QIAGEN N.V.

Sustainability Statement 2024

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This Sustainability Statement has been extracted from the 2024 IFRS Annual Report. The Sustainability Statement was subject to limited assurance by KPMG Accountants N.V. as included on page 360 of the 2024 IFRS Annual Report which is available on our website.

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About this Sustainability Statement

This sustainability statement has been prepared in accordance with the EU Corporate Sustainability Reporting Directive (CSRD), article 29(a) of EU Directive 2013/34/EU, including compliance with the European Sustainability Reporting Standards (ESRS) and Article 8 of EU Regulation 2020/852 (EU-Taxonomy Regulation).

Basis for preparation

The sustainability statement for the year ended December 31, 2024, has been prepared on a consolidated basis, using the same scope as the financial statements.

Our reporting policies have been applied consistently across the reporting year and comparative periods. Restatements are determined based on a judgment of significance. For EU taxonomy CapEx and Turnover disclosure certain eligible activities for the prior year have been retrospectively identified and the ratios of eligible activities have been updated for the comparison period.

Time horizons in this statement are aligned with our financial statements:

- Short-term: One year (aligned with the financial reporting period)
- Medium-term: Up to five years after the short-term period
- Long-term: More than five years

The ESRS allow for an exemption from disclosing impending developments or ongoing negotiations. However, we did not utilize this exemption.

External assurance

As of January 1, 2024 the EU Corporate Sustainability Reporting Directive (CSRD) became effective in the EU. As of the date of this Annual Report, Dutch Parliament has not yet passed legislation that implements the CSRD Directive in Dutch Law. As a result, QIAGEN's Managing Board and Supervisory Board have decided to voluntarily prepare and publish a Sustainability Statement for 2024 that provides a detailed report of the impacts, risks and opportunities facing QIAGEN and its stakeholders. Due to the status of CSRD in the Netherlands and potential changes in standards and interpretations, certain entity specific and temporary interpretations have been applied. Most significant assumptions have been described in the section 'Sources of estimation and outcome uncertainty'. The Sustainability Statement has been published as part of the Annual Report.

This document is an extract of the sustainability statement as it appears in the 2024 IFRS Annual Report. KPMG Accountants N.V. (KPMG), our auditors, conducted a limited assurance engagement on the sustainability statement. The limited assurance report of the independent auditor is included on page 360 of the 2024 IFRS Annual Report which is available on our website.

Incorporation by reference

Certain disclosures are incorporated by reference from other sections of this Annual Report, with clear indications of the precise content as noted in the table below. The following content is incorporated by reference:

ESRS Disclosure Requirement	Incorporation by Reference
ESRS 2 GOV-1 (21 a, 23 a)	Corporate Governance Report: • Managing Board Members • Supervisory Board Members • Summary of Skills, Qualifications and Background for the Supervisory Board

Use of phase-in and transitional provisions

The following phase-in and transitional provisions have been applied in this statement:

- As 2024 marks the first year of CSRD implementation, comparative data has been included where available (either due to historical comparative reporting or availability of reliable historical data) to support understanding trends.
- For health and safety reporting, comparative data includes work-related ill-health and data on number of days lost to injuries, accidents, fatalities and work-related ill health.

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Beyond these exceptions, all phase-in options and transitional provisions outlined in ESRS 1 have been applied.

The preparation of this sustainability statement required the use of judgments, estimates and assumptions that affect reported amounts. These estimates are based on experience and reasonable factors under current circumstances. We continuously review and update these assumptions as needed.

Sources of estimation and outcome uncertainty

The following metrics involve a higher degree of judgment and complexity, where changes in assumptions or estimates could lead to different results. These include:

Indirect GHG emissions across upstream value chain activities:

- Scope 3, category 1 (Purchased Goods and Services): Measured based on spend data and assigned emissions factors

Indirect GHG emissions across downstream value chain activities:

- Scope 3, category 12 (End-of-Life Treatment of Sold Products): Based on assumptions about waste treatment types

Other metrics:

Waste data: The total weight, including technical and biological materials, is based on actual weights from major manufacturing sites, with an extrapolation for secondary sites (please see section Resource outflows: Waste management).

Further details are disclosed in the respective chapters alongside the topical disclosures.

Value chain

This statement considers both our upstream and downstream value chains, assessing related impacts, risks and opportunities as assessed in the Double Materiality Assessment (DMA).

Omission of information

As per the guidance provided in ESRS 1, we have not exercised this option to omit information related to intellectual property, know-how or innovation results.

The role of the Managing Board and Supervisory Board

Corporate board structure

QIAGEN N.V. is a publicly listed company incorporated under the laws of the Netherlands, operating as a 'Naamloze Vennootschap' (N.V.), which is a Dutch limited liability company. The Company is registered and has its official seat in Venlo, The Netherlands. Our corporate governance practices are governed by the provisions of the Dutch Civil Code and the Dutch Corporate Governance Code.

QIAGEN's management and supervision are organized under Dutch law in two-tier system consisting of:

- Managing Board (composed exclusively of executive directors, and currently the CEO and CFO)
- Supervisory Board (composed of non-executive directors)

In alignment with CSRD definitions, we refer to these Boards as follows:

- Administrative and Management Body: Managing Board (CEO and CFO)
- Supervisory Body: Supervisory Board

Managing Board

The Managing Board is responsible for integrating sustainability into the Company strategy and monitoring the performance through the Executive Committee (EC).

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The EC includes the CEO and CFO as well as representatives from all of our global EC-level functions: Product Portfolio & Innovation, Commercial Operations, Global Operations, Finance, Human Resources and Corporate Strategy & Business Development.

EC members receive specialized training and participate in discussions on sustainability matters - including climate change, supply chain due diligence and regulatory compliance.

Information on the background and experience of the Managing Board is included under Managing Board members in the Corporate Governance Report.

The Senior Vice President, Head of Global Operations, is responsible for sustainability matters within the EC.

The Managing Board ensures the long-term continuity of QIAGEN and its affiliated enterprises. Responsibilities include setting strategic targets for long-term value creation, implementing policies and overseeing global operations and risk management, and ensuring financial stability and regulatory compliance with all relevant laws.

Supervisory Board

The Supervisory Board is responsible for overseeing the activities of the Managing Board as well as the general affairs of QIAGEN, its subsidiaries and affiliates and associated enterprises.

The Supervisory Board's oversight includes:

- Achievement of corporate objectives
- Corporate strategy and associated business risks
- Internal risk management and control systems
- Financial and sustainability reporting processes
- Adherence to corporate governance best practices

To ensure in-depth oversight of key areas, the Supervisory Board has established four specialized Committees:

- Audit Committee
- Compensation & Human Resources Committee
- Nomination & Governance Committee (formerly Nomination & ESG Committee)
- Science & Technology Committee

All Supervisory Board members have extensive leadership and industry experience, with many having held top management positions in publicly-listed or privately-owned companies. Their diverse expertise enables them to assess and review business implications associated with sustainability targets, ensure effective risk management and oversee both financial and non-financial reporting requirements.

Within the Supervisory Board, the Nomination & Governance Committee is responsible for advising the Supervisory Board on sustainability matters, including social, human rights and environmental policies, as well as related reporting.

The Audit Committee separately reviews sustainability reporting developments on a regular basis, focusing on risk management and internal controls.

The Nomination & Governance Committee is responsible for setting of sustainability targets, developing and implementing ESG strategy, monitoring and measuring the performance of sustainability initiatives and overseeing ESG-related risk management.

In 2024, both the Supervisory Board and Managing Board received training on the fundamentals of CSRD requirements, ensuring alignment with regulatory expectations.

Governance and oversight of ESG and sustainability

Employee representatives are not included in either the Supervisory Board or the Managing Board.

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The independence of Supervisory Board members has been determined in accordance with the Dutch Corporate Governance Code. All of our Supervisory Board members are independent under the Dutch Code.

Further information about the Supervisory Board and their profiles can be found under Supervisory Board Members and Summary of Skills, Qualifications and Background for the Supervisory Board in the Corporate Governance Report.

Operational ESG responsibility

The Head of ESG Strategy & Impacts Programs leads the operational ESG function, and reports to the Senior Vice President, Head of Global Operations.

This function is responsible for formulating proposals for the Managing Board and Supervisory Board, as well as providing approvals for sustainability strategy-related matters and driving implementation through a working group known as Corporate ESG Committee (CEC).

The CEC is a cross-functional working group that includes representatives from departments including Finance, Legal, Operations, Human Resources, Corporate Communications and Investor Relations.

Additionally, the Head of ESG Strategy & Impacts Programs is responsible for reporting ESG topics to the Supervisory Board and its Committees.

Overall, QIAGEN's administrative, management, and supervisory bodies work collaboratively to ensure a balanced and focused approach to strategy, transactions, and risk management, aiming for profitable growth and sustainable value creation.

Management and supervisory bodies integrate identified impacts, risks, and opportunities (IROs) into the sustainability strategy, risk management process, and major transaction decisions by incorporating sustainability into the overall strategy through board oversight. They monitor sustainability-related risks identified by the Corporate ESG Committee as part of the risk management process. In decision-making, they consider sustainability impacts in transactions, such as acquisitions and infrastructure development.

Collaboration is achieved through cross-functional teams, including the Corporate ESG Committee, sub-teams like the Climate Working Group, and specialized project teams like the Plastic Reduction Group. Regular communication is maintained throughout the year to address sustainability issues.

Diversity and gender balance in management

The gender diversity target of the Supervisory Board aligns with the Dutch Gender Diversity Bill, which requires at least one-third female representation and at least one-third male representation.

In addition, in accordance with compliance with the Dutch requirement, we have set a voluntary target to increase the number of women in key leadership roles (see chapter on Own workforce, section Diversity for details).

	2024	2023 (unassured)
Number of executive members on Managing Board	2	2
Number of non-executive members in Supervisory Board	10	8
Ratio of female to male (percent):		
% of women on the Supervisory Board	40 %	38 %
% of women on the Managing Board	— %	— %
% of men on the Supervisory Board	60 %	62 %
% of men on the Managing Board	100 %	100 %
% of other on the Supervisory Board	— %	— %
% of other on the Managing Board	— %	— %

Information provided on sustainability matters for discussions

The Supervisory Board and EC receive regular updates from the Head of ESG Strategy & Impacts Programs on the progress of the sustainability strategy.

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These discussions cover a review of material impacts, risks and opportunities; the implementation of due diligence processes; the effectiveness of policies, actions, targets and metrics; and any recent regulatory developments. In 2024, at least three meetings were held to review ESG topics.

As part of the review and approval of the Double Materiality Assessment (DMA) for 2024, the EC and the Nomination & Governance Committee of the Supervisory Board were informed about all identified material impact risks and opportunities; the approach to implement due diligence policies, metrics and targets; and the reporting scope for this statement.

Integration of sustainability-related performance metrics

Information on remuneration for the Managing Board members is outlined in the Remuneration Report included in the Corporate Governance Report.

Our Remuneration Report complies with the European Directive (EU) 2017/828 on Shareholder Engagement, Shareholder Rights Directive II, as implemented into Dutch law. Additionally, our Remuneration Policies for the Managing Board and Supervisory Board comply with the Dutch law provisions implementing the Shareholders Rights Directive II.

The Remuneration Policy for the Managing Board was approved by over 75% of shareholders at the Annual General Meeting (AGM) in 2021. Each year, the Compensation & Human Resources Committee of the Supervisory Board submits the Remuneration Report for an advisory vote at the AGM.

Remuneration for Managing Board members consists of fixed and variable components.

The variable components include Short-Term Incentives (STIs) in the form of cash compensation based on the achievement of annual performance goals (Corporate Financial Goals and Team Goals) as well as Long-Term Incentives (LTIs) in the form of share grants tied to the achievement of ambitious multi-year targets. As of the end of 2024, the performance targets for the LTI grants did not include ESG-related targets.

The STI award is based on the achievement of annual targets for Corporate Financial Goals in terms of sales, operational profitability and cash flow, as well as for the achievement of annual Team Goals that are set to measure the implementation of QIAGEN's strategy focused on innovation and sustainable value creation.

The Team Goals include ESG targets that account for approximately 4% of the total compensation, which apply to virtually all QIAGEN employees outside of sales positions (Please see Remuneration Report, section Managing Board remuneration for details on specific targets, timeframes and progress tracking.)

For 2024, the Team Goals included a climate-related goal tied to reducing annual plastics use, which is directly linked to QIAGEN's Greenhouse gas mitigation activities. Further relevant ESG metrics included diversity aspects in the leadership team and the score achieved in the Corporate Equality Index (CEI) from the Human Rights Campaign and the achievement of "Top Employer LGBTQ+" rating.

Statement on due diligence

The following table provides an overview of QIAGEN's due diligence processes related to sustainability matters. It captures key elements, including the integration of due diligence into strategy and business models, engagement with affected stakeholders, identification and assessment of sustainability impacts and key actions in this area, including the tracking of initiative effectiveness.

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Core elements of due diligence	Reference Sustainability Statement	Pages
Embedding due diligence in governance, strategy and business model	GOV-1 GOV-2 SBM-1 SBM-3	3 5 3 24, 49, 59, 65, 68, 72, 76, 85
Engaging with affected stakeholders in all key steps of due diligence	GOV-2 SBM-2 IRO-1 S1-2 S2-2 S4-2	5 12 15 62 74 77
Identifying and assessing adverse impacts	IRO-1 SBM-3	15 24, 49, 59, 65, 68, 72, 76, 85
Taking actions to address identified adverse impacts	E1-1 E1-3 E5-2 S1-4 S2-4 S4-4 G1-3	25 26 52 62, 66, 69 73 78 88
Tracking the effectiveness of these efforts and communications	E1-4 E1-5 E1-6 E5-3 E5-4 E5-5 S1-5 S1-6 S1-9 S1-14 S1-17 S2-5 S4-5	25 31 32 50 54 54 60, 65, 68 63 68 70 63 75 77

Risk management and internal controls over sustainability reporting

At QIAGEN, controls and procedures related to the management of impacts, risks and opportunities (IRO) have been integrated into the internal control framework.

The following risks were considered within internal risk management during the IRO.

Climate-change-related risks:

- Risk of transitioning to a 1.5-degree economy: Increased costs due to regulatory requirements (e.g., Green Claims Directive, energy efficiency regulations, carbon pricing), rising operating expenses for sustainable technologies, higher raw material costs (especially plastics), increased capital and financing costs due to weak ESG credentials and lower sales due to insufficient investment in sustainable products and services.
- Physical climate risk: Site damage due to climate-related natural disasters, extreme weather events and / or hazards that can limit production.

These risks have been incorporated into the enterprise risk management system and identified as a "critical risk." It is foreseen to include them into the risk management reporting starting in 2025.

Sustainability reporting:

- Internal controls over sustainability reporting are tested in accordance with predefined control frequencies to ensure effective monitoring and risk mitigation.

For further information on the identification and mitigation strategies, please refer to the detailed description within the section Double Materiality Assessment.

As part of our Double Materiality Assessment (DMA), we have implemented process controls to ensure the identification, documentation and evaluation of material impacts, risks and opportunities.

General Information

Strategy, business model and value chain

Our business - profile and business model

QIAGEN is a leading provider of sample and assay technologies and products. Our products enable the handling, processing, preparation and molecular analysis of any molecule in a biological sample. The product portfolio consists of consumable products (sample and assay kits), instruments and automation systems, and bioinformatics solutions for analysis and interpretation.

Sample technologies are used to collect, stabilize, isolate, and purify molecules such as deoxyribonucleic acid ("DNA"), ribonucleic acid ("RNA") and proteins from any biological sample such as blood, tissue, and other materials. Genetic material must be extracted from a biological sample and be specifically processed before users in academic and industrial laboratories can read, modify or further process it. Sample technologies provide access to the content of biological samples.

Assay technologies are used to make target materials in samples, such as genetic material, visible for subsequent detection and analysis. These technologies include "open" assays (reagents) for detection of DNA and RNA sequences as well as "target specific" assays to detect the presence of specific pathogens.

QIAGEN automation systems streamline molecular testing using consumables in efficient workflows and carrying customers through the process from Sample to Insight. Some QIAGEN consumables are designed to run on QIAGEN Instruments, while others are universal kits designed for use with any molecular testing platform.

Digital insight solutions or bioinformatics software and knowledge bases are used to interpret complex genomic data sets to provide relevant, actionable insights. Instruments and automation solutions are used to tie together these products into seamless and cost-effective workflows.

As noted earlier, QIAGEN's portfolio can be divided into consumables, instruments and bioinformatics. Consumables represent the major source of revenues and profits for QIAGEN. Instruments are also an important part of QIAGEN's business model as it is a complementary product to drive consumables sales. Our bioinformatics business - known as QIAGEN Digital Insights (QDI) - represents approximately 5% of total sales and consists of software solutions that are used to analyze and interpret genomic data.

QIAGEN's products are manufactured at its sites that are primarily located in the United States, Europe and China (where products are only manufactured for the local market).

QIAGEN's commercial teams are organized into specialized groups within regions in the Americas, Europe / Middle East / Africa (EMEA) and Asia Pacific / Japan (including China), and are complemented by third-party distributors in certain markets.

QIAGEN has a centralized distribution system with regional hubs that are responsible for their own local logistics functions.

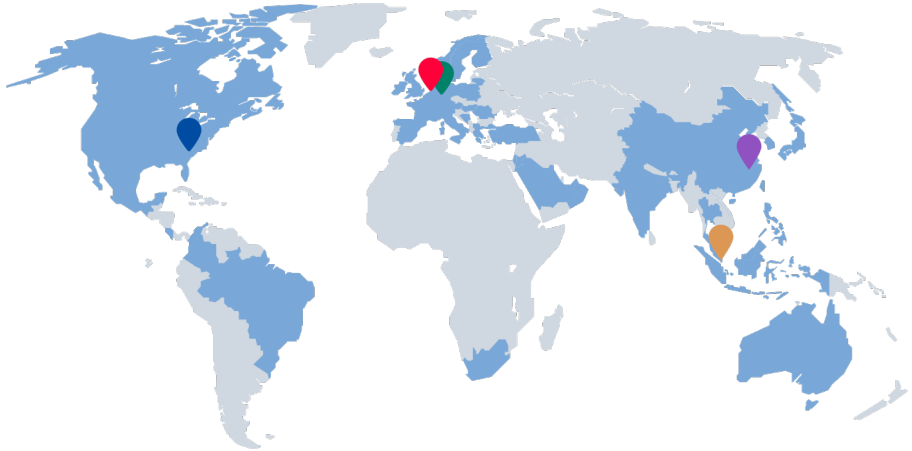
Employees by region	2024	2023 (unassured)
Asia-Pacific / Japan	1,161	1,185
Americas	1,252	1,329
EMEA	3,352	3,453
Total employees	**5,765**	**5,967**

General Information

Global presence with a focus on highly attractive markets

Shipping product to
>150
Countries

Direct sales in
>30
Countries



Global presence

Our key sites

- **Venlo,** Global HQ
- **Hilden,** EMEA HQ
- **Germantown,** Americas HQ
- **Shanghai,** China HQ
- **Singapore,** Asia HQ

Building a sustainable business

At QIAGEN, our products are designed to help advance science and improve healthcare that enhances patient outcomes around the world.

We are committed to sustainable business practices and integrate the perspectives of our stakeholders – customers, employees, authorities, regulators, suppliers and shareholders – into our operations.

Through our targets and actions, we are focused on such topics as reducing plastics usage and developing environmentally friendly products, lowering our emissions across operations and our supply chains, and collaborating with suppliers to drive environmental and social responsibility.

Through these initiatives, we aim to embed sustainability into all aspects of our business activities and product lifecycle.

