 2 emissions by 42 % and Scope 3 emissions by 12 % by 2030. To achieve this, we are engaging with our strategic suppliers. The reported greenhouse gas (GHG) emissions for Scope 1, 2 and 3 were calculated according to the requirements of the GHG protocol.

## Performance and Projects

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

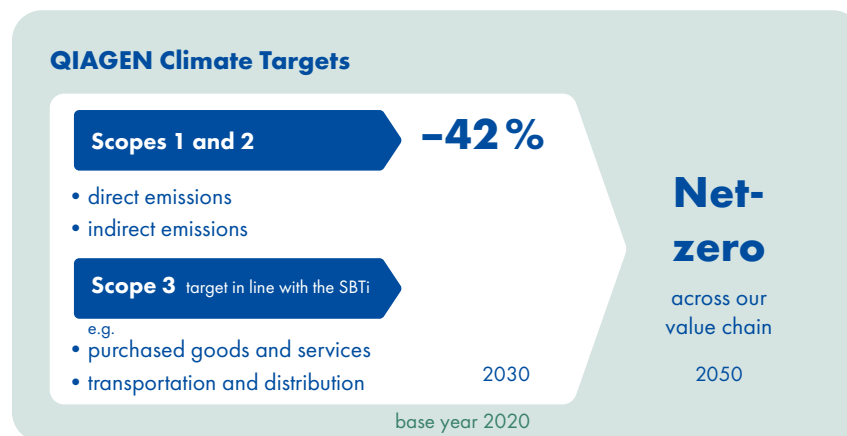
By the end of 2021, we recorded an increase of 1.3 % or 258 tCO<sub>2</sub>e in Scope 1 and 2 emissions compared with 2020. That increase was offset by the positive effect from the purchase of renewable electricity for our main production site in Hilden and the implementation of further energy efficiency measures.

We recorded a significant reduction in Scope 3 emissions, which were 2.2 % or 9,084 tCO<sub>2</sub>e less over a one-year period.

Throughout 2021, we identified further ways to reduce emissions. 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. Hilden also installed solar panels which will reduce the amount purchased from utilities.

We aim to make our buildings environmentally friendly by seeking Leadership in Energy and Environmental Design (LEED) certification for new constructions. Hilden's research and development building and 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 new premises that incorporate energy saving technology into the design.

Further initiatives to improve energy efficiency across our sites include energy extraction from co-generators, improved insulation, heat recovery, lighting replacements, and installation of intelligent building systems.



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To reduce the environmental impact of employee commuting, several QIAGEN sites have installed charging stations for electric cars and introduced bike-to-work plans. Many facilities provide discounted train and bus tickets, while our Hilden location has initiated an electric bike program.

Starting in 2022, we will begin transitioning our fleet of company cars to fully electric and increase the number of charging stations.

Greenhouse Gas Intensity

Scope 1 & 2 GHG emissions intensity	2021	2020	Change in % 2020 to 2021
Scope 1 & 2 GHG emissions (tCO <sub>2</sub> e)	20,876	20,618	1 %
Net sales in US\$ (millions)	2,252	1,870	20%
Net GHG emissions intensity (tCO <sub>2</sub> e/US\$millions)	9.3	11.0	-16 %

QIAGEN Corporate Carbon Footprint 2021

Emission category (in tCO <sub>2</sub> e)	2021	2020	Change in tCO <sub>2</sub> e 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 %
<b>Total Scope 1 and 2 (market-based)</b>	<b>20,876</b>	<b>20,618</b>	<b>258</b>	<b>+1.3%</b>
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 %
<b>Total Scope 3</b>	<b>396,485</b>	<b>405,569</b>	<b>(9,084)</b>	<b>-2.2%</b>
<b>Total emissions</b>	<b>417,361</b>	<b>426,187</b>	<b>(8,826)</b>	<b>-2.1 %</b>

QIAGEN Energy Consumption Scopes 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
Liquified 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
<b>Total energy consumption (including green energy)</b>	<b>88,087,322</b>	<b>84,585,971</b>	<b>86,157,765</b>

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## Waste and Water

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

### Waste

Most of our waste is generated by organic solvents, washing liquids and other liquors used in production processes. These are hazardous wastes that are difficult to recycle. A second major source, although much smaller, is packaging waste (paper and mixed packaging). The increase in hazardous waste was predominantly driven by our comprehensive COVID in-house testing offer and our production increase.

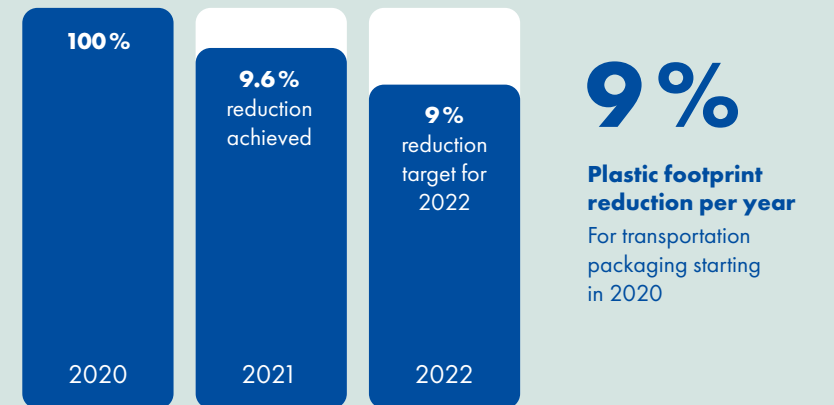
#### Waste Generated

in tons	2021	2020	2019
Total waste	2,434	2,490	1,155
Hazardous waste	1,534	507	330

### Plastic Footprint

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

#### Plastic Footprint



In 2021, we set the goal to reduce plastic transportation packaging material by 9 % below 2020 levels. The goal was overachieved thanks to a 9.6 % reduction in plastic transport packaging. Our goal for 2022 is to reduce it by a further 9 % compared with 2021.

To support this goal, 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 number of 15,700 EPS coolers in 2021 (see p. 33, [ClimaCell liners](#)). We also replaced plastic bubble wrap with paper. We will continue to expand these initiatives in 2022.



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### Sustainability in Science with MyGreenLab®

Life science laboratories are some of the most resource-intensive areas of any industry. MyGreenLab® is a non-profit organization run by scientists to develop standards and improve the environmental footprint of the scientific community. In one of our QIAGEN labs in Hilden we are working to attain My Green Lab Certification, the gold standard for laboratory sustainable best practices. We are also taking part in the International Laboratory Freezer Challenge, an annual competition designed to improve efficiency in cold storage management.

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

In 2021, we developed a new ecofriendly product range called the QIAwave. The new kit design contains significantly 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 and mark 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 product.

## Water

For our production and office activities, we need moderate amounts of fresh water only. Our operations consumed 131.9 megaliters of water in 2021. 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. We aim to use this resource more sparingly, especially in high-stress locations. Existing measures at key sites include using “process” water produced during manufacturing to cool buildings, hand-motion activated faucets and low-flow plumbing.

### QIAGEN Water Consumption by Water Stress Level

in megaliter	2021	2020
Low and medium low water stress	120.3	109.3
High and extremely high water stress	11.6	10.8
<b>Total water consumption</b>	<b>131.9</b>	<b>120.1</b>

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# Facts and Figures



## Access to Healthcare

Production **scale-up** to meet the demand for COVID-19 tests

> **100** million QuantiFERON tests for tuberculosis have been made available in more than 130 countries to date

> **1** million women screened for HPV with a QIAGEN test

## Attractive Employer

**6,028** employees, 11.1 % turnover, thereof 6.6 % turnover at management level

**Top** employer certificate in Germany and China and Great Place to Work award in India, Philippines, the U.S., Brazil and Mexico

> **1** million hours of training invested

## Local Initiatives

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

## Health and Safety

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

**0.97** recordable incident rate

**40** work-related injuries

**Zero** work-related fatalities



## Diversity and Inclusion

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

**34** % of leadership roles filled by women

Listed in Bloomberg Gender Equality Index

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# Social Engagement

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

## Access to Healthcare

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

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

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

- COVID-19

Since early 2020, we have been working closely with governments, public health authorities and customers worldwide to ensure availability of critical COVID-19 testing diagnostics, while also developing new dedicated COVID-19 tests to cover all stages of the infection cycle. We scaled up our production to 24-hour, seven-day-a-week operations to meet the demand for tests.

- Tuberculosis

QIAGEN is committed to expanding screening for tuberculosis (TB) with modern blood-based assays for latent TB infection in regions with high rates of disease but limited resources. To date, more than 100 million QuantiFERON tests for tuberculosis have been made available in over 130 countries. In October 2021, QIAGEN launched QIAreacH QFT, a test featuring ultrasensitive digital detection built into a fully portable device. The device is ideal for low-resource, decentralized and rural areas.

- Human papillomavirus

We focus on projects that help improve the lives of women by increasing access to screening for the human papillomavirus (HPV), which is the primary cause of cervical cancer. Over 1 million women have been screened for HPV with a QIAGEN test from our women's health portfolio, including careHPV, HC2, QIAscreen and QIAsure.

## Providing Access to Healthcare



### Discovery and Innovation

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



### Availability

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



### Affordability

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



### Accessibility

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

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## Local Initiatives

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

In **Hilden, Germany**, we collaborate with local organizations to help integrate refugees from Syria 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 workers from 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 they committed around 800 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.

As the tragedy of the conflict in Ukraine unfolds, QIAGEN and its employees have stepped up to help the Ukrainian people. The QIAGEN Global Charity Auction raised appr. US\$21,000, while appr. 800 QIAGEN employees donated around US\$200,000 directly to the cause. QIAGEN is matching all donations employees make to two global organizations, adding up to a total of around \$500,000. Many employees are taking action under their own steam. This includes the Head of our Wrocław office, who has travelled back and forth tirelessly to the Polish-Ukrainian border to deliver donated items to refugees. Additionally, local and HR teams have created pools of people willing to accommodate refugees from Ukraine. The logistics and communications are coordinated by local teams.



### Eliminating Tuberculosis in Hotspot Regions

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

In **Pakistan**, where rates of TB are high, clinics use QuantiFERON kits to test for TB infection. QuantiFERON requires only one patient visit, a large benefit in rural areas where people often have to travel a long way to the hospital.

In **Nigeria**, TB is the leading cause of infectious disease deaths, affecting mainly younger individuals aged 15 to 44. The national strategic plan for TB control includes the implementation of QuantiFERON-TB Gold Plus. This controlled laboratory test is highly specific and sensitive, and a positive result is strongly predictive of infection.

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## Attractive Employer

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

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

We offer many different types of employment – from long-term, fixed contracts to part-time or temporary positions, to programs for parents returning from parental leave. Our services to assist employees in balancing their career with their personal lives include in-house childcare and flexible working hours. We continue to provide the opportunity to work from home as the COVID-19 pandemic persists.

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

Providing a fair and respectful work environment is embedded in our culture. We respect our employees' rights to freedom of association and collective bargaining, and adhere to all applicable labor laws in all regions where we operate. Our open-door workplace culture means employees are able to approach management and/or human resources about any concerns without fear of retaliation. Our commitment on this issue can also be found in our Human Rights Policy on our Sustainability webpage.

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



### Award-winning Employer

In 2021, we were once again recognized as a "Top Employer" in Germany and additionally received the Top Employer Certificate for China by the Top Employer Institute, a global authority recognizing excellence in people practices. National QIAGEN branches in India, the Philippines and the U.S. also won "Great Place to Work" awards for the first time. In addition, we received recognition as one of the "best places to work for LGBTQ+ equality" on the Corporate Equality Index of the Human Rights Campaign Foundation. The Bloomberg Gender Equality Index 2022 also recognized our transparency and commitment to gender equality, listing QIAGEN in the top 500 companies globally.

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Our short, anonymous engagement surveys – or Pulse Checks – provide an overview of employee engagement levels. In 2021, these showed an average trending score of 4 / 5 across all areas.

**Turnover at Management Level**

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

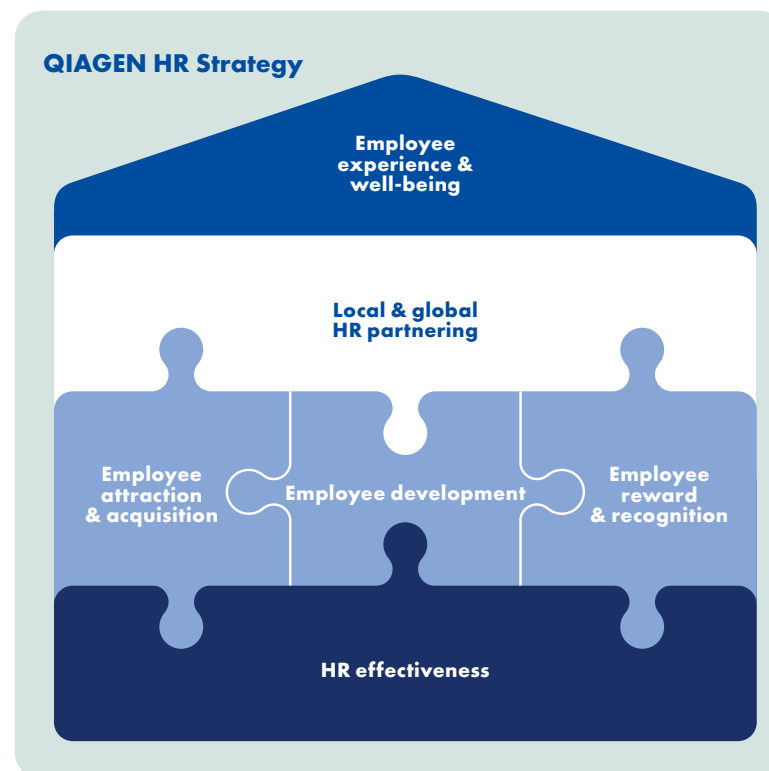
## Training

As a fast-growing technology and knowledge-based company, we are committed to high-quality employee training and development. Our various training platforms, such as QIAlearn, QIAGEN Academy and MasterControl, offer e-learning or personal training in a blended format. The training courses focus on job-specific skills, compliance, competencies and leadership development.

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

In addition, our global Performance Enhancement System creates a clear framework for regular one-on-one review sessions for each employee and their manager to discuss career development.

Our annual feedback process gives employees and supervisors the opportunity to give anonymized feedback to managers on their leadership competencies.



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# Diversity and Inclusion

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

## Our Approach

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

The ECEO sponsors our D&I ambassador program, comprised of more than 25 employees who volunteer to champion D&I across our global sites. In 2021, the ambassadors hosted presentations, workshops and events to educate employees and the community at large. These included training courses on unconscious bias and actions to drive inclusive behavior.