We have not performed a formal resilience analysis of our business strategy and model.

Upstream

Procurement

- Raw materials
- R&D services and in-licensing
- Finished goods
- Logistical & warehousing services
- Semi-finished goods
- IT and other services

Material topics

- Climate change
- Resource use and circular economy (e.g. resource inflows)
- Business conduct
- Workers in the value chain

Own operations

Operated by 5,700 QIAGENers

Manufacturing in EMEA (global), Americas (global), China (local)

- Consumables
- Instrumentation
- Bioinformatics (digital insights)
- Research and Development*

Material topics

- Climate change
- Resource use and circular economy (e.g., closing the loops, waste management)
- Business conduct
- Consumers & end-users
- Own workforce:
  - Working conditions
  - Inclusive working environment
  - Occupational health & safety

Downstream

Sales to >500,000 customers in >150 countries

Sales entities in EMEA, Americas, APAC and Japan

- Consumables
- Instrumentation services
- Instruments
- Licensing (e.g., patents)
- Bioinformatics

Material topics

- Climate change
- Resource use and circular economy (e.g., products, services, waste)
- Business conduct
- Workers in the value chain
- Consumers & end-users

* R&D relating to sample technologies are used to collect, stabilize, isolate, and purify molecules such as deoxyribonucleic acid (DNA), ribonucleic acid (RNA) and proteins from any biological sample such as blood, tissue, and other materials to streamline automation systems for molecular testing using consumables in efficient workflows and carrying customers through the process from Sample to Insight

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Value creation within QIAGEN occurs along the entire value chain. Generally, Research & Development (R&D) activities are carried out by manufacturing entities or specialized R&D centers. These manufacturing entities obtain raw materials and semi-finished products from either affiliated manufacturing entities or independent third parties, facilitating the efficient production of QIAGEN products. Sales to end customers are managed through local sales subsidiaries or third-party distributors. A centralized distribution system connects manufacturing entities with local sales subsidiaries, enabled by two global distribution hubs that consolidate market demand and optimize supply logistics.

Our overall business strategy is anchored by a commitment to delivering solid profits in all regions we operate on a group of Pillars that represented approximately 70% of sales in 2024 and are expected to reach combined sales of approximately $2 billion in 2028. The Pillars involve three product groups where QIAGEN is developing leadership positions: the digital PCR (Polymerase Chain Reaction) platform QIAcuity, the clinical PCR syndromic testing solution QIAstat-Dx and the QIAGEN Digital Insights portfolio of bioinformatics solutions for improved analysis and interpretation of complex genomic data. Additionally, two Pillars involve product groups where QIAGEN has strong top positions: Sample technologies that are used to gain access to DNA and RNA from a biological sample, and the QuantiFERON technology platform for latent disease detection, and best known for use in detecting tuberculosis (TB).

Our products reach more than 500,000 customers around the world in two broad customer groups: Molecular Diagnostics (clinical testing) and Life Sciences (academia, pharmaceutical R&D and applied testing).

We aim to enhance the sustainability of our life sciences, molecular diagnostics, and bioinformatics products. This includes, but is not limited to reducing the environmental impact of our Sample to Insight solutions and developing eco-friendlier product ranges like QIAwave and enhancing access to healthcare. Our customer base is diverse, encompassing pharmaceutical and biotech companies, academic researchers, clinical labs, and public agencies. By offering innovative and responsible product solutions, we aim to support these customers in achieving their sustainability objectives.

QIAGEN operates globally, with significant markets in EMEA, APAC, Japan and Americas. We strive to implement sustainable practices across all regions, for example reducing emissions, plastic usage, and promoting energy efficiency.

In line with our sustainability strategy and targets, we have identified several areas which impact the Pillars listed above in various ways. At QIAGEN, customer satisfaction and high-quality products are integral to our vision of making improvements in life possible. While our additional sustainability ambitions span all product portfolios, we are currently focusing on achieving our corporate plastic reduction target in relation to resource use on those portfolios with the highest plastic footprint, such as Sample technologies (see section Resource use). These activities are accompanied by the implementation of our Carbon Reduction Roadmap (see section Climate Change) to achieve our SBTi targets. This involves collaboration with our suppliers to source less carbon-intensive raw materials across our product portfolios and jointly mature towards SBTi target achievement (see section Climate Change). Additionally, our QuantiFERON product portfolio for the detection of Tuberculosis and our Mpox assays for dPCR and qPCR are central to our Access to healthcare strategy (see section Consumers).

QIAGEN faces several challenges in achieving its sustainability goals, including reducing emissions, which requires continuous investment in green technologies and energy-efficient practices. Another challenge is finding sustainable alternatives to emission intense raw materials and implementing them across product lines, given the highly regulated environment in which QIAGEN operates. Additionally, expanding access to healthcare in low-resource regions while maintaining sustainable practices is a significant challenge.

To address these challenges, QIAGEN is implementing solutions such as increasing the use of renewable energy sources to power our operations, developing and adopting solutions for our products with a lower emission footprint (see section Climate Change and Resource use), and collaborating with stakeholders to promote health, diversity, and more environmental friendly initiatives (see section Consumers and End-Users).

General Information

Interests and views of our stakeholders

Understanding and addressing the interests and expectations of our stakeholders is essential for our business strategy.

Throughout 2024, QIAGEN actively engaged with stakeholders through various channels, incorporating their insights into our Materiality Assessment and business processes.

These engagements have led to enhancements in customer service, expansion of our product portfolio, increasing the number of pilot projects for low-carbon-footprint products, greater transparency on our sustainability initiatives, and stronger safety awareness programs. These initiatives are summarized in the table below and detailed throughout this report.

General Information

Interest and views of our stakeholders

Stakeholder group	Formats of engagement	Topics: purpose of engagement	Examples of outcomes of engagement
Employees	• Strategic meetings: Annual kick-offs and quarterly feedback checks. • Trainings: ESG awareness, management, and regulatory sessions. • Reviews: One-on-one sessions and 180° feedback. • Engagement: Surveys, pulse checks, events and webinars	• Working conditions: health & safety • Equal treatment and opportunities for all: culture, inclusion & diversity, innovation • Training and skills: employee development	• Recognition of QIAGEN as top employer in several regions • Local site action plans to enhance workplace culture • Increased safety awareness and less accidents • Reduction of unstaffed positions
Customers	• Surveys: Sustainability, customer satisfaction, waste • Digital tools: Web chat and 24/7 service portal. • Events: Conferences, trade fairs, roadshows, and infotainment shows. Best practices sharing at our facilities • Engagement: Bilateral meetings, production tours, and training. • Sustainability: Questionnaires and dedicated webpage	• Climate change: sustainable lab practices • Circular economy: efficient waste management • Access to products and service and (quality) information • QIAintegrity Line	• Yearly plastic reductions • Expansion of more sustainable product portfolio • Increased transparency on sustainability measures • Service improvements (e.g., web chat functionalities and Net Promoter Score - NPS - above internal benchmarks) • Lab waste treatment pilot
Shareholders and the financial community	• ESG ratings • Quarterly reports and quarterly earnings calls • Annual Report, live broadcast of all parts of the Annual General Meeting with access to appointed proxies in advance of the meeting • Regular roadshows and calls • Investor relations website	• Climate change: understanding expectations towards sustainability • Business conduct: attracting responsible investors	• Increased transparency on sustainability performance • ESG information solid component within internal and external communication channels • Updated Sustainability webpage • Expanded CDP reporting
Suppliers	• Trainings • Risk assessment, strategic reviews, supplier days • Best practice workshops, bilateral engagement, joint initiatives, webinars with employees,	• Climate change: agreeing on joint goals • Business conduct: responsible sourcing standards • Workers in the value chain • Circular economy: climate commitment	• Strategic supplier base mapped on sustainability maturity • 2025 roadmap defined to further mature sustainability within supply chain • Pilot projects on low carbon solutions

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Stakeholder group	Formats of engagement	Topics: purpose of engagement	Examples of outcomes of engagement
General society and local communities	• Collaboration with public health laboratories, research and academic institutions around the world • Community investment programs (e.g., grants, donations, local sponsorships) • Employee volunteering initiatives • Stakeholder roundtables and dialogue forums • Partnerships with NGOs and local governments • Education outreach and science workshops	• Access to products and services: strengthening community health and enhancement of access to healthcare • Equal treatment and opportunities for all: promoting Science, Technology, Engineering and Maths (STEM) education and career access in underrepresented communities • Climate change: contributing to environmental sustainability initiatives	• Laboratory infrastructure and capacity building to support pandemic preparedness • Donation of diagnostic kits to underserved regions during global health emergencies (e.g., COVID-19, TB, HPV programs) • STEM education programs delivered in partnership with schools and universities, including laboratory visits and career days • Sponsorship of community health events such as screening drives or public health days • Environmental cleanup initiatives co-led by QIAGEN staff and local groups near production sites
Banks and financial institutions	• Mandatory reporting and information (e.g., Annual Report, Sustainability reporting) • Bilateral meetings	• Climate change: carbon reduction plan • Business conduct: sustainability performance	• ESG performance linked loan
Civic and non-profit organizations	• SBTi, CDP • My Green Lab • WHO	• Climate change: transparency of commitment	• Validated climate goals according to latest scientific insights • My Green Lab Certification of one of our R&D labs
Industry and sustainability associations	• Medtech • VDGH	• Business conduct: upcoming regulations & implications • Climate change: best practice sharing	• Best practice sharing (e.g., implementation of guidelines and regulations)
Internal stakeholder (e.g. Sales manager, Tender teams)	• Calls and meetings on sustainability requirements of our customers and sustainability trainings	• Access to products and services: customer expectations	• Internal sustainability sales tools, ESG SharePoint site

General Information

Double Materiality Assessment (DMA)

Process description

In 2024, QIAGEN conducted a Double Materiality Assessment (DMA) in compliance with the requirements of the European Sustainability Reporting Standards (ESRS) under the Corporate Sustainability Reporting Directive (CSRD).

This assessment evaluated sustainability topics from two distinct perspectives:

- Impact perspective: Considers actual and potential positive and negative impacts of QIAGEN's operations
- Financial perspective: Assesses risks and opportunities that sustainability topics present to the business.

Stakeholder engagement

The 2024 analysis was built on the assessment from 2023 and led by a core team that included the Head of ESG, Strategy & Impacts Programs, as well as representatives from Cyber Risk Management and Corporate Accounting.

The process began with stakeholder identification (See section Interests and views of our stakeholders) and was overseen by the Corporate ESG Committee (CEC). Stakeholders were selected based on their strategic relevance to QIAGEN's strategy, business model and value chain.

Internal stakeholders with expert knowledge of individual stakeholder groups were consulted to represent the perspectives of external stakeholders on various sustainability matters. For example, customer needs were considered through internal stakeholders such as Sales Managers and the requirements addressed to our Tender Teams. The Tender Teams Tender enhance sales efforts by crafting detailed proposals tailored to customer needs, offering technical expertise, and addressing queries during interactions.

Additionally, customer perspectives were directly gathered through panel discussions, events, and customer surveys, while insights from investors were obtained through selected calls. Employee perspectives were derived from employee surveys and feedback received by Human Resources (HR) key functions and managers through various interactions, including bilateral communication, development meetings, town halls, and management meetings.

Topics covered included emission reduction measures, waste management and workforce diversity, and were considered in evaluating potential and actual material impacts, risks, and opportunities.

The analysis will be conducted biennially or in response to a triggering event to broaden our data and understanding of specific impacts, risks and opportunities.

Double materiality assessment results

The materiality assessment results were consolidated by ESRS topic, and the following topics were identified as key sustainability priorities:

- E1: Climate Change
- E5: Resource Use & Circular Economy
- S1: Own Workforce
- S2: Workers in the Value Chain
- S4: Consumers & End-Users
- G1: Business Conduct

We have identified no material risks or opportunities that currently affect our financial position, financial performance, or cash flows. Consequently, there are no indications that any material adjustments to the assets and liabilities reported in the financial statements will be necessary within the next year.

General Information

Priorities

The environmental risks faced by QIAGEN are closely aligned with our strategic efforts to meet our Science Based Target initiative (SBTi)-approved GHG (Greenhouse Gases) reduction goals. To support this climate transition, we strategically focus on transitioning to renewable energy, introducing energy efficiencies and embedding circular economy principles throughout our value chain.

Recognizing the impact of our business on people - especially our employees, the people within our value chain and the societies affected by our products- we identified S1 (Own Workforce) and S2 (Workers in the Value Chain) as material topics for 2024. These impacts and risks are being managed through organizational and process measures, including our Diversity & Inclusion Council, our Human Rights Committee, various due diligence processes and training.

For S4 (Consumers & End-Users), we have applied feedback from our customers and have been working to improve customer service, including response times. Within G1 (Business Conduct), a key focus has been on updating compliance-related policies.

Most of our material topics are supported by specific targets to mitigate risks, leverage opportunities, and drive long-term value creation. Further details on how we manage these topics can be found in the 'Environment,' 'Social,' and 'Governance' sections.

General Information

Double materiality matrix

Material	
E1	Climate change
E5	Resource use and circular economy
S1	Own workforce
S2	Workers in the value chain
S4	Consumer and end-users
G1	Business conduct

Non-material	
E2	Pollution
E3	Water and marine resources
E4	Biodiversity and ecosystems
S3	Affected communities

General Information

Methodology

The DMA for 2024 was based on following the methodology outlined in ESRS1, applying a gross perspective without mitigation measures. Building on the 2023 materiality assessment, we re-evaluated all relevant ESRS topics, sub-topics and sub-sub topics to ensure comprehensive coverage.

The assessment process began with the identification of potentially relevant sustainability matters drawing insights from stakeholder engagement and past QIAGEN reporting. The list was aligned at the ESRS topic level and underwent further scrutiny at the ESRS sub- and sub-sub topic levels.

The "Impacts, Risks, and Opportunities" (IROs) specific to QIAGEN were then determined. A distinction was made between potential and actual positive and negative impacts, as well as risks and opportunities arising from dependencies on natural, human and social resources.

The process was conducted with guidance from external consultants and involved discussions and workshops with internal stakeholders from the Corporate ESG Committee as well as specific experts across QIAGEN. Content owners were consulted to represent external stakeholder perspectives, leveraging their expertise on specific stakeholder groups. The assessment covered QIAGEN's entire value chain without excluding any business activities, business relationships or geographic regions.

Evaluation, thresholds and approval

The DMA was performed according to the framework set out in ESRS 1, evaluating each sustainability matter from both an impact and financial materiality perspective. Within the analysis of the impact materiality, potential and actual negative and positive impacts have been assessed.

A five-point scale was applied for all characteristics of the assessment. The scale ranged from one (minimal) to five (absolute) for the level of impact, from one (limited) to five (absolute/global) for the scope, and from one (relatively easy to remedy) to five (non-remediable/irreversible) for the ability to remedy. The scale for likelihood was based on the ERM thresholds and was expressed as percentages, ranging from 20% (rare) to 80-99% (almost certain). An actual impact receives the value of 100%.The threshold for defining the materiality of an impact was agreed upon jointly with ERM. It was determined that an impact would be considered material if it scored a minimum of 3 out of 5. In cases where impacts did not meet the threshold but were deemed severe, a separate severity analysis was conducted. Additionally, a human rights analysis identified four materially negative impacts.

For financial materiality, the assessment examined whether a sustainability matter could trigger, or could reasonably be expected to trigger, material financial effects on QIAGEN´s profitability in the short-, medium- or long term, measured in terms of Earnings Before Tax (EBT). Dependencies on resources and their availability within the supply and value chains were analyzed to identify sustainability-related risks. Using the same five-point scale that was applied for the impact materiality, the magnitude of financial impacts was multiplied by the likelihood of occurrence to establish a threshold of 2.5, in line with QIAGEN's enterprise risk management system. Where possible, the assessment relied on quantitative data, such as greenhouse gas (GHG) emissions, to ensure objectivity (Please see the chapter Climate Change). Contextual information was obtained by additional desktop research. Additional contextual information was gathered through desktop research. Identified sustainability risks were not prioritized.

Each IRO was reviewed by the core team and discussed with internal QIAGEN experts. The Head of the ESG team shared the outcomes and its implications for sustainability reporting with the Workers' Council at the Hilden site in Germany and subsequently presented to the Managing Board, the EC and the Supervisory Board's Nomination & Governance Committee. Following these meetings, the final results were formally approved by the Nomination & Governance Committee.

Internal controls related to the DMA and corresponding management reviews relating to sustainability reporting topics have been incorporated in 2024 similar to those in place for financial reporting. These controls are dependent on the area of sustainability reporting, since a couple of internal functions contribute, dependent on the topic.

General Information

Climate change IRO considerations

Climate-related risks and opportunities are integrated into QIAGEN's strategy and business model through the enterprise risk management framework. Managing climate impact requires compliance with relevant legislation and the implementation of additional policies, actions, and targets within the corporate strategy.

To further align with regulatory requirements, in particular our IRO for E1, QIAGEN conducted a comprehensive climate risk assessment in accordance with EU Taxonomy. To identify our impact on climate, we actively monitor our GHG emissions by tracking direct emissions and energy consumption across our sites, as well as upstream emissions in our chain through supplier data, activity data and financial records. We screen our activities to asses actual and potential climate impacts in line with our corporate strategy and decarbonization roadmap. Additionally, we have incorporated climate change risks into our existing enterprise risk management structure, engaging with internal key stakeholders throughout QIAGEN.

In the second half of 2024, QIAGEN conducted a climate risk assessment within its operations and value chain. This assessment, informed by scenario analysis, focused on both physical and transition risks, ensuring alignment with global best practices and our sustainability commitments. The analysis assessed the resilience of our business model to climate change, incorporating physical risks, such as extreme weather events and temperature shifts, as well as transition risks, including regulatory changes and shifts in market demand.

The methodology was embedded into our Enterprise Risk Management (ERM) framework, and the results were integrated into mid- and long-term business planning.

The climate risk analysis showed that QIAGEN is exposed to climate hazards and to transition events. However, financial risks in both cases were assessed as not being material. Taking into account existing mitigation measures, QIAGEN demonstrates a high level of resilience, with no significant climate-related risks.

Physical risks

The risk assessment identified exposure to 28 climate hazards, including rising temperatures, droughts, water scarcity, heavy rainfall and sea-level rise. These analyses used the latest climate models from the Intergovernmental Panel on Climate Change (IPCC) AR6, leveraging improved physical process representations and higher resolution data from the Coupled Model Intercomparison Project Phase (CMIP6) that feature improved physical process representations and higher resolutions compared to CMIP5 models.

We applied a location based risk assessment (geospatial coordinates) as included in the used platform which was provided by a multinational reinsurance company. Using a well established risk management tool and IPCC AR6 data, we evaluated hazard exposure (likelihood, magnitude and duration) under the Shared Socioeconomic Pathway 5- / Representative Concentration Pathways 8.5 (SSP5-/RCP8.5) high-emission scenario, which projects a global temperature increase of 4.4°C by 2100. The SSP5-/RCP8.5 scenario is seen as essential for assessing our resilience, as it represents a high Greenhouse Gas concentration pathway, compelling us to account for severe climate impacts.

By embedding this scenario into our strategic framework, we seek to ensure its robustness against extreme future conditions while supporting compliance with international climate agreements. The assessment covered short-term (current), midterm (2030), and long-term (2050) timeframes, providing a comprehensive analysis of climate-related physical risks. QIAGEN differentiates as follows: short-term (one year), medium-term (two to five years), long-term (over five years). Our long-term planning of 2050 additionally covered the expected life-time of the assets.