The QIAGEN strategic initiative on gender diversity launched in late 2018 has yielded remarkable results, particularly regarding leadership positions. The participation of women in leadership roles has risen from approximately 28 % in 2018 to 34 % in 2021. We continue to work toward gender parity and are targeting a 2022 goal of 35 % or more leadership roles filled by women.

Our commitment to diversity goes beyond culture and gender. In 2021, we reviewed and updated our policies to ensure clarity and reaffirm our commitment to equality for LGBTQ+ workers and their families. As a result, our U.S. subsidiary received a score of 100 on the Human Rights Campaign Foundation's 2022 Corporate Equality Index. We are also a member of the Business Coalition for the Equality Act.

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



### QIAGEN Communities

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

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

Each community is assisted by leaders and executive sponsors within QIAGEN, providing our employee volunteers with the training and resources required to manage this important initiative. A global survey conducted in 2021 showed great interest in the program, with 95 % of participants intending to take part in at least one community. We launched the program globally in May 2022.



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# Health and Safety

Safe workplaces and healthy employees are among QIAGEN's top priorities. All our employees are required to adhere to local health and safety procedures and practices.

## Safe Workplaces

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

In 2021, we reviewed our [global EHS policy](#) and introduced mandatory EHS training for all employees. 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, designed to raise safety awareness and encourage reporting of safety incidents and near misses.

In all, we were able to keep our Days Away, Restricted and Transferred (DART) cases below the target of 0.9 / per 100 employees in 2021. Our Total Recordable Incident Rate (TRIR) for our key facilities increased slightly in 2021 due to improved vigilance and actively encouraging our employees to report safety incidents in the new digital reporting tool, which led to an increased awareness about the importance of reporting all types of safety incidents. We actively encouraged the reporting of safety incidents that do not result in injury ("near misses") and the number of reported near misses increased from 30 in 2020 to 81 in 2021. There were no reported fatalities.

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	2020
Total number of calculated work hours	> 8,200,000	> 6,700,000
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

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 within our Non-Financial Statement and [GRI Annex](#).

### Health and Safety Indicators for QIAGEN Employees and Employees whose Work is Controlled by QIAGEN

	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	81	30

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## Measures to Fight COVID-19

Throughout the COVID-19 pandemic, we have worked to protect the health of our staff. In 2021, we expanded and intensified several measures to ensure their ongoing safety.

This included providing all staff at our Hilden site with free face masks, providing disinfectants at all central locations, and introducing dedicated onsite regulations aligned with those of local authorities.

We also expanded our capacity to provide free COVID-19 testing to employees. In 2021, we ran nearly 70,000 PCR tests in our internal laboratory for Hilden-based employees and external service providers, using our PCR Lolli-Test 2go technology for sample prep and virus detection.

Results were delivered within 24 hours at the latest, and individuals testing positive were called directly to ensure they followed measures to protect the health and safety of all involved.

Our Hilden-based COVID-19 testing was extended to employees at our sites in Köping (Sweden), Stockach (Germany) and Wrocław (Poland). We offered first and second vaccinations against COVID-19 on site in Hilden in close collaboration with company physicians.

In our Germantown subsidiary we worked with the local governments to get critical employees vaccinated early and provided comprehensive information to all employees about active vaccination sites, how to get appointments, and where doses were available.

In our testing program for employees, we offered over 7,000 tests, providing the results on the same day. Additionally, we increased our cleaning cycles, installed UV sanitization in our air handlers, provided masks, sanitizing wipes, hand sanitizer and gloves to employees, and installed glass partitions on low cubicles and workstations.

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## Human Rights

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

## Compliance

>7,000 online training modules completed



## Taxes

\$102 million income tax paid

## Sustainable Supply Chain Management

New suppliers committed to our procurement standards

75 % of purchasing volume sourced from OECD countries

Conflict mineral inquiries for all direct suppliers

## Ethics in R&D

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

## Data Security



Processes are based on ISO 27001

Zero incidents

## Quality and Product Safety

94.4 / 100 customer experience indicator

0.08 % of products affected from a total number of 6 recalls



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# Business Ethics and Compliance

At QIAGEN we believe responsible business conduct is key to the sustainability and long-term success of our company. Our corporate culture is based on the highest standards of integrity. This means, in particular, the respect for human rights and ethical business behavior.

## Human Rights

People are at the heart of our company. We strive to respect the dignity of everyone we may affect through our operations, products and services, as well as through our business relationships around the world.

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

### Human Rights Policy

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

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



- Labor
- Environment, health and safety
- Protecting company and personal data
- Misuse of QIAGEN products

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

## Ethics in Research and Development

To ensure a high standard of ethics in research and development, we follow the principles of scientific organizations and advisory groups, such as the American and European Societies of Human Genetics.

When undertaking clinical studies, essential for evaluating the performance of our diagnostic tests, we take care to ensure the well-being, safety and legal rights of the study volunteers and address their ethical concerns. Our global procedures are based on the Declaration of Helsinki, the International Conference on Harmonization, and national good clinical practice guidelines. We apply international standards – such as ISO20916 – in the design of QIAGEN clinical studies to ensure the integrity of study design, adherence to sound scientific principles, and generation of high-quality data. The risk to volunteers is minimized.

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

We do not tolerate the misuse of our products, such as DNA or RNA extraction kits, for purposes such as mass screening and surveillance of ethnic minorities. We will block customers involved in such practices from further sales.

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# Compliance Management

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

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

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

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

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

## Data and Cyber Security

As the external threat landscape continues to evolve, managing cyber security risk is a priority for QIAGEN. We are 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 data and cyber security-related processes are based on the ISO 27001 standard, as well as the Information Security Forum Standard of Good Practice.

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

As of December 31, 2021, a total of 84% of QIAGEN's employees had completed cybersecurity training programs, which are done on a routine basis and required to be completed by all new employees. QIAGEN also has a cyber insurance policy and has not incurred any material security breach in the last three years.

## Our Approach to Tax

Our fundamental values and principles, as defined in our three I's (Integrity, Inspiration and Insight), form the basis of our tax strategy.

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

For maximum transparency, we adhere to the requirements of Country-by-Country Reporting (CbCR), which obliges multinationals to report with aggregate data on the global allocation of income, profit, taxes paid and economic activity among tax jurisdictions in which they operate. Further information on our approach to tax, including detailed tax reporting, can be found in our [Non-Financial Statement](#) and the respective GRI Annex.

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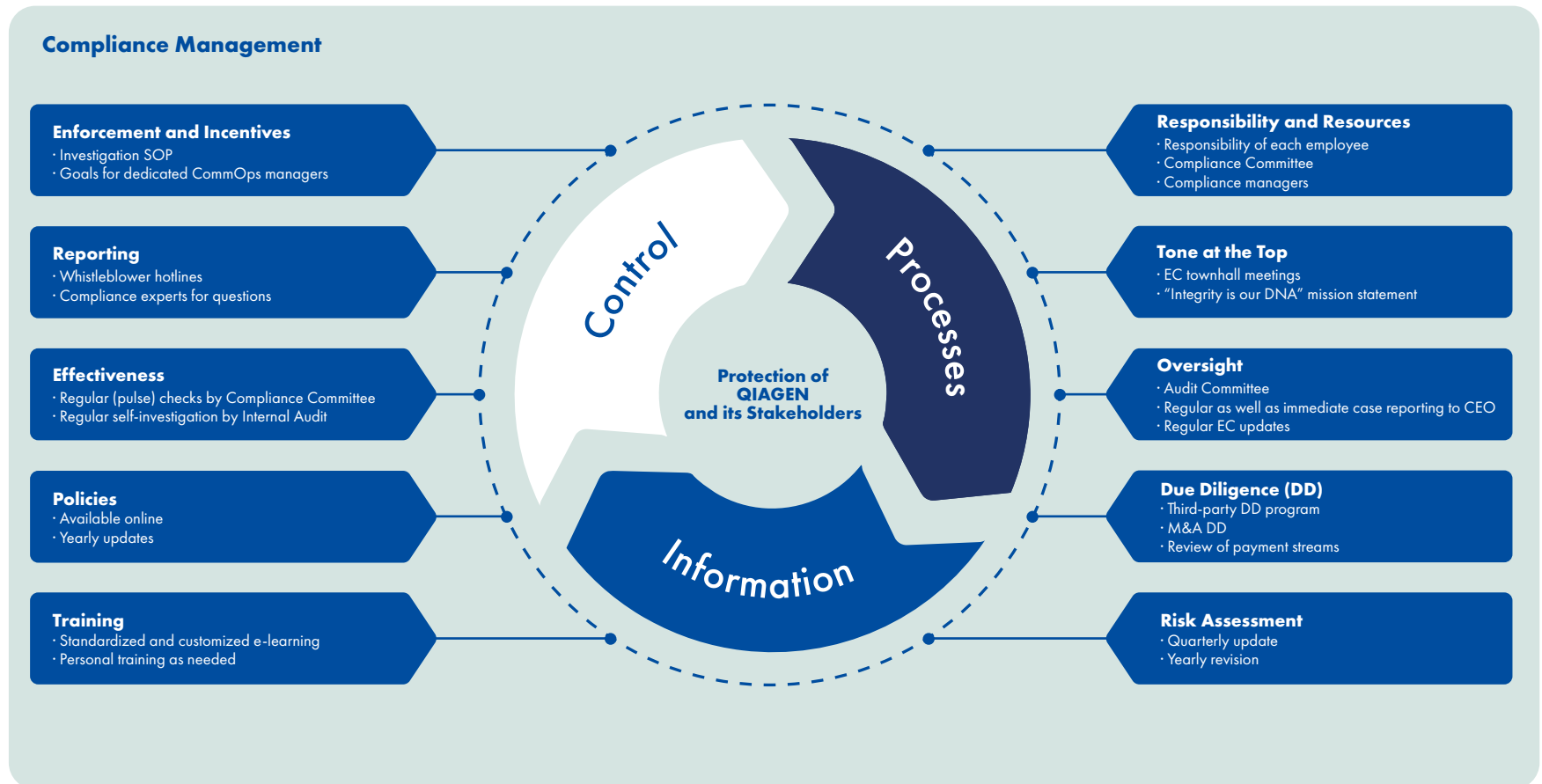
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# Quality and Product Safety

QIAGEN stands for quality. We pride ourselves on our reputation as a best-in-class supplier. Our products are designed and developed in close contact with our customers, following the highest usability and safety standards.

## Approach Quality and Product Safety

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

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

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

### Product Quality and Safety

- Certificates of analysis
- Quality assurance
- QIAGEN exclusion database service



- GHS hazard labeling
- Safety data sheets

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

## Customer Satisfaction

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

We strive to continually improve our customers' experience. We measure this in the form of an aggregated customer experience indicator (CEI). The CEI is measured monthly through a set of internal indicators – such as product and delivery performance or phone support – and external customer feedback linked to customer experience in our transactions. This allows us to quickly and systematically identify areas for improvement.



### Optimal Customer Service with My QIAGEN

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



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# Supply Chain Management

We strive to ensure that our quality standard and compliance with laws, regulations, and environmental and social standards are maintained along the entire value chain. With our policies and processes, we hold our suppliers and partners to these same standards.

## A Sustainable Approach to Procurement

QIAGEN operates in over 35 locations worldwide. Our sites are supported by a global supplier network that includes more than 8,000 suppliers in over 70 countries, supplying resources such as chemicals and bioreagents, plastics and packaging materials, as well as other materials and services essential to our business. In 2021, 75 % of our overall purchasing volume came from OECD countries.

Our procurement policy includes specific requirements for corporate governance and environmental and social standards, which we expect from our suppliers as the minimum. It includes the obligation to reduce the use of substances of concern, to ensure collective bargaining, freedom of association among employees and fair wages, and to follow regulations concerning maximum working time. The procurement policy is available online on QIAGEN's website.

In 2021, all new suppliers signed our procurement policy as a mandatory part of the contracting process. In addition, first-tier suppliers must confirm compliance with the REACH, RoHS and conflict mineral directives as appropriate. Our current processes ensure that our top suppliers contributing to over 80 % of our expenditure confirm their compliance with our policies.

To minimize environmental, social and governance risks in our supply chain, our supplier selection process includes a risk analysis regarding environmental and social criteria based on the supplier's geographic location. In addition, we analyze certain suppliers, as per our requirements, with a supplier risk assessment. This



### Environmentally-friendly Shipping

At QIAGEN we are reducing the environmental footprint of our operations. That is why we are switching out our expanded polystyrene (EPS) boxes used in dry-ice shipments for ClimaCell liners, to a greener alternative that uses paper and starch for insulation. By eliminating the EPS boxes, we have greatly reduced the transportation plastic in an average QIAGEN shipment. The benefits of our ClimaCell liners are manifold:

- Effective: Provide equivalent thermal protection to EPS alternatives.
- Eco-friendly: Produce 63 % less CO<sub>2</sub> emissions during manufacturing compared with EPS foam.
- Recyclable: 100 % curbside recyclable and made with renewable plant-based materials.

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includes all strategic suppliers with a high critical impact on QIAGEN's security of supply. The analysis is based, among other things, on quality management, financial stability, embargos and risk of natural disaster.

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

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

From 2024 onward, our primary production site in Hilden (Germany) will be subject to the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtgesetz). The new law will impose significant due diligence requirements on the supply chain and impact our global operations. As such, we are currently preparing to implement the tools and processes required for human rights reviews in our supply chain.