The analysis focused on key sites critical to our operations, including Company-owned facilities, warehouses, and selected supplier locations, prioritizing those with moderate to critical revenue significance in line with our ERM. The assessment focused on company-owned locations, warehouses, and supplier sites using the QIAGEN global risk management scale. Sites with moderate, major, or critical revenue significance were prioritized to ensure business continuity. A total of seven QIAGEN sites, 13 supplier sites and two warehouses were identified.

General Information

While customer site disruptions have limited impact, we have a diversified customer base, and products are typically sold before reaching customers, with no significant assets located at those sites. Therefore, downstream value chain was excluded.

We assessed the site-specific exposure to the 28 climate variables including likelihood, magnitude and duration as they have been defined by the EU Taxonomy (Commission Delegated Regulation (EU) 2021/2139) and the CSRD. For sites with high and very high hazard exposure, we assessed sensitivity by evaluating potential impacts such as business interruption, property damage, and additional costs.

To refine the analysis and understand residual risks, we incorporated existing adaptation measures, including cooling systems, flood protections, and business continuity plans.

Similarly, for supplier sites and warehouses, risks were evaluated for their potential to disrupt supply chains, incorporating measures like inventory buffers to mitigate impacts. The focus was on climate variables that could cause disruptions of the supply chain. Climate variables that are not likely to result in an interruption to the supply chain were excluded from the analysis.

Our climate assessments employed rigorous scenario methodologies to test the resilience of our business. The SSP5-/RCP8.5 scenario was used to stress-test potential physical risks.

Transition risks and opportunities

Transition risks were evaluated as part of the shift to a low-carbon economy.

When assessing transition risks and opportunities, we assumed a shift towards a low carbon scenario. Therefore, we used a 1.5° aligned bespoke climate transition scenario.

The 1.5°C scenario supports our Science-Based Targets initiative (SBTi) commitment and facilitates alignment with critical financial assumptions in our transition plan.

This included policy changes (carbon pricing, energy, efficiency and sustainable packaging regulations), market dynamics (demand for sustainable products, increased raw material costs), technological advancements, and reputational considerations (transition events), reflecting strengthened climate policies, increased ESG investments, and higher adoption of renewables.

We identified and assessed potential risks and opportunities across short-/, medium-/ and long-term horizons.

Each was scored for likelihood of exposure to transition events and financial impact (sensitivity) including magnitude and duration of these events, focusing on compliance costs, technology investments, market shifts, and reputational outcomes.

Risks that are unlikely to occur or have a minor financial impact were not prioritized to concentrate on significant events. This targeted approach allows us to prioritize actions that support resilience and capitalize on emerging opportunities.

Resource use and circular economy

In our double materiality assessment, we examined QIAGEN's business activities in connection with the topic resource use and circular economy taking into consideration QIAGEN's own operations and its upstream and downstream value chain. QIAGEN's assets were not reviewed as part of the process.

Pollution

As part of our double materiality assessment and based on its methodology, we screened our sites and business activities and examined whether there are actual or potential IROs with regard to the topic of pollution.

We conducted the assessment in the context of QIAGEN's own operations and/or within our upstream and downstream value chain. We did not identify material IROs.

General Information

Water and marine resources

In relation to the topic water and marine resources, we analyzed actual and potential IROs as part of the 2024 materiality assessment. QIAGEN's assets were not reviewed as part of the process.

To further assess the future relevance of the topic, QIAGEN in 2024 carried out a water risk assessment using the WWF risk filter (online-based tool).

On the basis of the exact location data of the production sites, no sites were identified that are located in or near an area with high water stress. Through this process, we established that we currently do not have any material IROs related to water.

Biodiversity

The topic of biodiversity was not identified as material as part of the double materiality assessment.

In a subsequent assessment applying the WWF risk filter, the Shenzhen site in China (representing about 1.4% of the global footprint of our sites) was identified as having a high scope risk. However, we do not anticipate any severe negative impacts on biodiversity at this site.

It already has established processes certified under ISO 14001, and production is conducted in controlled environments (such as laboratories) with no direct interaction with natural habitats.

Additionally, no equipment in the site's outer area generates noise nor emissions that poses a threat to wildlife. Nevertheless, we will closely monitor this site and perform annual assessments.

In terms of Pollution, Water and Marine Resources and Biodiversity, we did not engage in consultations with affected communities in assessing IROs due to the nature of our business activities at these sites and potential threats.

Business conduct

In relation to business conduct matters as part of the double materiality assessment in 2024, we analyzed actual and potential IROs. Sectors outside QIAGEN’s business model were not taken into consideration.

General Information

At a Glance: Our targets and achievements

2024 Goal (short-term)**	2024 Achievement	Outlook (mid- to long-term)**	Chapter
Environment			
SBTi target across all scopes		Net-zero by 2050	Climate change
SBTi target Scope 1 and 2: 4.2% emission reduction per year (2020 baseline year)	14% emission reduction compared to 2023	42% emission reduction in Scope 1 and 2 GHG emissions by 2030	Climate change (Management of Scope 1 and 2 emissions)
Scope 3: > 20t plastic reduction	> 25 t reduction	25% emission reduction scope 3.6, 3.11, 3.12 by 2030	Resource use and circular economy Climate change (Management of Scope 3 emissions)
54% of suppliers by emission with sustainable engagement goals	57%	67% of suppliers by emission with sustainable engagement goals 2027	Climate change (Partnering with our suppliers)
Social			
Top Employer Recognition Award - at least one per region in minimum*	4 in EMEA, 3 in Americas, 4 in APAC	Be the industry employer of choice by attracting, developing and retaining diverse top talent	Own workforce
increase representation of woman in leadership positions by 1% over 2023*	2%	increase representation of woman in leadership positions year over year	Diversity & Inclusion
Achieve Top Employer LGBTQ+ with 100% score on 2024 Corporate Equality Index (CEI)*	100%	Build upon the current environment to further empower and value every employee	
<0.7 DART (per 100 employees)* Reduced number of Incidents that result in Days Away, Restricted and Transferred work	0.36	Working towards ISO certification at key manufacturing sites to progressively elevate our safety culture and performance	Occupational Health and Safety
≥64 NPS-T Service score* min. of 62 NPS-T Customer care score	69.7 60	Exceeding the expectations of our customers in continually assessing their satisfaction with the help of the Net Promoter Score (NPS) methodology	Consumers and end users (Customer satisfaction)
Governance			
>85% cyber security awareness training	>90%	Increase QIAGEN's cyber resilience. Certify QIAGEN's main production location under ISO 27001	Business conduct (Data and Cyber Security)

*Team Goals (read more in Chapter General Information, Integration of sustainability-related performance metrics);
**QIAGEN differentiates as follows: short-term = 1 year, mid-term = 1 year up to 5 years, long-term = more than 5 years

Environment

As an international corporation in life sciences and molecular diagnostics, QIAGEN recognizes the need to decrease the negative climate-related impact of our business. Our operations – including research and development, manufacturing, and transportation across the value chain – contribute to GHG emissions.

By implementing proactive adaptation measures and strategic planning, we aim to mitigate associated risks presented by climate change, reinforcing our commitment to sustainability and long-term resilience.

40%
of all energy sources renewable

>25 tons
plastic saved

14%
reduction in Scope 1 & 2 emissions compared to 2023

Environment

Climate Change

Environmental approach

As an international corporation in life sciences and molecular diagnostics, QIAGEN recognizes the need to decrease the negative climate-related impact of our business. Our operations – including research and development, manufacturing, and transportation across the value chain – contribute to GHG emissions.

By implementing proactive adaptation measures and strategic planning, we aim to mitigate associated risks presented by climate change, reinforcing our commitment to sustainability and long-term resilience.

As part of our 2024 materiality analysis, we have identified the following material impact and risks as defined in chapter General Information, Double materiality analysis:

	Description	Allocation in the value chain*	Time horizon	Topic Sub-topic Sub-sub-topic
Actual negative impact	QIAGENs operations and business activities contribute to GHG emissions	Along the whole value chain	Short-term	E1 Climate change; Climate change mitigation; Energy
Risk	Physical climate risk: Impact on our business operations due to extreme weather events and hazards can limit production capacities and capabilities	Along the value chain	Medium-term	E1 Climate change; Climate change adaptation
Risk	Risk of transitioning to a 1.5-degree economy: Increased costs due to for example regulatory requirements and rising operating expenses and revenue declines due to insufficient investment in sustainable products and services	Along the whole value chain	Long-term	E1 Climate change; Climate change mitigation

*Along the whole value chain is defined as follows: From purchasing raw materials and semi-finished products (upstream) through the manufacturing (own operations) to the distribution of finished products and services (downstream).

Environment

To align our climate efforts with the Paris Agreement's goal of limiting global warming to 1.5°C, we have implemented structured measures to manage and mitigate these impacts. The QIAGEN Climate Working Group, a dedicated project team within our Corporate ESG Committee, is responsible for developing and implementing our climate strategy based on the set SBTi targets. This strategy is informed by a comprehensive climate scenario analysis, ensuring a science-based approach to emissions reduction.

In 2021, we aligned our mid- and long-term carbon reduction targets with the SBTi and committed to significantly reducing our carbon footprint.

Building on this commitment, in 2024, we initiated the development of a transition plan in accordance with the requirements set out in the ESRS. This plan focuses on climate change mitigation and aligning our operations with the global goal of limiting warming to 1.5°C. The transition plan will be published no earlier than 2026. Further details on our climate commitments are included in this report.

Science Based Target Initiative (SBTi) validation

As part of our commitment to minimize the negative climate-related impact of our business, we have set climate reduction targets which have been validated by the Science Based Target initiative (SBTi) and report our emissions based on the GHG Protocol. We include carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O) in our GHG calculation. Our climate ambitions and goals have been reviewed and approved by our Managing Board and by our Supervisory Board (ESG & Nomination Committee).

We engaged various stakeholders, including climate specialists and finance leadership, in setting SBTi. The proposed targets were reviewed and approved by senior committees in 2021. They are based on the SBTi cross-sector pathway and have been thoroughly assessed to ensure alignment with the Paris Agreement goals.

Our targets have been independently validated, SBTi assures they meet the criteria to reduce GHG emissions in line with a 1.5°C trajectory. Our established targets are based on a 2020 baseline year, which reflects our standard business operations, even though we faced the challenges of the COVID-19 pandemic. The targets are defined as follows:

Overall net-zero target: We have committed to reaching net-zero GHG across the value chain by 2050 from 2020 as the base year.

- Near-term targets: We have committed to reducing absolute Scope 1 and 2 GHG emissions 42% by 2030 from a 2020 base year. We also commit to reducing our absolute Scope 3 GHG emissions from business travel, use of sold products, and end-of-life treatment of sold products by 25% within the same timeframe. We further commit that 67% of our suppliers by emissions covering purchased goods and services, capital goods and upstream transportation and distribution will have science-based targets by 2027.
- Long-term targets: We have committed to reducing absolute Scope 1, 2 and 3 GHG emissions 90% by 2050 from 2020 as the base year.

After analyzing GHG emissions from key assets and products (locked-in GHG emissions), we found that our product disposal minimally contributes to Scope 3 emissions, and emissions from product use represent an insignificant amount of the total emissions.

This analysis is based on a life-cycle assessment of sample products representing QIAGEN's best-selling consumables product. With potential natural gas consumption reduction through heat pumps and green electricity use, we determined that locked-in GHG emissions are not significant and therefore they will not pose any hindrance to our carbon roadmap or SBTi target achievement.

Furthermore, our operations and activities are currently not regulated by a carbon pricing system and we did not finance GHG removals and GHG mitigation projects through carbon credits.

Environment

For 2024 we defined the following key targets:

- Scope 1&2: 4.2% annual emissions reduction (2020 as base year). By 2024, we exceeded it, achieving a 14% reduction in GHG emissions compared to 2023. Compared against the 2020 base year we achieved a reduction of 28% or 5.779 tCO_2e.
- Supplier engagement goal: Suppliers by spend further developed towards achieving the SBTi target by end 2027. (For details refer to section Partnering with our suppliers in this chapter)

We conducted internal reviews and continuously monitor and report on our progress towards these targets. This includes regular updates to the Board.

In our current reporting period, we have not yet established specific targets for Scope 1 and 2 individually and for Scope 3 emissions. However, we are committed to defining these targets by 2025 and further evolving them in sync with the development of our transition plan.

We have linked the remuneration to the achievement of a climate-related goals. Please refer to the section Integration of Sustainability-Related Performance Incentive Schemes.

GHG emissions reduction targets	
Percentage of Scope 1 Greenhouse gas emissions reduction (as of emissions of base year)	42 %
Percentage of market-based Scope 2 Greenhouse gas emissions reduction (as of emissions of base year)	42 %

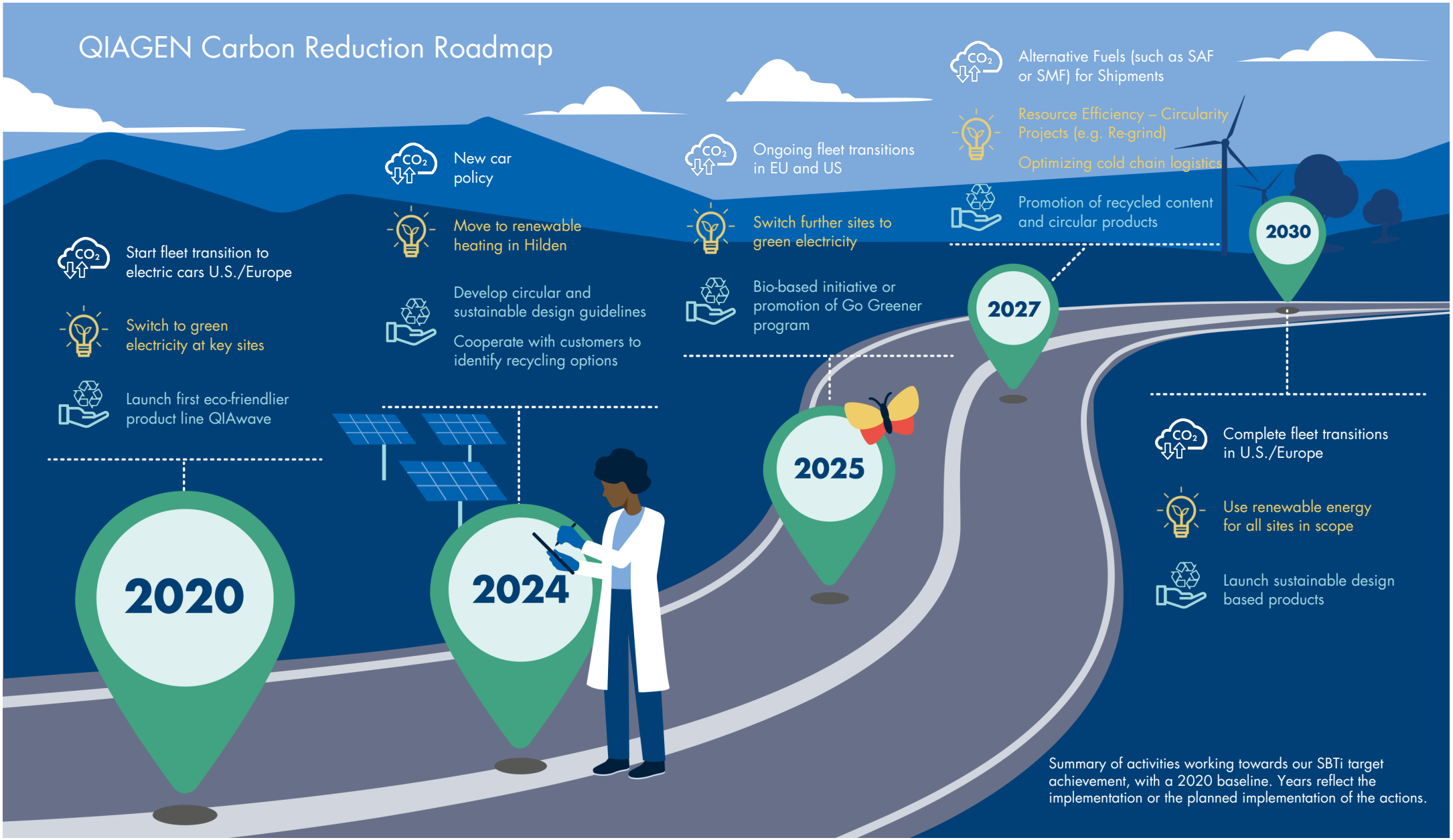
Climate policy

Our Climate policy addresses all employees, especially those in the Climate working group and those with responsibilities across the whole value chain from sourcing of our raw materials, to developing, producing, packaging and distributing our products, understand and comply with the established guidelines to manage impacts and risks effectively. This global policy applies to all QIAGEN sites and personnel involved in upstream and downstream activities, excluding direct application to customers and suppliers. Our Climate Policy outlines the climate targets we have committed to, as well as how climate-related targets, physical and transition risks are identified and managed. It further describes how the Climate Working Group is integrated within the organization to address climate change mitigation and adaptation measures. The Head of ESG Strategy is accountable for this policy and reports to the Senior Vice President Head of Global Operations. Chaired by the Head of ESG Strategy, the Climate Working Group reports its progress quarterly to the Executive Committee and semi-annually to the Nomination & Governance Committee of the Supervisory Board.

Actions

Our actions to reduce GHG emissions are summed up in our decarbonization roadmap. They are described in more detail in the following chapters.

Environment



Environment

To develop our first draft of the decarbonization roadmap, we engaged a diverse group of stakeholders, including climate specialists, internal teams, and finance leaders. Among others, these stakeholders included experts in energy management, circular economy, supplier, and industry partners. We conducted thorough assessments of our current emissions and identified key areas for improvement. Details of this roadmap are disclosed in the following chapters.

Decarbonization of our own operations

Management of Scope 1 and 2 emissions

To achieve our SBTi target of 42% cut in GHG emissions by 2030, focusing on Scope 1 and 2, the following actions are taken care for. Key measures include transitioning from gas to renewable electricity and acquiring Energy Attributed Certificates (EAC).

The CRM prioritizes our major manufacturing sites in Germany and the U.S. In 2023 the installation of a wood pellet burner and heat pumps at our largest manufacturing site in Hilden, Germany, significantly contributed to our carbon reduction targets in 2024.

In 2024 the Germantown, Maryland, USA, site implemented several Building Management System programs to improve and reduce the energy demand for heating and cooling and replaced equipment fueled by natural gas with electricity.

ISO certification is integral to our Climate strategy. We achieved ISO 14001 Environmental Management System certification in China for QIAGEN Shenzhen Co. Ltd and in Italy QIAGEN S.r.l. in 2023 as well as in Hilden Germany, QIAGEN GmbH in 2024 . Our sites in Germantown and Manchester, UK, are also preparing to be certified to ISO14001 in 2025 and Hilden to be certified to ISO50001 Energy Management by March 2025.

We also consider achieving Leadership in Energy and Environmental Design (LEED), the Building Research Establishment Environmental Assessment Method (BREEAM) or the German Sustainable Council (DGNB) certified green buildings when entering into new lease contracts to underpin our ambitions to operate highly efficient and cost-saving buildings with utilization of eco friendly (circular) installments and materials. Until 2024 we achieved green building certifications at buildings in our major owned sites in Germany (Hilden), North America (Germantown), and the leased building in the U.K. (Manchester) under LEED or BREEAM. The new business expansion at our Frederick site in North America achieved LEED gold certification in 2024. We have recently signed a lease contract for a Manufacturing and R&D site in Barcelona, Spain, in a building which is LEED platinum certified.

Use of renewable energy

In 2024, we purchased energy attribute certificates (EACs) for Hilden, Germany, as well as for all facilities in the United States and China, which are sourced from unspecified renewable electricity. Our sites in Sweden and in the Netherlands source their EACs from hydroelectric and wind turbines. We are planning to transition other locations to renewable energy sources in accordance with our CRM in the coming years.