### 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 %
<b>Total</b>	<b>100 %</b>	<b>100 %</b>

## Conflict Minerals

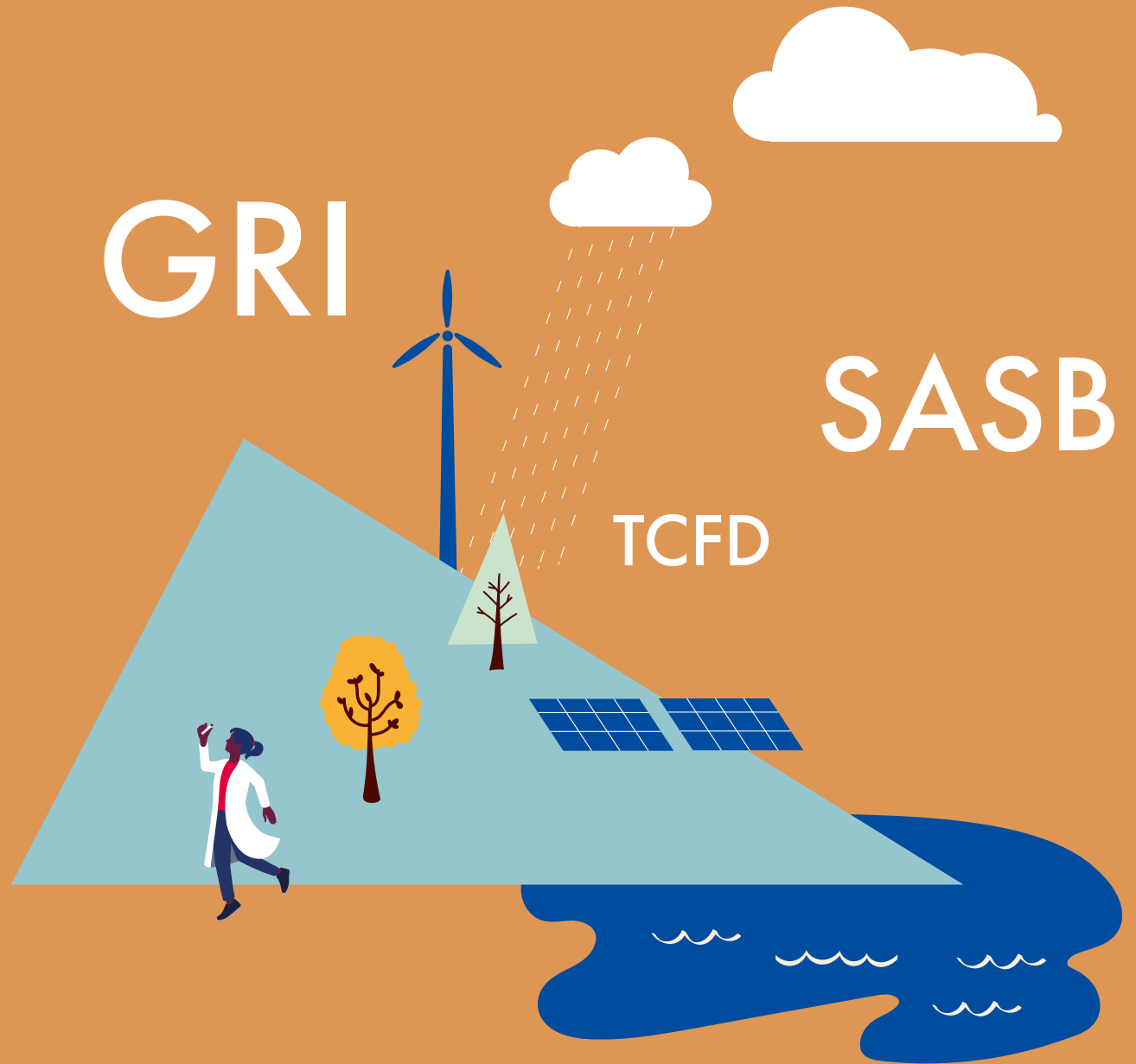
QIAGEN has processes in place to ensure that we conduct our global business with respect for human rights, and operate in compliance with applicable laws and fair labor practices. In this context we adhere to the Conflict Minerals provision of the Dodd-Frank Act. To access our statements on conflict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

- [Human Rights Policy](#)
- [Conflict Mineral Statement](#)

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# Reporting Profile

## Content and Key Figures

With this report, QIAGEN is presenting its activities, key figures and targets in the area of sustainability. The figures and data in this Sustainability Report relate to all QIAGEN production sites, research centers and offices. The focus is on the 2021 financial year (January 1, 2021 to December 31, 2021); key figures from 2019 and 2020 are also shown for purposes of comparison. Further information and figures can be found in our Non-Financial Statement within the Annual Report. There were no relevant changes to the organization or the supply chain compared with previous years. Some of the figures shown have been rounded. From now on, the Sustainability Report will be published every year.

## Reporting Standard

This report has been prepared in accordance with the GRI Standards: Core option. An overview of the GRI statements covered in the GRI Content Index is provided [on pages 37 to 44](#). Additionally, SASB and TCFD indexes can be found [on pages 45 to 47](#). External verification has not been performed.

The reported GHG emissions for Scopes 1 to 3 were calculated according to the requirements of the GHG Protocol.

The Annual Financial Report as referenced herein is the [IFRS Annual Financial Report 2021](#), which can be found on the website.

Our Non-Financial Reporting as requested by the European Union is included in the IFRS Annual Report, which has been filed with the Dutch Authority for the Financial Markets (AFM) in the Netherlands.

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. Detailed information on European Taxonomy Legislation ("EU Taxonomy") disclosure can be found therein.

# GRI Content Index

## GRI 102: General Disclosures 2016

GRI Standard	Content / Report / Location
102-1 Name of the organization	<p>QIAGEN N.V.</p> <p>Our Company, <a href="#">p. 5</a>  see also:  2021 Annual Financial Report: Operations and Business Environment pp. 9–18  2021 Annual Financial Report: Our Products pp. 9–13</p>
102-2 Activities, brands, products, and services	<p>Venlo, Netherlands</p> <p>Our Company, <a href="#">p. 5</a>  see also:  2021 Annual Financial Report: Global Presence by Category of Activity and Geographic Market pp. 15 / 16  2021 Annual Financial Report: Organizational Structure p. 28 / 29</p>
102-3 Location of headquarters	<p>2021 Annual Financial Report: Operations and Business Environment p. 9</p> <p>2021 Annual Financial Report: Principal Markets pp. 13–15  2021 Annual Financial Report: Global Presence by Category of Activity and Geographic Market pp. 15 / 16</p>
102-4 Location of operations	<p>Our Company, <a href="#">p. 5</a>  see also:  2021 Annual Financial Report: Our Products pp. 9–13  2021 Annual Financial Report: Results of Operations pp. 30–35  2021 Annual Financial Report: Consolidated Financial Statements pp. 128–135</p>
102-5 Ownership and legal form	<p>Social, Facts and Figures, <a href="#">p. 19</a>  Attractive Employer, <a href="#">p. 22</a>  see also:  2021 Annual Financial Report: Non-Financial Statement: Employees p. 87</p>
102-6 Markets served	<p>Supply Chain Management, <a href="#">p. 33</a>  see also:  2021 Annual Financial Report: Suppliers p. 16</p>
102-7 Scale of the organization	<p>None</p> <p>2021 Annual Financial Report: Risk Management p. 41</p>
102-8 Information on employees and other workers	<p>Human Rights, <a href="#">p. 29</a>  see also:  2021 Annual Financial Report: Non-Financial Statement: Our Approach to Sustainability p. 82  2021 Annual Financial Report: Non-Financial Statement: Human Rights p. 92</p>
102-9 Supply chain	<p>Access to Healthcare, <a href="#">p. 20</a>  see also:  2021 Annual Financial Report: Non-Financial Statement: Data and Cyber Security p. 99  2021 Annual Financial Report: Non-Financial Statement: Access to Healthcare pp. 101 / 102</p>
102-10 Significant changes to the organization and its supply chain	<p>Foreword, <a href="#">p. 3–4</a></p>
102-11 Precautionary principle or approach	<p>Approach to Sustainability, <a href="#">p. 7</a>  see also:  2021 Annual Financial Report: Non-Financial Statement: Our Approach to Sustainability p. 82</p>
102-12 External initiatives	
102-13 Membership of associations	
102-14 Statement from senior decision-maker	
102-15 Key impacts, risks, and opportunities	