Decarbonization of our value chain

Management of Scope 3 emissions

Defining and implementing our Scope 3 decarbonization program presents several challenges. For instance, strict regulatory requirements and quality standards must be carefully considered during product development and manufacturing. To address these issues, we have created the role of Associate Director for Climate and Circularity directly reporting to the Head of ESG Strategy and Impact Programs in 2024.

Several working groups and departments, such as the Plastic Reduction Group, the Sustainable Design Guidelines Working Group, Research and Development, Transport & Distribution and Procurement support the Scope 3 decarbonization plan.

In the reporting year, we focused on initiatives to enhance sustainability across our operations. Key efforts included the development of sustainable design concepts, calculating the product carbon footprint of our instruments, ongoing emissions data base lining, reducing plastic in products and packaging, and piloting a bio-based plastic project.

Environment

Our GHG data analysis revealed that plastics are the primary material-based GHG driver, making this a critical focus area.

In 2024, we enhanced our Scope 3 emissions data model by incorporating mass- and volume-based data for our leading products.

We intend to progressively augment this model with additional data to focus our efforts on effective targets and measures. As part of our data initiative, we performed a circularity assessment for one of our top-selling products, concentrating on recyclability to identify areas for improvement. To further refine our data model we gained insights into customer waste streams. A survey launched in early 2024 showed that laboratory waste management practices are mature and that clients recycle QIAGEN packaging and kit components.

Based on the data and insights we gained in 2024, quantitative scenario analyses and decarbonization pilot-projects will be conducted in 2025. The results will enable us to determine short- and and further mid-term targets.

Partnering with our suppliers

Collaborating with suppliers is crucial in meeting our greenhouse gas reduction targets. We hold our suppliers to high environmental standards that align with our sustainability objectives. Through strategic collaborations, we engage in joint projects, events, and training. Strengthening these partnerships remains a core focus of our approach.

In 2024, we deepened engagement with selected suppliers to develop a joint strategy for achieving our climate commitments. This engagement activity involved:

- A sustainability commitment letter from our Head of Global Procurement.
- A detailed questionnaire on emissions measurement and environmental standards.
- An information package on our SBTi commitment, related goals, and supplier maturity analysis.

To ensure continued supplier engagement each procurement category had sustainability measures build into their 2024 KPI's as such supporting our SBTi supplier engagement.

In the reporting year we mapped the maturity of our suppliers towards achieving this engagement target and categorized them in the following maturity levels:

Level 0: No information available

Level 1: 1 Environmental and 1 Social target

Level 2: Scope 1 and 2 calculated

Level 3: Scope 3 calculated

Level 4: Setting a science-based target in the next 3 years

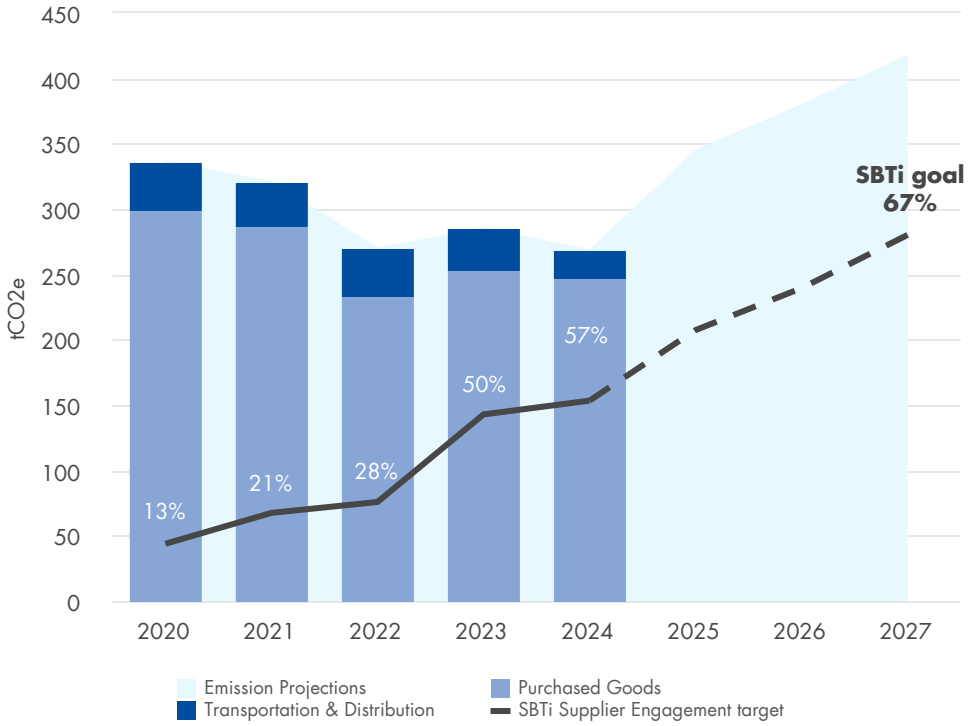
Level 5: Having a short-term science-based target in line with SBTi

Level 6: Having a net-zero target in line with SBTi

Suppliers with a maturity level between 4-6 fall under the SBTi Supplier Engagement Target. In 2024, suppliers accounting for 57% of emissions reached level 4-6, which means that additional suppliers corresponding to 10% of emissions, 67% in sum, must be included in our ongoing efforts to further develop and enable them to set their own science-based GHG emissions reduction targets by 2027.

Environment

QIAGEN SBTi supplier engagement based on emissions* (Level 4-6)



*QIAGEN's SBTi supplier engagement, based on emissions results, are unassured in 2021, 2022 and 2023

In 2025 we plan to establish individual ESG improvement plans with key partners that are essential for reaching the QIAGEN emission targets by end 2027 and that do not yet have committed to SBTI targets.

Methodologies and definitions

- The Supplier Engagement Target measures the total emission's percentage of suppliers who have set a science-based climate target (SBT). The Supplier Engagement Target focuses on suppliers from the emission categories – Purchased Goods and Services (Scope 3.1) and Upstream Transportation and Distribution (Scope 3.4). The goal of the engagement target is to ensure that by end of 2027, 67% of QIAGEN's suppliers, measured by their emissions share, have set science-based targets.
- Each year, we review the climate target programs of selected suppliers to assess their maturity and categorize them into different climate readiness levels.

Environment

Energy efficiency

Energy consumption from non-renewable sources

Energy consumption and mix	2024 (MWh)	2023 (MWh) (unassured)
(1) Fuel consumption from coal and coal products	—	—
(2) Fuel consumption from crude oil and petroleum products	15,496	19,028
(3) Fuel consumption from natural gas	34,313	41,160
(4) Fuel consumption from other fossil sources	—	—
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	8,594	17,503
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	58,403	77,691
Share of fossil sources in total energy consumption (%)	59.6 %	72.5 %
(7) Consumption from nuclear sources (MWh)	375	756
Share of consumption from nuclear sources in total energy consumption (%)	0.4 %	0.7 %
Energy consumption from renewable sources		
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	2,390	—
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	36,764	28,720
(10) The consumption of self-generated non-fuel renewable energy (MWh)	—	—
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	39,154	28,720
Share of renewable sources in total energy consumption (%)	40.0 %	26.8 %
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	**97,932**	**107,167**

Energy intensity from activities in high climate impact sectors*	2024 (unassured)
Total energy consumption from activities in high climate impact sectors (MWh)	97,932
Net sales from activities in high climate impact sectors ($ millions)**	1,978
Energy intensity (MWh/$ millions)	50

*Our business sector is part of the industrial manufacturing sector. All of QIAGEN's energy consumption is considered as related to high climate impact sectors.

**Net sales as shown in Consolidated Income Statement

Environment

Methodologies and definitions

Scope and consolidation: Energy consumption data is collected per site per energy type through a central reporting tool. All data was converted centrally into MWh.

Total energy consumption: Total energy consumption is the sum of fossil energy consumption, nuclear energy consumption and renewable energy consumption.

Fossil energy consumption: Fossil energy consumption encompasses all fossil-based energy consumption that is consumed/combusted at QIAGEN controlled sites. Fossil energy consumption at QIAGEN includes the fuel consumption from crude oil and petroleum products: Heating Oil, Diesel, Gasoline. Fuel consumption from natural gas: Natural gas, Propane

Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources: District Steam, Electricity

Renewable energy consumption: Renewable energy consumption encompasses all renewable energy consumption, including renewable electricity from green tariffs, wood waste and Biodiesel.

Fuel consumption from renewable sources including biomass: Wood waste, Biodiesel

Fuel consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources: Renewable electricity sourced from third parties

Nuclear energy consumption: Nuclear energy consumption encompasses the average share of nuclear sources in country-specific electricity mixes. The calculation is based on estimates, utilizing data from the scientific online publication "Our World in Data."

Minimize carbon footprint

Comparisons to prior year

The following information on comparisons to the prior year are unassured as the base year data for 2023 is unassured.

In 2024, our Scope 1 and 2 market-based emissions decreased by 14% or 2,466 tCO_2e compared to 2023, thanks to decommissioning of our combined heat and power plant (CHP) and the extended use of the new wood pellets boiler in Hilden, replacement of fossil energy using equipment and set point adjustments in the building management system (BMS) at our Germantown site and to EACs for Germany, Sweden and the Netherlands. Our total Scope 3 emissions decreased by approximately 4% (319,571 t CO_2e) compared to the year-ago period.

This reduction was influenced by a decrease in the Scope 3.4 Transportation and Distribution subcategory. Overall we recorded a slight reduction of transportation volume in connection with a change of the service provider portfolio. In addition service and packaging optimization measures led to weight reduction and a corresponding emission reduction by our Transport and Logistics service provider.

The increase in Scope 3.3 Fuel and Energy Related Activities is due to the migration to new software that uses updated emission factors for emission calculations, moving away from the conservative approach used for green electricity.

Compared to the previous year, the greater decrease achieved in Scope 3.11 Use of Sold Products is due to fewer sales of instruments. The slight 4% increase in Scope 3.12 is attributed to the higher number of sold kits. A smaller decrease compared to the previous year is observed in Scope 3.5 Waste Generated in Operations, due to the implementation of a more granular calculation methodology in 2024. Scope 3.7 Employee Commuting saw a 5% reduction compared to the previous year, based on new commuting assumptions for EMEA and corrected data for the APAC region.

Environment

The remaining subcategories, 3.1 Purchased Goods and Services and 3.6 Business Travel, also experienced slight decreases. In 2024, we included a new subcategory, 3.15 Investments, due to new acquisitions in our emission calculations.

Environment

Gross Scope 1,2,3 and Total GHG emissions

	Retrospective				Milestones and target years			
GHG emissions (tCO_2e)	Baseline (2020)	Comparative (2023) unassured	2024	% Change 2024/2023 unassured	2025	2030	2050	Annual % target / Baseline (2020)
Scope 1 GHG Emissions								
Gross Scope 1 GHG emissions	10,202	13,375	11,378	(15) %	8,060	5,917	1,020	4.2 %
Scope 2 GHG Emissions								
Gross location-based Scope 2 GHG emissions	19,239	19,505	14,718	(25) %	n/a	n/a	n/a	-
Gross market-based Scope 2 GHG emissions	10,416	3,930	3,461	(12) %	8,229	6,041	1,042	4.2 %
Scope 1&2 GHG emissions (market-based)	**20,618**	**17,305**	**14,839**	**(14)%**	**16,289**	**11,958**	**2,062**	
Significant scope 3 GHG emissions								
Total Gross indirect (Scope 3) GHG emissions (tCO_2e)	**405,569**	**334,119**	**319,571**	**(4)%**	**54,311**	**352,036**	**39,232**	
Percentage of primary data in Scope 3 (%)	n/a	n/a	5 %	n/a	n/a	n/a	n/a	
1 Purchased goods and services[1]	293,619	254,498	247,399	(3) %	n/a	271,598	29,362	2.5 %
3 Fuel and energy-related activities	3,007	4,654	5,504	18 %	n/a	n/a	n/a	
4 Upstream transportation and distribution[1]	36,633	31,086	21,640	(30) %	n/a	33,886	3,663	2.5 %
5 Waste generated in operations	3,628	2,630	2,470	(6) %	n/a	n/a	n/a	
6 Business traveling	7,900	11,633	11,363	(2) %	6,913	5,925	790	2.5 %
7 Employee commuting	6,613	8,970	8,536	(5) %	n/a	n/a	n/a	
11 Use of sold products	1,534	979	881	(10) %	1,342	1,151	153	2.5 %
12 End-of-life treatment of sold products	52,635	19,669	20,407	4 %	46,056	39,476	5,264	2.5 %
15 Investments	n/a	n/a	1,371	— %	n/a	n/a	n/a	
Total GHG emissions	**426,187**	**351,424**	**334,410**	**(5)%**	**70,600**	**363,994**	**41,294**	
Total GHG emissions (location-based) (tCO_2e)	**435,010**	**366,999**	**345,667**	**(6)%**				
Total GHG emissions (market-based) (tCO_2e)	**426,187**	**351,424**	**334,410**	**(5)%**				

[1]We are committed that 67% of our suppliers by emissions covering scope 3.1. purchased goods and services and scope 3.4 upstream transportation and distribution, will have science-based targets by 2027 (supplier engagement goal).

Environment

Methodology

Overall, we apply the Corporate Accounting and Reporting Standards as outlined in the Greenhouse Gas Protocol (GHG Protocol) for the GHG emissions reporting. Further we consider the same companies in the GHG accounting as in the financial reporting. Hence, the consolidated GHG emissions include all emissions from subsidiaries where QIAGEN has financial control. Please refer to section General information, Sources of estimation and outcome uncertainty.

Scope 1 covers direct GHG emissions from the combustion of fossil fuels on the QIAGEN premises and by company vehicles. Scope 2 covers indirect GHG emissions originating from the external generation of electricity for our operational and business activities. They are reported using both a location-based and market-based approach. A market based calculation method for Scope 2 emissions reflects emissions calculated with the energy source mix used by each of our sites and is our first priority. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs and is only made when market-based is not available.

Scope 3 covers upstream and downstream emissions that occur along our value chain. The sub-categories are reported separately in the table Corporate Carbon Footprint (CCF) by Emissions Category shown above. We have initially assessed the applicable scope 3 categories in 2018 and monitor a potential re-assessment only in case a triggering event occurs since our overall business model has not changed.

As in 2023, we considered also in 2024 the following categories as relevant to our operations: Scopes 3.1. (purchased goods and services), 3.3. (energy-related activities), 3.4. (upstream and downstream transportation and distribution), 3.5. (waste in operations), 3.6. (business travel), 3.7. (employee commuting), 3.11. (use phase of sold products) and 3.12. (end of life treatment of sold products). Additionally in 2024, we included a new subcategory, 3.15. (Investments) in our emission calculations, due to new acquisitions.

In 2023, to manage our environmental performance effectively, we implemented a new tool to enable our individual facilities to collect and report their indicators, allowing for transparency and accurate reporting. Our consolidated environmental indicators for two consecutive years are shown in the table below. The data are also displayed as a ratio of consolidated net sales, for short- and long-term monitoring.

GHG intensity (market-based) per net sales	2024	2023 (unassured)	% (unassured)
Total GHG emissions (market-based) (tCO_2e)	334,410	351,424	(5)%
Total net sales in $ millions*	1,978	1,965	1 %
Total GHG emissions intensity (tCO_2e/ $ million)	169	179	(6)%

*Net sales as shown in Consolidated Income Statements

Environment

GHG intensity (location-based) per net sales	2024	2023 (unassured)	% (unassured)
Total GHG emissions (location-based) (tCO_2e)	345,667	366,999	(6)%
Total net sales in $ millions*	1,978	1,965	1 %
Total GHG emissions intensity (tCO_2e/ $ million)	175	187	(6)%

*Net sales as shown in Consolidated Income Statements

In 2024, both market-based and location-based GHG intensity per net sales decreased by 6%. We use the GHG intensity ratio, which looks at the amount of total GHG emissions including Scope 1&2 market-based emissions and all Scope 3 categories emissions in relation to our total net sales (net sales value was retrieved to calculate the GHG emission intensity).

Environment

EU Taxonomy

Under the Green Deal, the European Union is striving for a green transition of its economy. The deal calls for sustainable growth by mitigating climate change, protecting the environment and preserving biodiversity. To help reach its goal of climate neutrality by 2050, the European Union aims to redirect capital flows towards sustainable investments and projects.

The Taxonomy-Regulation is part of the EU Action Plan on Sustainable Finance and contains a classification system for environmentally sustainable business activities. Under the Regulation's disclosure obligations, companies will be required to disclose their share of Taxonomy-eligible and -aligned activities. This will increase transparency and allow investors to make decisions according to sustainability aspects.

The EU Taxonomy-Regulation defines six environmental objectives to which the economic activities listed in the Regulation and its delegated acts can contribute:

- climate change mitigation
- climate change adaptation
- sustainable use and protection of water and marine resources
- transition to a circular economy
- pollution prevention and control
- protection and restoration of biodiversity and ecosystems

The EU Taxonomy distinguishes between two levels: Taxonomy-eligibility and Taxonomy-alignment. Beginning in 2023, all six environmental objectives need to be considered. According to Article 8 of the Taxonomy-Regulation, in conjunction with the Delegated Acts for the reporting year 2024, key figures on turnover, operational and capital expenditures are to be reported for Taxonomy-eligible and Taxonomy-aligned economic activities. The tables provided within the Delegated Act on Article 8 are to be used for the presentation of the key figures.

Taxonomy-eligibility and taxonomy-alignment

An economic activity is Taxonomy-eligible if it fulfills the description given in the Delegated Act of the corresponding environmental objective. For Taxonomy-alignment, an economic activity must additionally comply with the technical screening criteria and minimum safeguards.

The technical screening criteria are composed of the substantial contribution criteria and the do no significant harm criteria:

- Substantial Contribution: Companies must meet defined technical requirements, for example regarding the level of CO_2 emissions of an economic activity.
- Do-No-Significant-Harm (DNSH): Companies must ensure that the contribution to one of the six environmental goals does not do significant harm to the environmental objectives. This must be verified through, for example, a climate risk analysis.

The underlying requirements for Substantial Contribution and DNSH are documented for each individual economic activity in the Delegated Act of the corresponding environmental objective. For the minimal social safeguards, an approach is set at the corporate level for every activity through which the reporting company must prove its compliance with the following frameworks:

- International Bill of Human Rights
- International Labor Organization Declaration on Fundamental Rights and Principles at Work
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises (OECD MNE Guidelines)

We did not collect evidence for the fulfillment of the Minimum Social Safeguards for 2024 but we are in the process of identifying any gaps to the respective requirements in line with the updated OECD guidelines with the aspect of Science, Technology and Innovation.

Determination of taxonomy-eligible business activities

In an initial screening, we examined our whole portfolio to determine relevant business activities. Our core business is not covered by the Climate Delegated

Environment

Act on the environmental objectives of Climate Change Mitigation and Adaptation that has been submitted to date. The Environmental Delegated Act was adopted in June 2023 during a comprehensive workshop where the business activities of the four new environmental objectives were assessed. We have identified specified activities related to the transition to circular economy and climate change mitigation which match our business model.

Environmental Objective	EO* Code	QIAGEN activity	Location
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	Renovation of existing buildings and/ or building new ones	CapEx
Installation, maintenance and repair of charging stations for electric vehicles	CCM 7.4	Installation of charging stations	CapEx
Construction of new buildings	CCM 7.1 CE 3.1	Construction of new buildings	CapEx
Renovation of existing buildings	CCM 7.2 CE 3.2	Renovation of existing buildings	CapEx
Acquisition and ownership of buildings	CCM 7.7	Leasing of buildings	CapEx
Manufacture of electrical and electronic equipment	CE 1.2	Purchases of new computer equipment	CapEx
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	Leased passenger cars/ own fleet	CapEx
Repair, refurbishment and remanufacturing	CE 5.1	Repair and refurbishment of sold instrumentation equipment	Turnover
Provision of IT/OT data-driven solutions	CE 4.1	Data visualization and mapping tools	Turnover

*EO stands for Environmental Objective where Climate Change mitigation is CCM and Circular Economy is CE.

All activities which QIAGEN defined as Taxonomy-eligible are allocated to the climate-change mitigation and circular economy objectives.

We use our internal reporting systems to assess defined KPIs and document them under standardized data queries to the extent possible, structuring the format to ensure we are not double-counting our economic activities when calculating turnover, CapEx, and OpEx.

We disclose the three KPIs below in adherence with Annex II of the Disclosure Delegated Act and also address the role of nuclear and gas activities as required under the Complementary Delegated Act of the EU Taxonomy.

Disclosure of the financial KPIs

Turnover

To determine the turnover KPI, the Taxonomy-Regulation requires that the net turnover, generated with business activities contributing to the respective environmental objective, is related to the net turnover of the QIAGEN Group as shown in the Consolidated Income Statements and information provided in Note 4 "Revenue" in the IFRS Annual Report. As QIAGEN's material, revenue-generating economic activities are not fully covered by the EU Taxonomy Regulation, the share of Taxonomy-eligible turnover is 10%.

Taxonomy eligible activities relating to 4.1 and 5.1 for the prior year have been retrospectively identified and the ratio of turnover eligible activities have been updated to present the correct comparable percentages for Taxonomy eligible turnover in the prior year (unassured). Accordingly, the ratio of turnover eligible activities has changed from previously 0% to 10% of total turnover (unassured).

With the exception of service activities related to provision of IT/OT data-driven solutions and software and repair, refurbishment and remanufacturing the Taxonomy Regulation and its Delegated Acts do not cover our core business or any other business activity from which QIAGEN generates turnover. In the prior year we did not disclose turnover related to these activities. We have updated this information for the current year, which now shows a 5% turnover for IT/OT data-driven solutions and software, as well as a 5% turnover for repair, refurbishment, and remanufacturing-related activities in the comparative period. We do not disclose turnover from product-as-a-service and other circular use and result-oriented service models as we have no possibility to determine the relevant turnover from our systems.

Environment

For individual measures as listed in categories 5.1 and 4.1, QIAGEN must also prove compliance with selected technical screening criteria and the minimum social safeguards despite the purchased character of the products. The alignment has not been further assessed for these eligible activities, primarily because the identified eligible activities are not material for our business model. In addition, there is currently insufficient data to further assess alignment criteria, due to the fact that it requires obtaining information from third parties and various external verifications. Hence compliance with the technical screening criteria and the minimal social safeguards cannot be ensured by QIAGEN at this time. Additionally, QIAGEN is currently in the process of collecting evidence for the fulfillment of the minimum safeguards.

Turnover as disclosed for EU taxonomy purposes agrees to the amount reported as net sales in the financial reporting (reference is made to the Consolidated Financial Statements of Income, Net Sales).

Environment

QIAGEN reports the following for 2024:

Fiscal Year	2024			Substantial Contribution Criteria						DNSH (Does Not Significantly Harm) Criteria									
Economic activities (1)	Code (2)	Turnover (3)	Proportion of Turnover, year N (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
		kUSD	%	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N	Y;N	Y; N	Y; N	Y; N	Y; N	Y;N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
n/a	n/a	—	— %														— %		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		—	— %	— %	— %	— %	— %	— %	— %								— %		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
				EL; N/ EL[b]	EL; N/ EL[b]	EL; N/ EL[b]	EL; N/ EL[b]	EL; N/ EL[b]	EL; N/ EL[b]										
Repair, refurbishment and remanufacturing	CE 5.1	91,329	5 %	N/EL	N/EL	N/ EL	N/ EL	EL	N/EL								5 %		
Provision of IT/OT data-driven solutions	CE 4.1	97,885	5 %	N/EL	N/EL	N/ EL	N/ EL	EL	N/EL								5 %		
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		189,214	10 %	— %	— %	— %	— %	100 %	— %								10 %		

Environment

Fiscal Year	2024			Substantial Contribution Criteria						DNSH (Does Not Significantly Harm) Criteria									
Economic activities (1)	Code (2)	Turnover (3)	Proportion of Turnover, year N (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
		kUSD	%	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N	Y;N	Y; N	Y; N	Y; N	Y; N	Y;N	%	E	T
A. Turnover of Taxonomy eligible activities (A.1+A.2)		**189,214**	**10 %**	**– %**	**– %**	**– %**	**– %**	**100 %**	**– %**								**10 %**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy- non-eligible activities		**1,789,001**	**90 %**																
Total		**1,978,214**	**100 %**																

a. Y - Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective; N - No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective; N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective.

b. EL – Taxonomy-eligible activity for the relevant objective; N/EL – Taxonomy-non-eligible activity for the relevant objective.

Environment

Capital Expenditures (CapEx)

To determine the Capital Expenditures (CapEx) KPI, the Taxonomy-Regulation requires that the capital expenditures for business activities contributing to the respective environmental objective are being brought into relation to the CapEx for tangible and intangible assets of the QIAGEN Group, including additions from business acquisitions. This considers net additions to property, plant and equipment (see Note 10 to the Consolidated Financial Statements), intangible assets (see other intangible assets, Note 12 to the Consolidated Financial Statements) as well as to right-of-use assets. In the prior year, we did not include additions related to business combinations for property, plant and equipment and intangible assets in the CapEx KPI. Regardless of the immaterial effect, we have updated the previous percentages in the table. Taxonomy eligible activities relating to 7.2, 7.7, 1.2 and 6.5 for the prior year have been retrospectively identified and the ratio of CapEx eligible activities have been updated to present the correct comparable percentages for Taxonomy eligible CapEx in the prior year. Accordingly the ratio of CapEx eligible activities has changed from previously 0.4% to 16 of total CapEx.

The Taxonomy-definition of CapEx considers additions in accordance with the following IFRS standards:

- Additions to tangible assets (IAS 16)
- Additions to intangible assets (IAS 38)
- Additions to right of use assets (IFRS 16)
- Additions to real estate which is kept as financial investment (IAS 40)

In this regard, we report purchased CapEx which is classified as “CapEx c)” in the Annex I of the Delegated Act to Article 8.

For purchased CapEx (CapEx c)) the relevant information about compliance with the Taxonomy-alignment criteria (substantial contribution, DNSH, minimum social safeguards) needs to be provided by the suppliers. The results of the respective queries were that the suppliers were not able to ensure their compliance with the alignment criteria.

For individual measures as listed in categories 1.2, 6.5, 7.1, 7.2, 7.3, 7.4 and 7.7, QIAGEN must also prove compliance with selected technical screening criteria and the minimum social safeguards despite the purchased character of the products. Compliance with the technical screening criteria and the minimal social safeguards cannot be ensured by QIAGEN at this time. Additionally, QIAGEN is currently in the process of collecting evidence for the fulfillment of the minimum safeguards.

The total CapEx under the EU taxonomy of $233.5 million is the sum of additions to property, plant and equipment of $76.5 million, additions to intangible assets of $112.8 million and right-of-use assets of $44.2 million. We have not recorded any business combination in the reporting period. These amounts are shown in the Balance Sheet within non-current assets in property, plant and equipment and other intangibles assets. Capitalized right of use assets are shown in right-of-use assets within non-current assets (reference is made to Consolidated Financial Statements, Consolidated Balance Sheets).

Environment

QIAGEN reports the following for 2024:

Fiscal Year	2024			Substantial Contribution Criteria						DNSH (Does Not Significantly Harm) Criteria									
Economic activities (1)	Code (2)	CapEx (3)	Proportion of CapEx, year N (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
		kUSD	%	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N	Y;N	Y; N	Y; N	Y; N	Y; N	Y;N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
n/a	n/a																		
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)			— %	— %	— %	— %	— %	— %	— %	N	N	N	N	N	N	N	— %		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/ EL[b]	EL; N/ EL[b]	EL; N/ EL[b]	EL; N/ EL[b]	EL; N/ EL[b]	EL; N/ EL[b]										
Construction of new building [c]	CCM 7.1 CE 3.1	14,377	6 %	EL	N/EL	N/ EL	N/ EL	N/EL	N/EL								— %		
Renovation of existing building [c]	CCM 7.2 CE 3.2	6,242	3 %	EL	N/EL	N/ EL	N/ EL	N/EL	N/EL								5 %		
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	2,886	1 %	EL	N/EL	N/ EL	N/ EL	N/EL	N/EL								— %		
IMR of charging stations for electric vehicles	CCM 7.4	2	— %	EL	N/EL	N/ EL	N/ EL	N/EL	N/EL								— %		
Acquisition and ownership of buildings	CCM 7.7	42,808	18 %	EL	N/EL	N/ EL	N/ EL	N/EL	N/EL								7 %		

Environment

Fiscal Year	2024			Substantial Contribution Criteria						DNSH (Does Not Significantly Harm) Criteria									
Economic activities (1)	Code (2)	CapEx (3)	Proportion of CapEx, year N (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
		kUSD	%	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N; N/ EL[a]	Y;N	Y;N	Y; N	Y; N	Y; N	Y; N	Y;N	%	E	T
CE Manufacture of electrical and electronic equipment	CE 1.2	2,466	1 %	N/EL	N/EL	N/ EL	N/ EL	EL	N/EL								1 %		
Transport by motorbikes, passenger cars and light commercial vehicles	CCM 6.5	6,705	3 %	EL	N/EL	N/ EL	N/ EL	N/EL	N/EL								3 %		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		75,486	32 %	97 %	– %	– %	– %	3 %	– %								16 %		
A. CapEx of Taxonomy eligible activities (A.1+A.2)		**75,486**	**32 %**	**97 %**	**– %**	**– %**	**– %**	**3 %**	**– %**								**16 %**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy- non-eligible activities		**158,062**	**68 %**																
Total		**233,548**	**100 %**																

a. Y - Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective; N - No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective; N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective.

b. EL – Taxonomy-eligible activity for the relevant objective; N/EL – Taxonomy-non-eligible activity for the relevant objective.

c. Construction of new building (CCM 7.1, CE 3.1) and renovation of existing building (CCM 7.2, CE 3.2) primarily relates to climate change mitigation (CCM) and not circular economy activities (CE).

d. Proportion of CapEx/Total CapEx

Environment

Environmental Objective	Taxonomy-aligned per objective	Taxonomy-eligible per objective
Climate Change Mitigation (CCM)	— %	31 %
Climate Change Adaptation (CCA)	— %	— %
Water and Marine Resources (WTR)	— %	— %
Circular Economy (CE)	— %	10 %
Pollution Prevention and Control (PPC)	— %	— %
Biodiversity and ecosystems (BIO)	— %	— %

Operating Expenses (OpEx)

The Taxonomy-definition of OpEx differentiates significantly from the common financial definition. It considers non-capitalized expenditures that relate to research and development, building renovation measures, short-term leases, maintenance and repairs, and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment by the undertaking or third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets.

In line with the Delegated Act on Article 8 (Section 1.1.3.2) as well as the FAQ document published in December 2022 by the European Commission (Commission Notice 19 December, 2022, question 13), the operating expenditures as defined according to the Taxonomy Regulation are not material for QIAGEN's business model.

The total value in the OpEx denominator is 2.8% of total operating costs and is therefore classified as immaterial. The Taxonomy-eligible or Taxonomy-aligned costs for the OpEx numerator can be reported as zero due to the immateriality of the denominator. Thus, QIAGEN's Taxonomy-eligible and Taxonomy-compliant share of operating costs is 0%.

Environment

QIAGEN reports the following for 2024:

Fiscal Year	2024			Substantial Contribution Criteria						DNSH (Does Not Significantly Harm) criteria									
Economic activities (1)	Code (2)	OpEx (3)	Proportion of OpEx, year N (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaption (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) turnover, year N-1 (18)	Category enabling activity (19)	Category transitional activity (20)
		kUSD	%	Y;N; N/EL[a]	Y;N; N/EL[a]	Y;N; N/EL[a]	Y;N; N/EL[a]	Y;N; N/EL[a]	Y;N; N/EL[a]	Y;N	Y;N	Y; N	Y; N	Y; N	Y; N	Y;N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
n/a	n/a	—	— %														— %		
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		—	— %	— %	— %	— %	— %	— %	— %								— %		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
				EL; N/EL[b]	EL; N/EL[b]	EL; N/EL[b]	EL; N/EL[b]	EL; N/EL[b]	EL; N/EL[b]										
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	— %	— %	— %	— %	— %	— %	— %								— %		
A. OpEx of Taxonomy eligible activities (A.1+A.2)		**0**	**— %**	**— %**	**— %**	**— %**	**— %**	**— %**	**— %**								**— %**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy- non-eligible activities		**20,642**	**100 %**																
Total		**20,642**	**100 %**																

a. Y - Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective; N - No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective; N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective.

b. EL – Taxonomy-eligible activity for the relevant objective; N/EL – Taxonomy-non-eligible activity for the relevant objective.

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QIAGEN's absolute OpEx (in accordance with the Taxonomy Regulation definition) is immaterial when compared with QIAGEN's absolute OpEx (in accordance with the financial accounting definition). In this case, the numerator can be disclosed as zero and all figures are 0%.

Nuclear and fossil gas related activities

Under the requirements of the Disclosure Delegated Act and latest European Securities and Markets Authority's (ESMA) enforcement priorities, QIAGEN reports the following table on nuclear and gas activity:

	Nuclear energy related activities	Yes / No
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No

	Fossil gas related activities	Yes / No
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

Environment

Resource use and circular economy

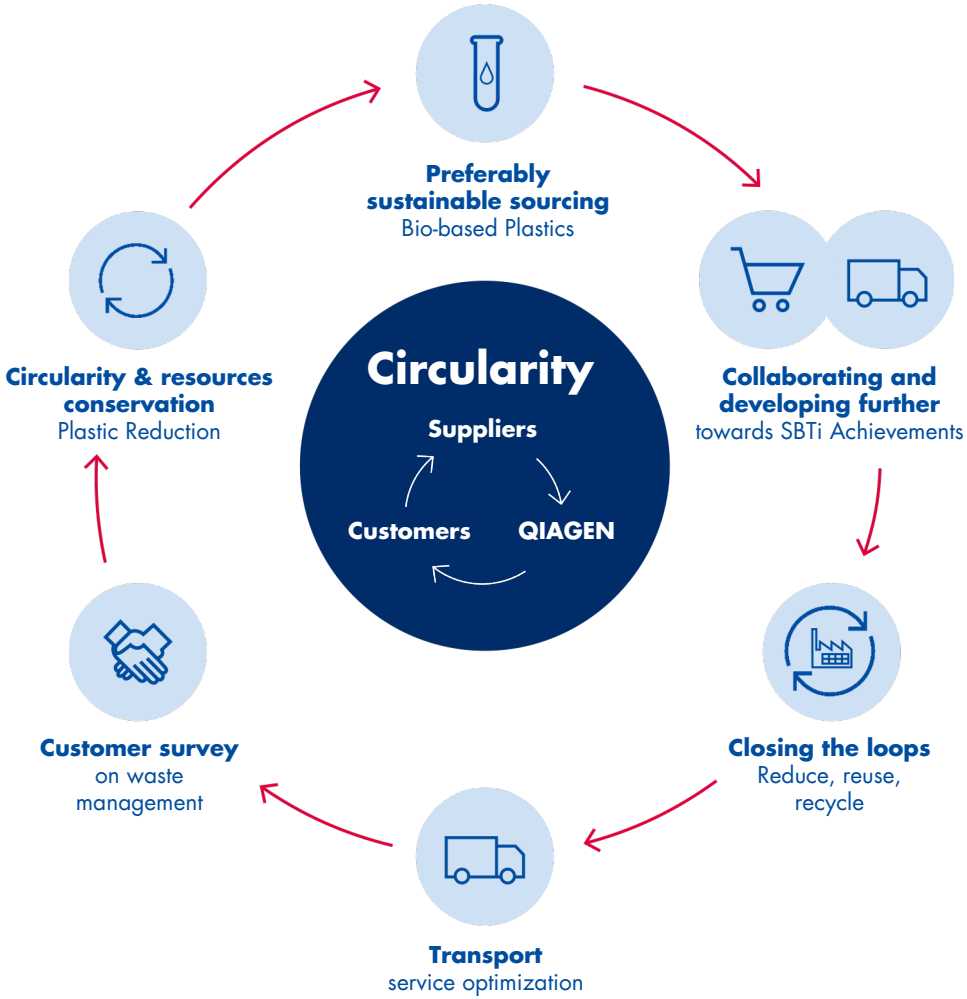
Our approach

By thoughtfully reassessing the resources we utilize and the impacts generated by our products and services, we aim to promote circularity and resource efficiency. Additionally, we strive to stimulate the development of more eco-friendly products with a reduced negative impact on the environment, such as those made from recyclable materials. Since plastic is a main raw material we use, it plays a significant role in our resource efficiency and circularity measures. The responsibility for implementing actions towards circularity lies within several areas, including procurement, logistics, production, research and development, service, and sales. Integration of circularity and resource efficiency within our daily production and product development processes aims to contribute to our climate change mitigation and emission reduction efforts. Our emphasis on circular economy is underscored by the creation of the role of Associate Director for Climate and Circularity in 2024.

Technical, regulatory, safety, and hygiene standards necessitate the use of plastics in the production of many of our products, as well as for transport and packaging. We are actively working to reduce plastics without compromising product quality. To mitigate the adverse environmental impacts caused by plastic in transport, packaging and products, we adopted a "replace – reduce – reuse – recycle – recover"- approach.

In our double materiality assessment for 2024, as defined in the chapter General Information, Double materiality analysis, we identified the following negative impacts, risks and opportunities, related to circular economy as shown in the table below:

Introduction of Circularity Throughout The Value Chain



Environment

	Description	Allocation in the value chain	Time horizon	Topic Sub-topic Sub-sub-topic
Actual negative impact	Depletion of resources (use of virgin raw material; not enabling alternative secondary raw materials) and cause of pollution due to use of fossil based materials or non-renewable resources (especially oil, gas), which leads to emissions and pollution in nature (destruction of biodiversity, land-use, increase in emissions (CC) etc.)	Upstream	Short-term	E5 Resource use and circular economy - Resource inflows, including resource use
Risk	Customers choose other suppliers or our company is removed from the supplier list if other suppliers can provide better and more environmentally friendly products	Downstream; own operations	Long-term	E5 Resource use and circular economy - Resources inflows, including resource use; Resource outflows related to products and services
Risk	Higher costs could occur as many recycled /secondary alternatives are currently only available at a premium and are more expensive	Upstream	Short-term	E5 Resource use and circular economy - Resources inflows, including resource use; Resource outflows related to products and services
Opportunity	Optimized usage of material through the Recycle, Reuse, Reduce (3R) -principles in closing material loops (incl. materials, logistics) which leads to lower sourcing costs	Own operations	Long-term	E5 Resource use and circular economy - Resources inflows, including resource use; Resource outflows related to products and services
Opportunity	Reduced logistics and operational costs due to lighter weight, thinner materials, and smaller packaging	Along the whole value chain	Medium-term	E5 Resource use and circular economy - Resources inflows, including resource use; Resource outflows related to products and services
Opportunity	Increased product demand as products with a lower carbon footprint and circularity features are more geared towards the expectations of our customers	Downstream	Medium-term	E5 Resource use and circular economy - Resources inflows, including resource use; Resource outflows related to products and services
Actual negative impact	Environmental burdens, via spreading into soil and aqueous environment in solid or leachate form, can occur through improper waste handling and disposal in landfills or by incineration	Own operations and downstream	Short-term	E5 Resource use and circular economy - Waste
Risk	Increasingly stringent environmental regulations in Europe and the United States may require stricter controls on emissions, waste disposal, and resource use. Non-compliance could result in fines and operational disruptions	Along the whole value chain	Medium-term	E5 Resource use and circular economy - Resource outflows related to products and services; Waste

Environment

While reduced logistics costs and increased product demand were identified, we do not expect them to significantly impact QIAGEN's financial position, necessitating material adjustments to our financial statements in the next year. Initial investment costs, slow customer adoption, and implementation challenges may delay savings, while accounting practices and external economic conditions could further obscure potential benefits.