<b>Foreword</b>		Our Company, <a href="#">p. 5</a>
<b>Our Company</b>		Attractive Employer, <a href="#">p. 22</a>
<b>Environment</b>		Business Ethics and Compliance, <a href="#">p. 29</a>
<b>Social</b>		see also:
	102-16 Values, principles, standards and norms of behavior	2021 Annual Financial Report: Non-Financial Statement: Employees <a href="#">p. 87</a>
		2021 Annual Financial Report: Non-Financial Statement: Compliance <a href="#">pp. 96 / 97</a>
<b>Governance</b>		Business Ethics and Compliance, <a href="#">p. 29</a>
		see also:
	102-17 Mechanisms for advice and concerns about ethics	2021 Annual Financial Report: Risks <a href="#">p. 41</a>
		2021 Annual Financial Report: Non-Financial Statement: Compliance <a href="#">pp. 96 / 97</a>
<b>Annex</b>		2021 Annual Financial Report: Corporate Structure <a href="#">pp. 65 / 66</a>
Reporting Profile	102-18 Governance structure	2021 Annual Financial Report: Supervisory Board <a href="#">pp. 68–72</a>
GRI Index	102-40 List of stakeholder groups	Materiality and Stakeholder Engagement, <a href="#">p. 10</a>
SASB Index		Attractive Employer, <a href="#">p. 22</a>
TCFD Index	102-41 Collective bargaining agreements	see also:
Imprint	102-42 Identifying and selecting stakeholders	2021 Annual Financial Report: Non-Financial Statement: Employees <a href="#">p. 87</a>
		Materiality and Stakeholder Engagement, <a href="#">p. 10</a>
		Materiality and Stakeholder Engagement, <a href="#">p. 10</a>
	102-43 Approach to stakeholder engagement	see also:
		2021 Annual Financial Report: Non-Financial Statement: Material Non-Financial Information <a href="#">pp. 82 / 83</a>
		Materiality and Stakeholder Engagement, <a href="#">p. 10</a>
	102-44 Key topics and concerns raised	see also:
		2021 Annual Financial Report: Non-Financial Statement: Material Non-Financial Information <a href="#">pp. 82 / 83</a>
	102-45 Entities included in the consolidated financial statements	2021 Annual Financial Report: Organizational Structure <a href="#">p. 28</a>
		2021 Annual Financial Report: Company Financial Statements: List of subsidiaries <a href="#">p. 88</a>
		Reporting Profile, <a href="#">p. 36</a>
		Materiality and Stakeholder Engagement, <a href="#">p. 10</a>
	102-46 Defining report content and topic boundaries	see also:
		2021 Annual Financial Report: Non-Financial Statement: Material Non-Financial Information <a href="#">pp. 82 / 83</a>
		Materiality and Stakeholder Engagement, <a href="#">p. 10</a>
	102-47 List of material topics	see also:
		2021 Annual Financial Report: Non-Financial Statement: Material Non-Financial Information <a href="#">pp. 82 / 83</a>
	102-48 Restatements of information	None
	102-49 Changes in reporting	None
	102-50 Reporting period	Reporting Profile, <a href="#">p. 36</a>
	102-51 Date of most recent report	Reporting Profile, <a href="#">p. 36</a>
	102-52 Reporting cycle	Reporting Profile, <a href="#">p. 36</a>
	102-53 Contact point for questions regarding the report	Reporting Profile, <a href="#">p. 36</a>
	102-54 Claims of reporting in accordance with the GRI Standards	Reporting Profile, <a href="#">p. 36</a>
	102-55 GRI content index	GRI Content Index
	102-56 External assurance	2021 Annual Financial Report: Independent Auditor's Report: Other Information <a href="#">pp. 93–96</a>

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## GRI 200 – Economic

### GRI 201: Economic Performance

GRI Standard	Content / Report / Location
GRI 103: Management Approach	Approach to Sustainability, <a href="#">p. 7</a> see also: 2021 Annual Financial Report: Non-Financial Statement 2020: Our Approach to Sustainability p. 82
201-1 Direct economic value generated and distributed	2021 Annual Financial Report: Consolidated Financial Statement p. 128
201-2 Financial implications and other risks and opportunities due to climate change	Climate Change, <a href="#">p. 14</a> see also: 2021 Annual Financial Report: Non-Financial Statement 2020: Environment p. 83
201-4 Financial assistance received from government	2021 Annual Financial Report: Non-Financial Statement: Financial Assistance from Governments p. 97 2021 Annual Financial Report: Non-Financial Statement: COVID-19 Related Grants p. 98 2021 Annual Financial Report: Non-Financial Statement: COVID-19 Related Financial Measures p. 98

### GRI 205: Anti-Corruption 2016

GRI Standard	Content / Report / Location
GRI 103: Management Approach	Compliance Management, <a href="#">p. 30</a> see also: 2021 Annual Financial Report: U.S. Fraud and Abuse Laws and Other Healthcare Regulations pp. 23–25 2021 Annual Financial Report: Risk Management p. 41 2021 Annual Financial Report: Non-Financial Statement: Compliance pp. 96 / 97
205-1 Operations assessed for risks related to corruption	2021 Annual Financial Report: Non-Financial Statement: Compliance pp. 96 / 97
205-3 Confirmed incidents of corruption and actions taken	2021 Annual Financial Report: Non-Financial Statement: Compliance pp. 96 / 97

### GRI 206: Anti-Competitive Behavior 2016

GRI Standard	Content / Report / Location
GRI 103: Management Approach	Compliance Management, <a href="#">p. 30</a> see also: 2021 Annual Financial Report: U.S. Fraud and Abuse Laws and Other Healthcare Regulations pp. 23–25 2021 Annual Financial Report: Risk Management p. 41 2021 Annual Financial Report: Non-Financial Statement: Compliance pp. 96 / 97
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2021 Annual Financial Report: Non-Financial Statement: Compliance pp. 96 / 97

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### GRI 207: Tax 2019

GRI Standard	Content / Report / Location
GRI 103: Management Approach	Our Approach to Tax, <a href="#">p. 30</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Our Approach to Tax pp. 96–98
207-1 Approach to tax	Our Approach to Tax, <a href="#">p. 30</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Our Approach to Tax pp. 96–98
207-2 Tax governance, control, and risk management	Our Approach to Tax, <a href="#">p. 30</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Our Approach to Tax pp. 96–98
207-3 Stakeholder engagement and management of concerns related to tax	Our Approach to Tax, <a href="#">p. 30</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Our Approach to Tax pp. 96–98
207-4 Country-by-country reporting	2021 Annual Financial Report: Non-Financial Statement: Tax Reporting p. 97 GRI Tables Annex to Non-Financial Statement 2021

## GRI 300 – Environmental

### GRI 301: Materials 2016

GRI Standard	Content / Report / Location
GRI 103: Management Approach	Environmental Management, <a href="#">p. 13</a> Plastic Footprint, <a href="#">p. 16</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environment pp. 83–86
301-1 Materials used by weight or volume	QIAGEN does not yet collect weight or volume data on raw material, auxiliary materials or semi-finished products. This information will be available by 2024. Plastic Footprint, <a href="#">p. 16</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Plastic Footprint Reduction pp. 86 / 87

### GRI 302: Energy 2016

GRI Standard	Content / Report / Location
GRI 103: Management Approach	Climate Change, <a href="#">pp. 14–15</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environment pp. 83–86
302-1 Energy consumption within the organization	Climate Change, <a href="#">pp. 14–15</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environmental Performance pp. 84 / 85
302-3 Energy intensity	2021 Annual Financial Report: Non-Financial Statement: Environmental Performance pp. 84 / 85



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### GRI 303: Water and Effluents 2018

GRI Standard	Content / Report / Location
GRI 103: Management Approach	Waste and Water, <a href="#">pp. 16–17</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environmental Performance pp. 84–86
303-1 Interactions with water as a shared resource	Waste and Water, <a href="#">pp. 16–17</a>
303-2 Management of water discharge-related impacts	Waste and Water, <a href="#">pp. 16–17</a>
303-5 Water consumption	Water, <a href="#">p. 17</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environmental Performance p. 84

### GRI 305: Emissions 2016

GRI Standard	Content / Report / Location
GRI 103: Management Approach	Climate Change, <a href="#">pp. 14–15</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environment pp. 83–86
305-1 Direct (Scope 1) GHG emissions	Climate Change, <a href="#">pp. 14–15</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environment pp. 83–86
305-2 Energy indirect (Scope 2) GHG emissions	Climate Change, <a href="#">pp. 14–15</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environment pp. 83–86
305-3 Other indirect (Scope 3) GHG emissions	Climate Change, <a href="#">pp. 14–15</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environment pp. 83–86
305-4 GHG emissions intensity	2021 Annual Financial Report: Non-Financial Statement: Environmental Indicators pp. 83–86
305-5 Reduction of GHG emissions	Climate Change, <a href="#">pp. 14–15</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environment pp. 83–86

### GRI 306: Waste 2020

GRI Standard	Content / Report / Location
GRI 103: Management Approach	Waste and Water, <a href="#">pp. 16–17</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environment pp. 83–86
306-1 Waste generation and significant waste-related impacts	Waste and Water, <a href="#">pp. 16–17</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environmental Performance p. 84
306-2 Management of significant waste-related impacts	Waste and Water, <a href="#">pp. 16–17</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environmental Performance p. 84
306-3 Waste generated	Waste and Water, <a href="#">pp. 16–17</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environmental Performance p. 84

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## GRI 308: Supplier Environmental Assessment 2016

GRI Standard	Content / Report / Location
	Plastic Footprint, <a href="#">p. 16</a> Supply Chain Management, <a href="#">pp. 33–34</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Sustainable Supply Chain Management pp. 93 / 94 2021 Annual Financial Report: Non-Financial Statement: Plastic Footprint Reduction pp. 86 / 97
GRI 103: Management Approach	
308-1 New suppliers that were screened using environmental criteria	2021 Annual Financial Report: Non-Financial Statement: Sustainable Supply Chain Management pp. 93 / 94

## GRI 400 – Social

## GRI 401: Employment 2016

GRI Standard	Content / Report / Location
	Attractive Employer, <a href="#">pp. 22–23</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Employees pp. 87–90
GRI 103: Management Approach	
	Social, Facts and Figures, <a href="#">p. 19</a> Attractive Employer, <a href="#">pp. 22–23</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Employees pp. 87–90
401-1 New employee hires and employee turnover	

## GRI 402: Labor / Management Relations 2016

GRI Standard	Content / Report / Location
	Attractive Employer, <a href="#">pp. 22–23</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Employees pp. 87–90 2021 Annual Financial Report: Non-Financial Statement: Human Rights p. 92
GRI 103: Management Approach	
	Our goal is always to inform employees about significant operational changes as early as possible and in alignment with local and legal requirements, as well as collective agreements. Compliance is always at the forefront of our business decisions. In most cases we provide employees with more notice than required.
402-1 Minimum notice periods regarding operational changes	

## GRI 403: Occupational Health and Safety 2018

GRI Standard	Content / Report / Location
	Health and Safety, <a href="#">pp. 25–26</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Employees pp. 87–90
403-1 Occupational health and safety management system	
	Health and Safety, <a href="#">pp. 25–26</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Occupational Safety and Health Protection pp. 90 / 91
403-2 Hazard identification, risk assessment, and incident investigation	
403-3 Occupational health services	The functions of occupational health services vary between sites. This information exists and will be reported by 2024.
403-4 Worker participation, consultation, and communication on occupational health and safety	Employees are involved in OHS management through the joint management-worker Health and Safety Committee (meets quarterly), regular safety inspections including interviews with employees, and two-way communication through the official EHS email address.

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403-5 Worker training on occupational health and safety	OHS training is managed on a regional basis. This information exists and will be reported by 2024.
403-6 Promotion of worker health	Measures to Fight COVID-19, <a href="#">p. 26</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Employees pp. 87–90
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Quality and Product Safety, <a href="#">p. 32</a> Supply Chain Management, <a href="#">pp. 33–34</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Sustainable Supply Chain Management pp. 93 / 94 2021 Annual Financial Report: Non-Financial Statement: Quality and Product Safety pp. 100 / 101
403-9 Work-related injuries	Health and Safety, <a href="#">p. 25</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Occupational Safety and Health Protection pp. 90–91
<b>GRI 404: Training and Education 2016</b>	
GRI Standard	Content / Report / Location
GRI 103: Management Approach	Training, <a href="#">p. 23</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Employee Training p. 88
404-2 Programs for upgrading employee skills and transition assistance programs	Training, <a href="#">p. 23</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Employee Training p. 88
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	
GRI Standard	Content / Report / Location
GRI 103: Management Approach	Diversity and Inclusion, <a href="#">p. 24</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Diversity pp. 88 / 89
405-1 Diversity of governance bodies and employees	Social, Facts and Figures, <a href="#">p. 19</a> Diversity and Inclusion, <a href="#">p. 24</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Diversity pp. 88 / 89
<b>GRI 412: Human Rights Assessment 2016</b>	
GRI Standard	Content / Report / Location
GRI 103: Management Approach	Business Ethics and Compliance, Human Rights, <a href="#">pp. 29–30</a> Supply Chain Management, <a href="#">pp. 33–3</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Human Rights p. 92 2021 Annual Financial Report: Non-Financial Statement: Business Ethics p. 94
412-2 Employee training on human rights policies or procedures	2021 Annual Financial Report: Non-Financial Statement: Employees p. 87 2021 Annual Financial Report: Non-Financial Statement: Human Rights p. 92 2021 Annual Financial Report: Non-Financial Statement: Sustainable Supply Chain Management pp. 93 / 94

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## GRI 414: Supplier Social Assessment 2016

GRI Standard	Content / Report / Location
GRI 103: Management Approach	Supply Chain Management, pp. 33–34 see also: 2021 Annual Financial Report: Non-Financial Statement: Sustainable Supply Chain Management pp. 93 / 94
414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management, pp. 33–34 see also: 2021 Annual Financial Report: Non-Financial Statement: Sustainable Supply Chain Management pp. 93 / 94

## GRI 416: Customer Health and Safety 2016

GRI Standard	Content / Report / Location
GRI 103: Management Approach	Quality and Product Safety, p. 32 see also: 2021 Annual Financial Report: Non-Financial Statement: Quality and Product Safety pp. 100 / 101
416-1 Assessment of the health and safety impacts of product and service categories	Quality and Product Safety, p. 32 see also: 2021 Annual Financial Report: Non-Financial Statement: Quality and Product Safety pp. 100 / 101
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Quality and Product Safety, p. 32 see also: 2021 Annual Financial Report: Non-Financial Statement: Quality and Product Safety pp. 100 / 101

## GRI 417: Marketing and Labeling 2016

GRI Standard	Content / Report / Location
GRI 103: Management Approach	Quality and Product Safety, p. 32 see also: 2021 Annual Financial Report: Non-Financial Statement: Quality and Product Safety pp. 100 / 101
417-1 Requirements for product and service information and labeling	Quality and Product Safety, p. 32 see also: 2021 Annual Financial Report: Non-Financial Statement: Quality and Product Safety pp. 100 / 101
417-2 Incidents of non-compliance concerning product and service information and labeling	Quality and Product Safety, p. 32 see also: 2021 Annual Financial Report: Non-Financial Statement: Quality and Product Safety pp. 100 / 101