Targets

Plastics

Since the plastics are QIAGEN's main material-based emission source, we have expanded the scope of our targeted plastic savings to include transport packaging, primary product packaging, and operational plastic waste.

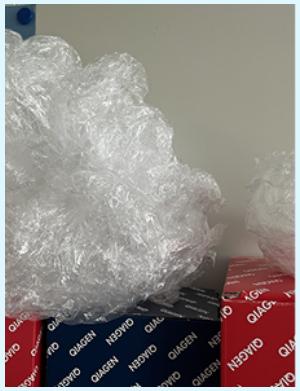
Plastic footprint reduction

Reduce

Replace

Recycle

Plastic savings in 2024



>25 tons reduction

in 2024

Environment

Material impacts from plastics stem from the depletion of resources through the use of fossil based, non-renewable resources. We set and met our corporate project-related target in 2024 of more than 20 tons of plastic reduction, with an absolute reduction of 25.7 tons. The 2024 plastic KPI is measured by adding together the savings of all ongoing plastic reduction projects connected to product, operational and transportation plastic. We achieved this target by expanding our actions beyond our QIAwave product line to other products.

With our corporate target, we focus on reducing primary plastic materials such as styrofoam, cling wrap, and plastic trays, and replacing them with renewable materials or eliminating them with innovative approaches. While these approaches take the interests of customers directed towards more eco-friendly products into consideration, we did not involve external stakeholders in the target setting process. Responsibility for respecting the identified plastics footprint target is allocated at Global Technical Operations. The plastics reduction working group monitors the progress, with regular reporting and accountability measures in place.

For our projects in 2025, we have set a target to achieve an absolute plastic savings of more than 25 tons. To work towards this goal, our plastic reduction working group regularly collects and evaluates project ideas. These projects aim to reduce plastic usage in various areas, including transportation packaging, product plastic components, and operational processes. One specific initiative involves using thinner, pre-stretched plastic foil for wrapping pallets. These targets align with identified material sustainability impacts, risks, and opportunities related to resource use. For example using less material and products with a lower plastic footprint positively contributes to the identified opportunities of lower logistics costs and an increased demand for products with a lower emission footprint. Currently, there is no financial effect as we have not yet considered how these opportunities and risks are accounted for.

While we have not yet defined additional targets in 2024, we plan to do so in 2025. For the optimized use of other materials, we are nevertheless working on incorporating more recycled materials in our product portfolio, also with regard to packaging (read more in the section Portfolio and product development below).

Waste management

In 2024, we gathered further data on which waste disposal methods were used to enable identification of waste targets to reduce further waste going to landfill and incineration by 2030. We do not have waste targets yet in place but worked on the definition of them in 2024 and will get them approved in 2025. Waste targets will be used to steer improvements such as recycling, recovery and reuse at our operational sites.

Policies

Plastic

In support of our reduction efforts, we adopted a Plastic Policy in 2024, pointing out circularity aspects by referring to the principles of replace, reduce, reuse, recycle and recover, considering the waste hierarchy. The policy is available to all employees and outlines how QIAGEN can reduce its depletion of resources impact by implementing alternative materials and feedstocks or replacing single-use plastics with reusable, durable, repairable items for the opportunity of optimized usage of materials.

The Plastic Policy outlines our actions - primarily in QIAGEN's own operations - to reduce the plastic footprint caused by QIAGEN's products and business activities, thereby reducing the use of environmentally harmful substances and non-renewable resources:

- investigating and implementing alternative materials,
- labeling our products accordingly and providing recycling instructions,
- integrating the design-for-recycling requirements into the product development process,
- replacing single-use plastics with reusable, durable, repairable items,
- amending product development standard operational procedures (SOPs)

The policy is applied across the organization, and the Plastic Working group, a sub group within the Climate Working group, is accountable for its implementation and the monitoring of impacts of projects connected to the use of plastic. The policy addresses actions that occur in the upstream

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(e.g., sourcing alternative materials) and downstream value chain (e.g., recycling instructions for end-users).

Waste management

Our operational waste is generated primarily from production, research and development activities conducted at our sites.

Our waste is classified into two main waste streams non-hazardous and hazardous. Hazardous waste consists of electronic, electrical, chemical and biological waste and non-hazardous consists of paper, cardboard, plastic, glass, and compostable waste.

To prevent the negative impact of improper waste handling and disposal into landfills, we have internal controls at our sites designed to ensure compliant storage, removal and disposal at end of life.

We have global procedures for the management of waste, which instruct our sites to apply the theory of waste hierarchy to minimize waste and implement waste management practices at their site. The waste hierarchy comprises the prevention of waste, the reuse of materials, the recycling of materials, the recovery and disposal of waste.

The local sites apply these procedures with documented internal controls which are specific to the waste streams produced at their site. The site leadership are responsible for implementation aiming at reducing the risk of non-compliance with increasingly stringent regulations and to avoid fines or operational disruptions.

Actions and resources related to resource use and circular economy actions

Plastic

Through various interactions with our customers, such as events, surveys, and calls with investors, we have received feedback indicating that there is an expectation for us to invest in alternative materials and environmentally conscious solutions while staying cost sensitive. With our decision to minimize the use of plastic we aim to reduce the risk of customers choosing other suppliers if they can provide better and more environmentally friendly products. By developing products with a lower carbon footprint and circularity features we create an opportunity for an increased product demand as those products are more geared towards the expectations of our customers. Our global cross-functional plastic reduction team is working on identifying opportunities to diminish plastic and explore alternative materials, which are e.g. resource efficient, recyclable and/or renewable while remaining mindful of cost considerations.

In order to identify biggest leverage we conducted an initial assessment in 2019, a life cycle assessment (LCA) in 2021 of the QIAamp DNA Mini Kit, one of our bestselling products. The detailed report on the LCA can be found on our sustainability website. Based on the results, we received confirmation that plastic within our kits is the main contributor to our CCF. That is why we have focused our Strategy and business model on plastics.

Portfolio and product development

Our plastics target focuses on minimizing primary raw materials, but we also consider circular economy aspects in the design and development of our products by incorporating recycled materials into our products and dematerializing plastics in products and packaging. Optimized use of materials can also be achieved through closing material loops, including materials used and alternative logistic options.

In 2024 we launched additional QIAwave products – new versions of the legacy kit. They require less material than standard kits. In addition, the collection tubes in the QIAGEN QIAwave kits are made from 100% recycled material. The QIAGEN QIAwave kits are packaged in FSC-certified cardboard boxes and polyethylene and low-density polyethylene plastic bags. The blister packs have been removed from the packaging as part of QIAGEN's dematerialization efforts in the upstream value chain. In addition, the FSC-certified boxes are considered as a reliable chain of custody certification. This enables approximately 77% recycled content in the entire packaging system.

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Besides packaging actions, we analyzed client delivery levels to reduce our emissions. For example, we observed the potential to streamline multiple same client deliveries and to use less packaging material.

Processes and indicators for circular design are still being developed to address the design for circularity, increased use of recycled content, bio-based content, substances of concern and resource flows associated with products and services.

For further support to our product development teams we started the process of developing of sustainable development guidelines in 2024. They will be further specified as we consider the integration into the product development processes. A project team has been established to ensure a harmonized approach.

Circularity and lifecycle analytics

In 2024, several studies and LCAs were commissioned to better understand GHG emissions and circularity economy related aspects of our business and optimize our products.

In 2024, we additionally analyzed the circularity status of the QIAamp DNA Mini Kit according to the Cradle-to-Cradle® design principles in collaboration with an accredited external partner. The results revealed suitability of plastics and paper respectively cardboard packaging for recycling. A PVC phase out is recommended and labels need to be investigated. The analysis also revealed the potential to apply recycled or bio-based polyolefins as feedstock. No topics requiring remedy were identified during the assessment. The results of the circularity assessment guide our journey to optimize resource efficiency and Scope 3 emissions regarding the up- and downstream value chain. With improved data, we are now able to measure the impact of reducing plastic and to prioritize our activities based on optimization potentials in the next years.

The estimated recyclability of our products is over 70%. This estimation was specifically focused on one of our best-selling products, the QIAamp DNA Mini Kit, which represents the consumables category. The analysis considered the main materials used in the kit: plastics and paper, which together account for more than 80% of the kit's weight. For more details, please refer to the Life Cycle Assessment (LCA) of the QIAamp DNA Mini Kit available on our website at www.qiagen.com/sustainability.

The overall recyclability was calculated based on these key components. In the next step, we will analyze the recyclability of our top-selling products and their packaging in more detail in the mid-term.

For one of our instruments, QIAStat Dx, an LCA was performed in 2024 by an accredited scientific partner. The LCA provided actionable insights into the instrument's environmental impact and areas for improvement regarding the up- and downstream value chain. Planned actions include evaluating the recommendations derived from the LCA to improve material efficiency and reduce the instrument's carbon footprint, contributing to QIAGEN's broader sustainability targets. Potential changes shall be implemented over the next years. So far, no topics requiring remedy were identified, as the LCA focuses on identifying preventive measures for potential environmental impacts optimization.

Biobased pilot project

In 2024, we launched a bio-based polypropylene (PP) pilot project. This decision followed the validation of its carbon footprint by Fraunhofer ICT by means of a LCA. The project focuses on sourcing sustainable materials within the upstream value chain and applies to our global operations. In 2025, we will run the pilot project to check the applicability. Based on the outcomes, we will determine the future scale of bio-based PP use which could offer a promising alternative for our products.

The LCAs and circularity assessment commissioned in 2024 improve our data baseline and identify optimization hotspots. The LCA of the bio-based PP pilot project in 2024 revealed that the emission factor of the supplier needed to be adapted. This shows that additional scientific validations are needed to steer and implement circular economy strategies.

Waste management actions

In 2024, we conducted a pilot study on the potential to conduct pyrolysis, a chemical recycling process. For our plastic waste stream produced at the

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production site in Hilden Germany, it demonstrated the potential for transforming plastic laboratory waste into high-quality pyrolysis oil, which could then be reintegrated into the chemical industry's production feedstock.

In 2025, we plan to continue to conduct feasibility technical assessments to investigate with potential suppliers of pyrolysis technology and to ascertain how we can transition from incineration to pyrolysis for the plastic waste generated at both Hilden and Germantown by the end of 2025.

Materials used (resource inflows)

Please refer to the definitions and methodology below. The extrapolated total weight of technical and biological materials used for manufacturing products, including product packaging, and providing services in 2024 was 8,867 tons.

The total share of biological materials is planned to be determined mid-term. For packaging we used 902 tons of cardboard. Furthermore, we used 0.3 tons of enzymes for our products. The weight of the reused or recycled secondary materials used for product manufacture incl. packaging and services was 334 tons, accounting for 3.8% of the total materials.

In 2023, the waste collection tubes contained 386 kg of recycled plastic (unassured). In 2024, waste collection tubes contained 2,741 kg of recycled plastic. Recycled content in cardboard packaging was 331 tons in 2024.

Resource inflows: Methodologies and definitions

- The weight of products and materials used was determined using raw material data from the Hilden and Germantown sites, as recorded in SAP. This data was then extrapolated based on the sales data ratio from all QIAGEN sites. Additionally, the weight of cardboard used in external logistics was included in the total sum.
- The weight of renewable input materials sourced from regenerative origins was calculated for both cardboard and enzymes used. The data for cardboard from the Hilden site was extrapolated based on the sales data ratio across all QIAGEN sites. For enzymes, actual data was utilized, applying assumptions to standardize the measurement units.
- The weight of reused or recycled (non-virgin) products and materials mentioned above was calculated with actual data.

Resource outflows: Waste management

	2024	
Waste production by type (in tons)	Total	Percentage
Non-hazardous waste	1,054	70 %
Hazardous waste	444	30 %
Total waste	**1,498**	**100 %**
Recycled:		
Non-hazardous waste recycled	767	73 %
Hazardous waste recycled	23	5 %
Total recycled waste	**790**	**53 %**

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Waste production by type (in tons)	Total	2024 Percentage
Non-hazardous waste:		
Non-recycled waste:		
Anaerobic digestion	24	2 %
Composting	9	1 %
Incineration (mass burn)	71	7 %
Landfill	183	17 %
Total non-recycled waste	287	27 %
Recycled waste:		
Recovery, including energy recovery	448	43 %
Recycling	319	30 %
Total recycled waste	767	73 %
Total non-hazardous waste	**1,054**	**100 %**
Hazardous waste:		
Non-recycled waste:		
Incineration (mass burn)	398	90 %
Landfill	3	1 %
Medical waste incinerated	20	4 %
Total non-recycled waste	421	95 %
Recycled waste:		
Recovery, including energy recovery	7	1 %
Recycling	16	4 %
Total recycled waste	23	5 %
Total hazardous waste	**444**	**100 %**

Resource outflows: Methodologies and definitions

- Based on actual data for the main manufacturing sites with the widest portfolio, we have analyzed hazardous and non-hazardous waste data. We then extrapolated this data to all other manufacturing sites.
- Subsequently, we incorporated data for all of our largest principal supply chain entities. We do not anticipate material impacts from sales entities, as they do not hold significant stock in their warehouses; all deliveries are shipped directly from the principal supplying hub to the customer. However we have added 5% to the result, net.

Resource outflows: End-of-life treatment of sold products

End-of-life treatment of sold products includes all products sold to the market, including packaging. Our main products are consumable products (sample and assay kits for Life Sciences and Diagnostics), instruments and automation systems.

Our assays typically consist of plastic tubes containing reagents and buffers. Plastic components are one key material and are generally disposed of after use due to contamination with samples considering local regulations. It is assumed that non contaminated plastic components and packaging are discarded in the markets where they are sold and that the end-of-life treatment follows the general procedures of the household and regulated waste for each market.

With the One-Time Services for instruments, QIAGEN offers a range of flexible solutions for laboratories. The QIAGEN service team works closely with clients to ensure instruments run smoothly during the product life-time. The average life-time for instruments is 5-10 years. QIAGEN offers following services to extend the life-time of instruments:

- Preventive Maintenance and Inspection Services to maintain the reliability and full functionality of instruments

Environment

- Original manufacturer's parts to ensure quality replacements
- Instrument repairs to ensure proper functioning and maintain uninterrupted laboratory operations.

To measure the repairability of our Instruments, QIAGEN tracks "Mean Time Between Repair (MTBR)." This data is collected for each instrument group and enables us to monitor our repairability actions.

As a supplier, manufacturer and distributor of medical equipment (instruments) which is classified as Electrical and Electronic Equipment (EEE) and Battery Containing Devices (BCD), we recognize our Extended Producer Responsibility (EPR) responsibilities based on worldwide regulations.

We endeavor to ensure that our branded electrical and electronic products are managed responsibly at the end of life by collaborating with the Reverse Logistics Group Recycling Network Europe (RLG RENE GmbH) organization.

Our collaboration with RENE RLG for the collection of EEE ensures that these items are treated according to the principles of environmental protection, which include recycling within the country of collection. In accordance with country-specific requirements, QIAGEN subsidiaries are registered with the respective authority or take-back program. Details can be consulted on our website.

Social

At QIAGEN, we recognize that our employees are the foundation of our success. The long-term growth and achievements of our company rely on the expertise, dedication, and contributions of our workforce. Our approach prioritizes attracting, developing, and retaining high-performing employees based on their skills, experience, and merit. We are committed to respecting equal opportunity for all individuals, fostering a work environment where talent, performance and professional development drive career progression.

11
local employer of choice awards

0.36 DART
reduced number of incidents that result in Days Away, Restricted and Transferred Work

100%
score on 2024 Corporate Equality Index (CEI)

Social

Own Workforce

This chapter is structured into three main topics: QIAGEN as an employer of choice, Diversity and Inclusion, and Occupational Health and Safety.

QIAGEN as an employer of choice

QIAGEN has more than 5,700 employees (see Management Report, section Employees) representing 75 nationalities across 35 sites in more than 25 countries. Our workforce comprises sales representatives, employees in research and development, in administrative services as well as employees working at our production sites.

Additionally, QIAGEN engages external personnel in specialized fields such as production, logistics, software engineering, IT, and communications.

Our approach

At QIAGEN, we recognize that our employees are the foundation of our success. The long-term growth and achievements of our company rely on the expertise, dedication, and contributions of our workforce. Our approach prioritizes attracting, developing, and retaining high-performing employees based on their skills, experience, and merit. We are committed to respecting equal opportunity for all individuals, fostering a work environment where talent, performance, and professional development drive career progression.

QIAGEN aims to be successful in talent attraction and is continuously looking to hire qualified and motivated candidates with excellent skills, experience, and potential.

QIAGEN is also dedicated to developing a global highly skilled workforce that can drive long-term business success. We believe that employee growth is achieved through hands-on experience, structured learning, and collaborative knowledge-sharing. We therefore aim at creating a global learning culture that enables employees to advance in their careers based on skill development and performance.

As we adapt to technological advancements and evolving market demands, we emphasize continuous learning, leadership development, and workplace innovation. This transformation requires both individual and collective adaptability, paying close attention that all employees—regardless of background—have the tools and resources necessary to advance their careers.

Our workforce-related impacts: working conditions

In our 2024 double materiality analysis, the process of which is detailed in the section General Information, we evaluated actual and potential material positive and negative impacts. No material risks and opportunities were identified.

QIAGEN is continuing to work on improving its overall global recruiting processes to adapt in a dynamic and competitive field of talent attraction. Extra work and overtime carried out by an understaffed workforce, results in employee dissatisfaction up to stress-related illnesses and in general, creates an insufficient work-life balance.

Constant investment in employee development programs and employee engagement is our contribution to enhance employee satisfaction and motivation.

Regarding our workforce and working conditions, we have identified both positive and negative impacts. Targeted employee development and engagement can contribute positively to employee satisfaction and motivation. However, unstaffed positions have had a negative impact. These effects apply to the entire workforce, and no specific group of employees has been identified as particularly vulnerable.

Social

	Description	Allocation in the value chain	Time horizon	Topic Sub-topic Sub-sub-topic
Potential positive impact	Contribution to employee satisfaction and motivation through diverse employee development actions and engagement tools	Own operations	Short-term	S1 Own workforce Equal treatment and opportunities for all, Training and skills development
Actual negative impact	Higher workload and overtime due to varying market conditions resulting in employee dissatisfaction, stress-related illnesses as well as insufficient work-life balance	Own operations	Short-term	S1 Own workforce Working conditions

Social

Targets

We utilize an annual global Pulse Check (employee survey) and monitor turnover rates as tools and indicators to track the efficiency of our actions. These measures help our programs to be effective and support continuous development of our employees. In 2024, we met our global target, set by the Executive Committee, with a minimum of one award per region, to align and be recognized externally for our successful efforts to be an employer of choice.

Top Employer Institute, a global authority on recognizing excellence in people practices, awarded 'Top Employer' for Germany and Poland. Additionally, 'Best Workplaces', employing an independent, anonymous, research backed employee experience survey, recognized 9 of our subsidiaries as a Great place to Work: Brazil, Mexico, US, UK, Greater China, Hong Kong, Philippines, Taiwan, UAE. This target was monitored by the Executive Committee throughout the year and can be reviewed anytime by management on internal dashboards.

Our commitment to excellence also extends to our QIAGENers

QIAGEN – Great Place To Work

Germany

top EMPLOYER DEUTSCHLAND GERMANY 2024 CERTIFIED EXCELLENCE IN EMPLOYEE CONDITIONS

Poland

top EMPLOYER POLSKA POLAND 2024 CERTIFIED EXCELLENCE IN EMPLOYEE CONDITIONS

USA

Great Place To Work. Certified NOV 2024-NOV 2025 USA

Mexico

Great Place To Work. Certificada MAR 2024 - MAR 2025 México

Brazil

Great Place To Work. Certificada Out/2023 - Out/2024 BRASIL

UK

Great Place To Work. Certified UK

Hong Kong

Great Place To Work. Certified OCT 2023-OCT 2024 HKG

Philippines

Great Place To Work. Certified Sep 2024 - Sep 2025 PH

Taiwan

Great Place To Work. Certified OCT 2023-OCT 2024 TWN

China

Great Place To Work. Certified OCT 2023-OCT 2024 CHN

UAE

Great Place To Work. Certified NOV 2024-NOV 2025 UAE

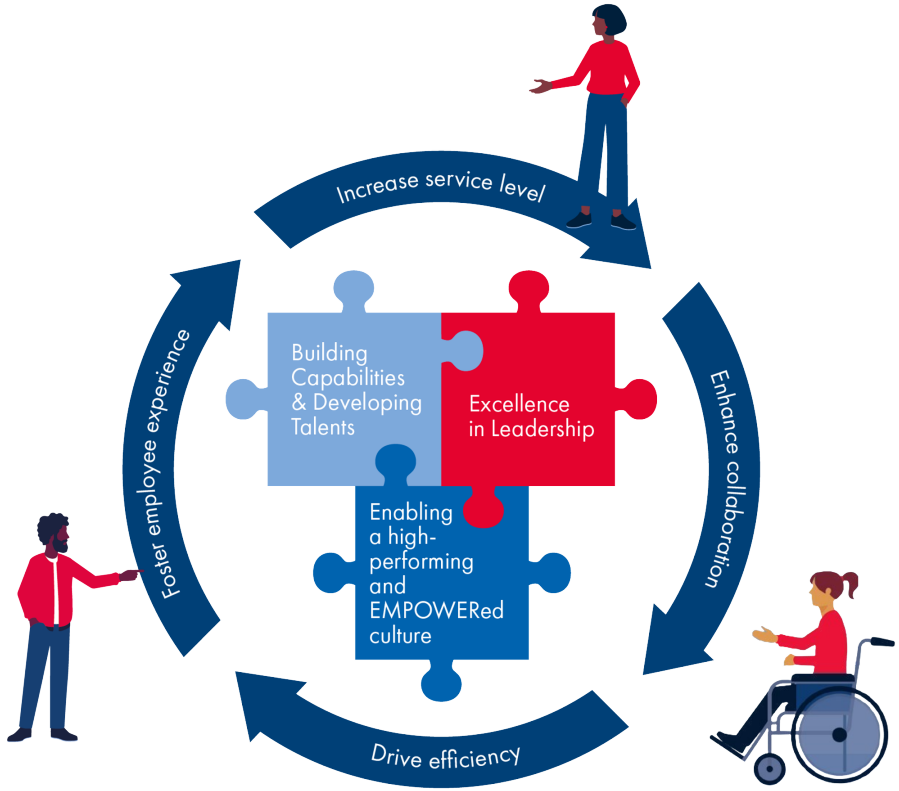
Social

Policies

Our Talent Acquisition Policy applies to QIAGEN employees globally and governs all aspects of recruitment, targeting fair hiring processes, regulatory compliance, and workforce planning. The Director Head of Talent Attraction and Acquisition is accountable and oversees its implementation, reporting to the Senior VP Head of HR.

Our Global HR Learning and Development Policy, of which the Senior Director Head of Learning and Development is accountable, reporting to the Senior Vice President Head of HR, applies to QIAGEN employees globally and governs aspects of employee training and professional development, including:

- Learning Programs – Providing employees with structured training modules, workshops, and online courses to enhance technical and leadership skills.
- Coaching & Mentoring – Offering mentorship programs to support career growth and leadership development.
- Performance Feedback Tools – Equipping employees with assessment resources to track their professional progress and career potential. All employees participate in regular performance and career development reviews



Social

General processes for workforce engagement and remediation

To encourage transparency, accountability, and workforce engagement, the following channels are established for all employees globally, to provide feedback and report concerns:

- Direct Reporting to HR and Management – Employees globally can raise concerns directly with HR representatives, line managers, or works councils (the Senior Vice President, Head of Human Resource is accountable).
- QIAGEN Integrity Line – Our global.confidential, anonymous reporting platform is available publicly online. The Vice President Head of Legal Affairs and Compliance is accountable for this reporting channel. In general, around ten individuals from the Compliance team are tasked with duties related to the QIA Integrity Line. All reports are thoroughly investigated, monitored, and documented (read more about the QIAintegrity Line including remediation in the chapter Business Conduct). QIAGEN employees are made aware of the QIAintegrity Line through QIAverse, internal Sharepoint, and our webpage.

Actions

Annual Pulse Checks

Our global annual workplace Pulse Check, an employee survey is designed to gather feedback on a variety of employee topics including workplace conditions, sustainability and leadership effectiveness, is conducted with all employees globally via an independent platform which all employees can access anonymously. The Senior Director Head of Global Employee Engagement reporting to the Senior Vice President, Head of HR, holds responsibility for this. The findings are shared at both global and local Town Halls, along with action plans to influence QIAGEN's engagement approach.

Recruitment

Enhancing global recruiting strategies has been a focus in 2024. Particularly, QIAGEN engaged in these key activities:

- Internal Career Advancement – Employees received bi-weekly updates on open positions, ensuring equal access to career development opportunities.
- Recruitment Training – In 2024, we introduced interview and communication skills training for employees involved in recruitment. In 2025, we will launch specialized interview training for hiring managers to reinforce merit-based selection practices.
- Objective Hiring Assessments – We have implemented psychometric assessments for upper management positions to improve decision-making and unbiased hiring. These assessments evaluate candidates' professional competencies, workplace behavior, and leadership potential, enabling that selections are based on qualifications and cultural fit rather than subjective criteria.
- Recruitment Feedback – In 2024, we developed a feedback questionnaire to gather insights from both candidates and hiring managers. We plan to pilot this initiative in early 2025.

Employee development

In 2024, we have globally prioritized the development of leadership capabilities alongside advancing our employee development models.

Key actions 2024 included:

Career Pathway Expansion – In 2024, we expanded our career pathways, allowing employees to take ownership of their professional development, with support from leadership teams.

70:20:10 Learning Model – Our training framework emphasizes 70% learning from experience, 20% from collaboration, and 10% from structured education, ensuring a comprehensive approach to workforce development.

Employee benefits & Social protections

QIAGEN is committed to supporting employee well-being through social protections and benefits, to promote fair working conditions and support work-life balance. Globally we have a minimum primary care parental leave and family related support that is provided to all employees regardless of gender or marital status.

Social

We provide:

- Wages and working hours compliance
- Social Protections – Covering sickness, employment injury, and retirement
- Family-Related Leave Options – Including maternity/paternity leave, marriage leave, compassionate leave, and childcare leave
- Global Employee Assistance Program (EAP) – Free, confidential service for mental health, family care, legal, and financial support
- Special leave for volunteering

Commitment to Human and Labor Rights

As a European Union-based company with international operations, we recognize international and local labor laws and employee rights regulations. QIAGEN upholds human rights and labor protections as fundamental principles that safeguard individual dignity, freedom, and fairness in our operations, business partnerships, and communities.

Our Human Rights Policy and Code of Conduct and Ethics Policy outline our ethical and legal commitments with the objective that all employees and business partners operate in alignment with global human rights standards. The policies refer to the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises. They explicitly address trafficking in human beings, forced labor or compulsory labor and child labor. The ESG & Nomination Committee is accountable for these policies.

In 2024, QIAGEN found no incidents of forced labor, child labor, or human trafficking within its direct operations. Furthermore, no sites were identified based on their location and operation as being under significant risk for child labor, forced labor, or compulsory labor.

Incidents, complaints and severe human rights impacts	2024
Total number of reported incidents of discrimination, including harassment	8
Total number of complaints filed through channels for own workers to raise concerns	8
Total number of complaints filed through channels from National Contact Points for OECD Multinational Enterprises	N/A
Total amount of fines, penalties and compensation payments for the above mentioned incidents regarding discrimination	0
Total number of severe human rights incidents	0
Total number of severe human rights incidents with non-respect of frameworks like ILO Declaration or OECD Guidelines	0
Total amount of fines, penalties and compensation payments for the above mentioned incidents regarding severe human rights	0

Workforce Composition and data

As of December 31, 2024, QIAGEN's workforce comprised 5,765 (2023: 5,967) employees. QIAGEN operates globally, with most employees based in OSCE member countries, including Europe, Central Asia, and North America. We follow labor regulations relevant to our global operations while providing flexible work arrangements to accommodate operational needs. Employment types globally include permanent, temporary, full-time, and part-time contracts.

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Our workforce data tables provide a comprehensive breakdown of employee distribution by region, contract type, role level, and representation status.

Employees by contract, broken down by gender	2024	2023 (unassured)
Number of permanent employees	**5,434**	**5,625**
Female	2,655	2,729
Male	2,779	2,895
Other	—	1
Number of temporary employees	**331**	**342**
Female	273	275
Male	58	67
Other	—	—
Number of non-guaranteed hours employees	**n/a**	**n/a**
Female	n/a	n/a
Male	n/a	n/a
Other	n/a	n/a
Total	**5,765**	**5,967**

Methodologies and definitions

- Headcount (HC) refers to the total number of individuals employed by an organization at a given point in time. It includes all full-time, part-time, and temporary employees with a direct contractual connection with the company
- Attrition refers to the gradual reduction of staff numbers in an organization due to various reasons such as retirements, resignations, and natural causes. The initiative is coming from the employee side Attrition = Number of voluntary leavers of a period / (HC of the previous period + HC of the end of the period)
- Turnover is the rate at which employees leave an organization and are replaced by new hires. Unlike attrition, turnover focuses on the continuous cycle of employees exiting and entering the organization. Turnover = Number of leavers of a period / (HC of the previous period + HC of the end of the period)

	2024				2023 (unassured)			
Employees by contract and region	Americas	Europe, Middle East & Africa	Asia Pacific, Japan and Rest of World	Total	Americas	Europe, Middle East & Africa	Asia Pacific, Japan and Rest of World	Total
Permanent employees	1,244	3,030	1,160	5,434	1,320	3,121	1,184	5,625
Temporary employees	8	322	1	331	9	332	1	342
Non-guaranteed hours employees	—	—	—	—	—	—	—	—
Total	**1,252**	**3,352**	**1,161**	**5,765**	**1,329**	**3,453**	**1,185**	**5,967**

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Turnover	2024	2023 (unassured)
Total number of employees who have left the undertaking during the reporting period	(770)	(815)
Rate of employee turnover	13.1 %	13.4 %

Employees by country	2024	2023 (unassured)
Germany	1,417	1,502
United States	1,116	1,197
Poland	666	657
Others[1]	2,566	2,611
Total	**5,765**	**5,967**

[1] All entities with employment of less than 10% of total number of employees are reported as others.

Diversity and inclusion

Our approach

We are committed to employment practices that are guided by fairness, transparency and compliance with equal opportunity principles. These are aligned with both European and U.S. regulatory frameworks to promote workplace integrity.

Our commitment to equal opportunity and merit-based advancement means that every individual has the opportunity to succeed based on their skills, experience, and contributions.

We recognize that diverse perspectives - measured through many dimensions - enhance innovation and drive our business forward. We strive to ensure that all employees are valued, respected and empowered to contribute their talents within a work environment free from unlawful discrimination.

QIAGEN upholds a strict commitment to equal opportunity, prohibiting discrimination based on any characteristic protected by law, including but not limited to race and ethnic origin, skin color, gender, sexual orientation, gender identity, disability, age, religion, political opinion, national origin, or social origin, military/veteran status, medical condition, physical and mental disability.

Our workforce-related impact: Equal treatment in an inclusive environment

In our 2024 double materiality analysis, we identified two material impacts related to discrimination and equal opportunities. Discrimination can cause potential demotivation and mental health issues. Potential vulnerable groups of employees include, but are not limited to, women, LGBTQ+ community members and/or employees with disabilities. To address these impacts, QIAGEN is committed to fostering an inclusive workplace and actively strives to develop more women into leadership roles.

	Description	Allocation in the value chain	Time horizon	Topic Sub-topic Sub-sub-topic
Potential negative impact	Potential demotivation and mental health issues for diversity-equity-inclusion related groups e.g. due to discrimination -> higher sickness rates	Own operations	Short-term	S1 Own workforce Equal treatment and opportunities for all, Diversity
Actual positive impact	We provide equal opportunities for all employees	Own operations	Short-term	S1 Own workforce Equal treatment and opportunities for all, Diversity

Target

In 2024, we met our global internal leadership development goal to increase representation of women in leadership positions year over year by 2%. Leadership positions are defined based on QIAGEN's role profiles as QIAGEN Management, Senior Management, and the global QIAGEN Leadership Team.

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The goal was set by the Executive Committee taking both internal and external benchmarks into consideration, and was monitored on a quarterly basis by the Diversity & Inclusion Council. It can be reviewed anytime by management functions through internal dashboards

Our goal aligned with our commitment to maintain an inclusive working environment, with diverse representation across all management levels, and adhering to the Dutch Gender Diversity Bill. In the same context, set by the Executive Committee, we achieved our 2024 global goal to achieve again a 100% score in the Corporate Equality Index (CEI) from the Human Rights Campaign for LGBTQ+, registered under QIAGEN LLC. This achievement is monitored once a year as an annual submission to the external body and also, internally by the Diversity & Inclusion Council.

Policies

Our Harassment and Bullying Policy outlines our commitment to fairness, legal compliance and ethical business practices. The policy applies to all QIAGEN employees globally and external parties in the workplace, including contractors, consultants, vendors, and customers. It covers behavior both on company premises and at off-site events or places of business. The objective is to provide a work environment free from harassment and bullying, ensuring all employees understand what constitutes such behavior and know the steps to take if confronted with it.

The Corporate Code of Conduct and Ethics Policy aims to ensure ethical business conduct by handling conflicts of interest ethically, providing for accurate and timely disclosure in reports filed with the Securities and Exchange Commission and other public communications, and complying with applicable laws, rules, and regulations. The Corporate Code of Conduct and Ethics Policy applies to all employees of the company, including full-time and part-time employees, senior management, and board members. It also extends to companies, organizations, and individuals with whom the company does business, such as contract partners, distributors, and consultants.

The Vice President, Head of Global Legal Affairs and Compliance, oversees the compliance program, which encompasses the policies mentioned.

The Compliance and Legal Team is responsible for ensuring adherence to these policies, with non-compliance resulting in appropriate disciplinary actions, which could involve investigations, verbal or written warnings or dismissal.

Actions

Equal Opportunity

We are committed to providing all employees globally, irrespective of their background, with equal access to the necessary tools and resources to achieve success, in accordance with our performance management opportunity principles. QIAGEN supports professional growth and career advancement through mentorship, leadership training, including key elements of diversity and inclusion, and talent development initiatives, all led by the Global Learning and Development function.

To reinforce this commitment, our Diversity & Inclusion Council collaborates with company leadership to uphold fair and objective hiring, promotion, and leadership development policies. The Council is composed of employees across organizational levels and functions, working to maintain a workplace culture that prioritizes respect, opportunity, and performance-based advancement.

Workplace Accessibility

QIAGEN is committed to fostering a work environment that is accessible to all employees, including those with disabilities. In 2024, we introduced a Reasonable Adjustment Framework at eight key locations, which are our largest sites, with the objective to facilitate that all employees can perform their roles effectively. QIAGEN LLC was also recognized as a Best Place to Work for Disability Inclusion by the Disability Equality Index for its commitment to workplace accessibility and continuous improvement.

Equal Pay

QIAGEN globally supports equal pay for equal work and is committed to competitive, fair compensation structures that recognize employees based on experience, skills, and performance. In 2024, we began the Fair Pay Certification process in the U.S., U.K., and Germany, with plans to expand to

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additional countries. The results of this certification will be published in 2025, demonstrating our commitment to fair and transparent compensation.

The EU Pay Transparency Directive, effective from June 2026, mandates that companies operating within the European Union disclose detailed pay metrics, including gender pay gaps.

This initiative aims to enhance transparency and promote wage equality across industries. In preparation for compliance with this directive, QIAGEN has conducted an in-depth pay gap analysis utilizing external software designed to help companies assess pay structures in the context of local compensation frameworks and workforce composition. This software employs a multiple regression analysis methodology, evaluating independent variables such as job level, grade, function, and country to calculate both the unadjusted pay gap and the adjusted pay gap, quantifying the impact of these factors.

Metrics

In 2024, QIAGEN's adjusted gender pay gap was 3.6%, indicating that female employees earned 96.4% of what male employees earned for comparable roles. Notably, this result is below the 5% threshold outlined in the EU Pay Transparency Directive, confirming equitable pay for similar work at QIAGEN.

The adjusted pay gap accounts for key factors influencing compensation, with the three primary drivers of the unadjusted pay gap being:

- Country of employment
- Job grade
- Functional job role differences

QIAGEN's unadjusted gender pay gap in 2024 was 23.5%. This figure reflects the broader impact of global workforce distribution, job categories, and salary structures rather than unequal pay for equal work. The unadjusted gender pay gap represents the difference in the gross hourly pay level paid to men and women expressed as a percentage of the mean hourly pay paid to men.

The figure is calculated considering all QIAGEN employees and includes fixed salary and contractual bonus and sales incentive. As some compensation elements are not included, there is some degree of uncertainty in the calculation of this figure. We performed a sensitivity analysis to verify that there is no material impact.

A significant portion of QIAGEN's workforce (~30%) is based in lower-cost employment regions, including Wroclaw, Poland; Manila, Philippines; China; India; and Brazil, where salary levels are substantially lower than in Western Europe and North America due to regional labor market conditions. This geographic pay variance is a key driver of the unadjusted pay gap.

The 23.5% unadjusted gender pay gap is explained by the following factors:

- 9.1% – Geographic differences (country where employees are based)
- 7.2% – Job grade variations
- 0.6% – Job level differences
- 3.0% – Functional job role differences

By subtracting the effects of these factors from the unadjusted pay gap, a difference of 3.6% remains.

While QIAGEN's adjusted gender pay gap analysis confirms that the pay gap is driven by objective, explainable factors, the company remains committed to equal opportunity, fair pay, and merit-based advancement. Our goal is to ensure that all employees have the opportunity to succeed based on their skills, experience, and contributions and receive equal pay for equal work.

We will continue to monitor, assess, and refine our compensation structures to uphold fair and equitable pay practices, aligning with global industry standards and regulatory expectations.

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Employees by gender	2024	2023 (unassured)
Female	2,928	3,004
Male	2,837	2,962
Other	–	1
Not reported	–	–
Total	**5,765**	**5,967**

Information on Gender Distribution at Top Management can be found in the section Diversity and gender balance in management.