## GRI 418: Customer Privacy 2016

GRI Standard	Content / Report / Location
GRI 103: Management Approach	Data and Cyber Security, p. 30 see also: 2021 Annual Financial Report: Risks pp. 41 / 42 2021 Annual Financial Report: Non-Financial Statement: Data and Cyber Security p. 99
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Governance, Facts and Figures, p. 28 see also: 2021 Annual Financial Report: Non-Financial Statement: Data and Cyber Security p. 99

# Sustainability Accounting Standards Board (SASB) Index

This SASB Index refers to the following documents, which are available for download at the company website:

Topic	Accounting Metric	Code	Content / Report / Location
Affordability & Pricing	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	HC-MS-240a.1	Not yet reported
	Description of how price information for each product is disclosed to customers or to their agents	HC-MS-240a.2	Not yet reported
	Number of recalls issued, total units recalled	HC-MS-250a.1	Facts and Figures, p. 28 see also: 2021 Annual Financial Report: Non-Financial Statement: Quality and Product Safety pp. 100 / 101
Product Safety	List of products listed in the FDA's Med-Watch Safety Alerts for Human Medical Products database	HC-MS-250a.2	In 2021, no QIAGEN products were listed in the U.S. FDA's MedWatch Safety Alerts for Human Medical Products database.
	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	HC-MS-250a.3	There were no fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience.
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-MS-250a.4	In 2021, one QIAGEN site was inspected by the U.S. Food and Drug Administration (FDA) to verify compliance with Good Manufacturing Practice (GMP) as described in 21 CFR 820. After the FDA inspection in July 2021, one FDA 483 Inspectional Observation was issued.
	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-MS-270a.1	QIAGEN has not been subject to any legal proceedings regarding the U.S. False Claims Act or any other false marketing claims laws in any country during the reporting period.
Ethical Marketing	Description of code of ethics governing and promotion of off-label use of products	HC-MS-270a.2	Sec. 3 C of QIAGEN's Code of Conduct and Ethics (the "Code") provides clear guidance on our principles of ethical marketing in terms of non-disparagement of competitors and non-disruption of competitors' business. It also defines QIAGEN's position on unfair practices in international business (Sec. 3 E) and payments to governmental officials (Sec. 4 B). Additional and more detailed guidance is provided on general rules, e.g., for marketing communication to all customers (incl. off-label use) and compliance with the U.S. Sunshine Act, in the Global Legal Framework for Sales and Marketing Activities Policy (the "Marketing Policy"). As per QIAGEN Standard Operating Procedure GLO-SOP-52-01-005 Rev.04, off-label promotion is defined as the marketing of a product for an unapproved use. It requires that promotion of IVD / Regulated Products must be in compliance with relevant regulations and consistent with intended uses. All product claims must be substantiated. Any violation of the policy by employees may trigger disciplinary action including termination of employment. To proactively ensure compliance, the Marketing Policy defines a process for the review and clearance of all marketing and sales promotion materials by QIAGEN's Sales Compliance Manager and the Regulatory Department, and we provide training to the sales and marketing teams on our Marketing Policy. To ensure compliance with applicable law, the Code and QIAGEN's policies, we have implemented a comprehensive mandatory e-learning program, which is reviewed at least on a yearly basis and adjusted according to the latest developments in this field. To raise awareness about most recent compliance-related events, we have introduced a quarterly Compliance Newsletter.

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	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	HC-MS-410a.1	Quality and Product Safety, p. 32 see also: 2021 Annual Financial Report: Non-Financial Statement: Quality and Product Safety pp. 100/101 2021 Annual Financial Report: Non-Financial Statement: Product Life Cycle Assessment p. 86
	Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	HC-MS-410a.2	The Waste Electrical Electronic Equipment Directive (WEEE) and other similar regulations globally require that producers of WEEE have a take-back plan at end of life. QIAGEN has processes to meet these obligations. In 2021, a total of 9.4 tons of EEE was reclaimed and recycled.
	Product Design & Lifecycle Management		
			WEEE category (in kg)
			2021
			2020
			2019
			Screens, monitors and equipment containing screens having a surface greater than 100 cm <sup>2</sup>
			27
			5
			None
			Small equipment (no external dimension greater than 50 cm)
			9,297
			2,475
			9,429
			Small IT and telecommunications equipment
			348
			None
			None
			Total
			9,672
			2,480
			9,429
	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	HC-MS-430a.1	2021 Annual Financial Report, Non-Financial Statement: Sustainable Supply Chain Management pp. 93 / 94 100% of QIAGEN production sites are participating in third-party audit programs (1), and 100% of our Class A suppliers either maintain a quality system certificate (ISO 9001/13485 / 170325) or are audited by QIAGEN's Supplier Quality unit (2).
	Description of efforts to maintain traceability within the distribution chain	HC-MS-430a.2	For each new batch of raw material, semi-finished goods and final products, a batch number is assigned that is unique to the material. For raw materials, either the supplier lot number is adopted into QIAGEN's ERP system or the ERP system assigns a new QIAGEN batch number. The combination of material number and batch number is unique. At each manufacturing step, a new batch number is assigned to the respective component by the ERP system. Batch numbers are printed on all sellable items and ensure full batch traceability from customer information to raw material.
	Description of the management of risks associated with the use of critical materials	HC-MS-430a.3	Supply Chain Management, pp. 33–34 see also: 2021 Annual Financial Report: Non-Financial Statement: Conflict Minerals p. 94
	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	HC-MS-510a.1	In the reporting period, QIAGEN had 0 (no) legal actions pending or completed regarding antitrust or corruption.
	Description of code of ethics governing interactions with health care professionals	HC-MS-510a.2	Business Ethics and Compliance, pp. 29–30 see also: 2021 Annual Financial Report: Non-Financial Statement: Compliance pp. 96 / 97
	Business Ethics		
	Activity Metric	Code	Content / Report / Location
	Number of units sold by product category	HC-MS-000.A	Not yet reported

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# TCFD Index

More detailed information will be provided within our CDP report which will be available in the further course of 2022.

Topic	Accounting Metric	Content / Report / Location
Governance	Board's oversight of climate-related risks and opportunities	Our ESG Organization, <a href="#">p. 9</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Our Approach to Sustainability <a href="#">p. 82</a>
	Management's role in assessing and managing climate-related risks and opportunities	Our ESG Organization, <a href="#">p. 9</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Our Approach to Sustainability <a href="#">p. 82</a>
Strategy	Climate-related risks and opportunities the organization has identified over the short, medium and long term	2021 Annual Financial Report: Risk Management <a href="#">p. 41</a>
	Impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning	Not yet reported
	Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Not yet reported
Risk Management	Organization's processes for identifying and assessing climate-related risks	Not yet reported
	Organization's processes for managing climate-related risks	Not yet reported
	How processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	Not yet reported
	Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Not yet reported
Metrics & Targets	Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Climate Change, <a href="#">pp. 14–15</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environment <a href="#">pp. 83–86</a>
	Targets used by the organization to manage climate-related risks and opportunities and performance against targets	Climate Change, <a href="#">pp. 14–15</a> see also: 2021 Annual Financial Report: Non-Financial Statement: Environment <a href="#">pp. 83–86</a>

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## Trademarks

Our name together with our logo is registered as a trademark in the United States and a number of other countries: QIAGEN®.

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