Distribution of employees by age group	2024	2023 (unassured)
Under 30 years old	644	763
30 to 50 years old	3,948	4,022
Over 50 years old	1,173	1,182
Total	**5,765**	**5,967**

Annual total remuneration ratio

The total remuneration ratio for 2024 is 1:120. This ratio is determined by dividing the annual remuneration of the highest-paid employee, the CEO, by the median annual remuneration (excluding the highest-paid employee) for the period. The median pay is determined based on fixed salary and contractual bonus or sales incentive. For comparison purpose, the annual remuneration of the median employee includes all employee benefits. There is some uncertainty in the calculation. We performed a sensitivity analysis to verify that there is no material impact.

This metric differs from the pay ratio disclosed in our remuneration report which has been prepared in accordance with the Dutch Corporate Governance Code as it concerns the ratio between the total annual remuneration of the CEO and the average annual remuneration of the employee.

Occupational Health and Safety

Our approach

Safe workplaces as well as healthy employees are a priority at QIAGEN. We recognize that the nature of our activities can result in work related injuries and ill health, which may lead to lost workdays. Nearly all employees are covered by our health and safety management system. The Global Environment, Health and Safety (EHS) team oversees the establishment of Environment, Health and Safety policies and global standard operating procedures to manage Health and Safety. Our local EHS teams manage the implementation and monitoring activities at the site. It is fundamental that we have a health and safety management system that fosters a culture of safety amongst all our employees.

In 2024, our primary health and safety hazards were associated with the handling of hazardous substances, working with vehicles, and operating complex technology and machinery. Consequently, a material negative impact identified in our materiality analysis pertains to workplace accidents that result in injury or illness.

	Description	Allocation in the value chain	Time horizon	Topic Sub-topic Sub-sub-topic
Actual negative impact	Accidents in the workplace that lead to injury or illness resulting in extra work to cover for employees absenteeism because of injury and ill health	Own operations	Short-term	S1 Own workforce Working conditions Health and safety

Occupational Health and Safety Targets

We use the U.S. based Occupational Safety and Health Administration (OSHA) criteria for categorizing our safety incidents. This allows for standardization

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across all of our facilities located around the world and enables us to compare our performance with other international companies.

Occupational Health and Safety target achievement is reviewed with local EHS and calculated from safety incidents that are reported, documented and investigated within our EHS Reporting portal.

In 2024, our target for safety accidents resulting in employees having Days Away Restricted and Transferred (DART) was 0.7 per 100 workers, and we achieved a DART below this target with a score of 0.36 per 100 workers. This represents a clear reduction compared to the base year 2023, which had a DART score of 0.43 per 100 workers. It is set by the Global EHS team in collaboration with the Global Operational Leadership Team, and approved by Executive Committee as part of the annual Team Goals. The target supports a standardized approach to safety incidents, fosters a safer working environment, and mitigates the negative impact of workplace accidents on the workforce.

Policies

QIAGEN's global Corporate Environment Health and Safety Policy outlines our commitment to provide a safe and healthy working environment for our employees and contractors. This is supported by standard operating procedures for the identification and mitigation of hazards and risks related to occupational work through risk assessments, safety walks, safety training, consultation and participation of the workforce in the promotion and achievement of safe and healthy conditions.

These measures are applied to prevent occurrence of safety accidents especially those that result in lost workdays. The aim is to reduce the negative impact this has on our workforce which may arise due to high absenteeism. Labour utilization is managed locally, with each site responsible for allocating resources, adjusting workloads, and implementing measures to address staffing challenges as needed.

Our Corporate Environment Health and Safety policy is endorsed by the Executive Committee, who is also accountable for providing the resources required to enable its implementation.

ISO 45001 certification forms part of our strategy to drive and improve our safety performance. Our Occupational Health and Safety Management Systems at our sites in Milan, Italy; Shenzhen, China; and Hilden, Germany have been certified to ISO 45001 in 2021, 2023, and 2024, respectively. This covers 25.57% of our total workforce. The calculation is based on the average headcount of Milan, Shenzhen and Hilden as a percentage of the average total headcount for 2024. As a next step, our second largest manufacturing site in Germantown, Maryland, U.S. and also Manchester, UK, have started to prepare for certification in 2025.

Actions

All employees globally are required to report safety incidents in the Global EHS Reporting Portal. Global standard operating procedures provide instructions to all employees on how to log into the application and report safety incidents. Access to the application is available on QIAGEN's SharePoint site. Employees globally receive training on the Global EHS Reporting Portal as part of the onboarding process. Safety incidents reported in the Global EHS Reporting Portal are investigated by the local EHS representatives at the site following local legal regulations and QIAGEN standard operating procedures.

Safety indicators for our operational manufacturing sites are monitored and reported monthly to Senior VP of Global Operations. Additionally, quarterly safety indicator reports are shared with site management at our manufacturing facilities, during the quarterly reviews with Global EHS. Each of the manufacturing sites are requested to establish initiatives, to improve the safety and awareness at the site.

In 2024, the QIAGEN manufacturing sites increased their efforts and conducted actions to improve the reporting of near misses and safety observations to raise awareness of safety. The efforts and local initiatives comprised ergonomic related trainings, emergency incident training, tailored training provided during onboarding or on the job, and displaying safety information on facility screens and in posters.

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The Safety Day conducted at our largest manufacturing site in Hilden Germany, was tailored to address the nature of the recorded work-related injuries, for example by highlighting the causes of slip, trips and falls on stairways.

All employees are encouraged to raise safety concerns through various channels, either reporting to their managers, or by contacting local EHS representatives. There is an option to raise concerns in the Global EHS Reporting Portal which is overseen by Global EHS.

All employees who work in production areas in our manufacturing facilities are able to raise safety concerns during daily team meetings. In each area, there is a board displaying a 'Safety Cross.' Employees are required to record any safety incidents on the Safety Cross, specifying the type of incident that occurred. Safety concerns are also discussed during regular safety walks and during safety committee meetings conducted by local EHS representatives. They track and monitor the effectiveness of these channels.

Financial and personnel resources to manage health and safety are addressed at an individual site level.

Metrics

The DART KPI covered 15 sites, which were selected based on their status as manufacturing sites or the number of employees. These 15 sites covered 65% of all QIAGEN employees in 2024 based on average headcount (DART is calculated by dividing the number of onsite recordable cases reported at the 15 key sites by the aggregated working hours, multiplied by 200,000).

In 2024, we recorded no work related fatalities among our employees including other workers working on QIAGEN sites.

In 2024, our Total Recordable Incident Rate (TRIR) of 2.39 represents the number of work-related accident cases per one million hours worked and scope covers nearly all our workforce. This is calculated by dividing the number of recordable accidents by the aggregated working hours, multiplied by one million.

We recorded one case of work-related ill health that was confirmed by a health care professional. For our employees in Germany, Austria and Switzerland, data on work-related occupational diseases and ill health could not be calculated due to legal restrictions on data collection.

A total of 542 lost workdays were recorded in 2024 due to work-related injuries and ill health. This was measured by counting the number of days lost from the first full day to last day of absence.

In 2024, the total number of near misses and safety observations reported globally was 566, representing a 9.7% increase to 2023.

Health and safety indicators	2024
Percentage of employees[1] covered by health and safety management system based on legal requirements and recognized standards or guideline[2]	99.98 %
Number of fatalities in own workforce as result of work-related injuries and work-related ill health	—
Number of fatalities of other workers working on QIAGEN's sites as result of work-related injuries and work-related ill health	—
Number of recordable work-related accidents for own workforce	25
Total recordable incident rate for our own workforce[3] (TRIR)	2.39
Number of cases of recordable work-related ill health of employees[4]	1
Number of days lost due to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to employees [3]	542
Percentage of employees covered by health and safety management system ISO 45001	25.57 %

[1] Calculated based on headcount

[2] Excluding one employee

[3] A number of our sites were unable to directly calculate the number of hours worked and this was estimated on the basis of normal standard hours work which took into account entitlement of paid leave of absence from work for the respective country

[4] Voluntary disclosure (Phasing-in)

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Workers in the value chain

Value chain and affected workers: our approach

QIAGEN´s activities throughout the upstream and downstream value chain involve individuals who are employed by third parties and not included in the scope of it´s own workforce.

The upstream and downstream value chain in which QIAGEN operates encompasses the activities, resources, and relationships QIAGEN uses and relies on to create its products and services, and the external environment, in which QIAGEN operates.

Globally, QIAGEN N.V., is the holding company for more than 50 consolidated subsidiaries, many of which have the primary function of distributing QIAGEN products and services on a regional basis. QIAGEN's main operational headquarters are located in Germany and in the U.S..

In general, along the value chain QIAGEN develops, manufactures and distributes its products. Workers in the value chain may be involved in the extraction of raw materials, in research and development activities, in manufacturing, and in the distribution of QIAGEN products (please refer to section Value chain in the General information chapter).

As for the extraction of raw materials, QIAGEN determines the presence of conflict minerals in its products and the source of those conflict minerals, such as gold, which is used in certain product components. While QIAGEN does not directly purchase conflict minerals from smelters or refineries, it relies on the specifications and declarations provided by its suppliers. Read more in the section conflict minerals.

Research and development activities are performed by specialized R&D centers or manufacturing entities. In certain cases, QIAGEN contracts with external service providers for Research & Development auxiliary activities (contract R&D).

Manufacturing entities source raw materials and semi-finished products from related manufacturing sites as well as from independent third parties (our suppliers) and are responsible for the manufacturing of QIAGEN products. The supply of raw materials in general refers to chemicals, biologics, plastics and electronics. Other raw materials are produced based on QIAGEN specifications. The main QIAGEN production sites are located in the three regions EMEA, APAC and Americas. Only rarely, manufacturing activities are conducted on a contractual basis with third parties.

QIAGEN products are distributed via QIAGEN´s global distribution network, which consists of local sales subsidiaries but also involves third party distributors in all major markets. QIAGEN has set up a centralized distribution system with regional hubs which are responsible for the coordination of distribution and logistics functions across local markets. For EMEA and the APAC region, QIAGEN Distribution B.V. acts as a Master Distributor. For North America, QIAGEN Science LLC acts as distribution hub.

Managing our impact

As a global company we acknowledge that a potential negative impact can occur in our value chain. We identified one potential negative impact related to potential human right violations in our double materiality assessment of 2024; details of which are described in the chapter General Information, Double materiality analysis.

We have not identified a specific geographical region that is subject to a significant exposure of human rights violations in our industry. We also have not identified a specific group of value chain workers that is particularly vulnerable to negative impacts.

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	Description	Allocation in the value chain	Time horizon	Topic Sub-topic Sub-sub-topic
Potential negative impact	Potential violations of human rights (e.g., child labor and forced labor) of workers who are employed by QIAGEN's suppliers or business partners for logistics	Upstream and downstream	Short-term	S2 Workers in the value chain – Other work-related rights

Position on human rights and related policies

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

We acknowledge and endorse the UN Universal Declaration of Human Rights, the European Convention on Human Rights, the business-related Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights and its application in National Actions Plans of our relevant jurisdictions. Our subsidiaries in the U.K. follow the U.K. Modern Slavery Act.

Globally, we follow a three-pronged approach to exercise human rights due diligence and protect the workforce but also work on QIAGEN´s impact throughout the entire value chain. Our approach can be broken down to global policies, comprehensive internal management structures and an accessible, confidential and trusted whistleblower hotline. The principles for adherence to human rights (including trafficking of human beings are defined in our Corporate Code of Conduct and Ethics and in the Human Rights Policy referred to below (read more about the Corporate Code of Conduct and Ethics in chapter Business Conduct).

Regular mandatory training sessions are conducted to reinforce these principles across all locations. To maintain compliance with QIAGEN policies, including fair labor practices, the prevention of child labor, and harassment, a formal HR structure with designated HR representatives has been established across all sites. Our reporting channel, the QIAintegrity Line, is open to all employees and third parties for reporting potential human rights violations. All reported cases are followed up thoroughly (Read more about the QIAintegrity Line in the chapter on Business Conduct).

As expressed in our Human Rights Policy, which is designed to provide guidance on human rights matters in QIAGEN's relationships with own employees, customers, and suppliers, QIAGEN considers respect for human rights as a fundamental value. Regarding child labor or any form of forced labor, QIAGEN follows a zero tolerance-approach and requires its suppliers to respect human rights and to comply with applicable laws and international standards.

The respect for human rights referring to laws and international standards to prevent violations of human rights is furthermore addressed in the global Supplier Code of Conduct. It includes numerous behavioral obligations and is meant to safeguard the fundamental human rights of our suppliers' employees. Committing to the QIAGEN Supplier Code of Conduct and its principles is a requirement for suppliers entering a contractual relationship with QIAGEN. While QIAGEN in general is strongly interested in long-term relationships with its suppliers, it will not knowingly do or continue doing business with suppliers who violate these expectations.

The Human Rights Policy Statement explains how QIAGEN ensures respect for human rights and environmental standards in its supply chain. This process is based on an annual risk analysis, which follows the guidelines of the German Supply Chain Due Diligence Act (for more information, please see the details below). The Human Rights Policy Statement aligns with the German Corporate

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Due Diligence Act (LkSG) and is complemented by our Rules of Procedure, which are published on our webpage under "Compliance."

To monitor the implementation of these policies we refer to audit outcomes and conduct strategy reviews throughout the year. We hold annual strategy meetings with our to top 30 suppliers (based on our spend) to gain further insights. The Human Rights Committee - comprised of the Vice President Procurement, the Head of ESG Strategy & Impacts Programs, and the Head of Global Legal Affairs and Compliance - is responsible for ensuring the implementation of the policies as well as human rights due diligence measures, which are addressed in more detail below. All policies are annually reviewed and available on QIAGEN's website.

For 2024, no cases of non-respect of the UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work or OECD Guidelines for Multinational Enterprises that involve value chain workers in our upstream or downstream value chain have been reported

Due diligence in the supply chain

Identification of human rights issues: risk analysis

The global supplier network includes over 5,900 suppliers in more than 60 countries. 96% of the overall purchase volume comes from OECD countries. Out of 5,900 suppliers in total, QIAGEN has 350 core suppliers. QIAGEN's top ten suppliers are based in the U.S., the Netherlands, Germany, Switzerland, Austria, Malaysia and India.

Region of origin of suppliers	2024	2023 (unassured)
Europe	63 %	62 %
Asia	5 %	5 %
North America	31 %	31 %
South America	– %	– %
Australia	1 %	2 %
Africa	– %	– %
Total	**100 %**	**100 %**

Our review of compliance matters with respect to potential human rights violations applies a risk-based approach taking into account that our global business activities are classified as either administrative, research and development, manufacturing or sales activities. None of these activities, including at our manufacturing sites, allow for practices that violate human rights principles.

For our risk analysis and when working with suppliers, we apply a multi-stage selection process to minimize compliance risks in our supply chain. Suppliers are subject to a risk analysis covering environmental and social criteria based on their geographic location.

Effective risk management enables us to perform an assessment of human rights and environmental risks in our operating business with greater comprehension and prioritization.

For the reporting year 2024, this included annual risk assessment of existing suppliers and risk assessment of new suppliers during their onboarding process. In the 2024 analyses, no risks were identified, and the outcomes of the 2024 risk assessment were communicated to the Executive Committee.

2024 supplier assessments and audits

Comprehensive supplier assessments are part of our supplier selection process. All direct strategic suppliers with a critical impact on the value of our supply undergo the assessment, which is based on but not limited to the following

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criteria: quality management, violations of human rights and environmental laws, future supply strategies, financial stability, embargoes, and risks of natural disaster. We collect the relevant data for the assessment via a submitted questionnaire or when assessing the suppliers directly on site during a visit. If suppliers fail to fulfil all criteria, we reserve the right to refrain from future cooperation.

For all direct suppliers that we define as critical, quality audits are conducted on site at least every three years on a case-by-case basis. We document all audit findings and share the results with the audited suppliers. In case of nonconformity with quality processes, we deliver corrective actions to the supplier and continually follow-up until effective implementation adheres to expected quality standards. Beginning in 2024, human rights and environmental topics were incorporated into procedures evaluating quality processes.

Processes for engagement

We engage with supplier representatives in our supplier audits and annual supplier meetings, and we also consider the perspective of workers in the value chain in our Supplier Code of Conduct, which addresses internationally recognized labor rights (ILO). QIAGEN tolerates no retaliation against complainants or whistleblowers and encourages to report any concerns or suspicions (anonymously) via the QIAintegrity Line, which is referred to in detail in the section Business conduct.

Conflict minerals

U.S. legislation has been enacted to improve transparency and accountability concerning the sourcing of conflict minerals from mines located in the conflict zones of the Democratic Republic of Congo (DRC) and its adjoining countries. Conflict minerals comprise tantalum, tin, tungsten (or their ores) and gold. Certain of our instrumentation product components that we purchase from third party suppliers contain gold. This U.S. legislation requires manufacturers, such as us, to investigate our supply chain and disclose if there is any use of conflict minerals originating in the DRC or adjoining countries. We conduct due diligence measures annually to determine the presence of conflict minerals in our products and the source of any such conflict minerals. Because we do not purchase conflict minerals directly from smelters or refineries, we rely on our suppliers to specify to us their conflict minerals sources and declare their conflict minerals status. We disclosed our most recent conflict minerals findings to the U.S. Securities and Exchange Commission for the calendar year ending December 31, 2023, on Form SD on May 31, 2024, and will provide updated disclosure to the U.S. Securities and Exchange Commission as required.

Remedies

In 2024, no violations of incidents involving workers in the value chain in our upstream value chain were reported. If we become aware of potential or actual violations of the prohibitions of the LkSG or our Supplier Code of Conduct, we will take immediate corrective action to prevent, end or minimize such violations. We will ensure that any information we receive or become aware of regarding possible violations of the provisions of the LkSG by QIAGEN or its suppliers is immediately forwarded to the Compliance team. In the case of (imminent) violations in the business area of direct suppliers, we will develop a corrective action plan and associated schedule with the goal to end the violation together with the affected suppliers and monitor its sustainable implementation, provided that the business relationship is to be continued. In the case of indirect suppliers, in the event of substantiated knowledge of a (imminent) violation, we will develop a concept for the prevention or termination and ensure its implementation.

We reserve the right to terminate the business relationship and apply the requirements of the LkSG, at least in exceptional cases. Exceptional cases include:

- Serious violations of the law,
- No remedy through implemented measures after the specified time has expired,
- No milder means recognizable and influence ability does not seem promising.

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Ensuring diligence

Throughout the reporting year, QIAGEN continued its processes for being diligent. In the highly regulated Med Tech Industry, compliance with regulation and diligence throughout the entire value chain are integral to everything QIAGEN does. QIAGEN has not set targets or action plans.

Consumers and end-users

Our approach

At the heart of our operations lies a steadfast commitment to our customers. Their satisfaction is not just a priority but the cornerstone of everything we do. We understand that delivering high-quality products is integral to ensuring a positive customer experience. This commitment extends to our approach to healthcare access.

In 2024, QIAGEN shipped products to more than 150 countries and served more than 500,000 customers worldwide. As a B2B company, our products are used by professionals in scientific and diagnostic labs (e.g., private or governmental), or in hospitals and medical practices. The laboratories serve two roles: they are both customers and users. They produce scientific data, diagnostic or forensic results that have a potential impact on scientific research, patient diagnosis or outcome of a forensic investigation. There is no specific or direct involvement of vulnerable groups such as children or people with disabilities.

Quality, Ingenuity and Accessibility is what we stand for – in short QIA. This reflects our commitment to quality in our daily efforts towards achieving our vision to make improvements in life possible. Reliable, safe and effective products are essential to enable our customers to gain valuable insights from molecular research to clinical healthcare. Additionally, we know that high product quality is a differentiator to our competitors. Ensuring unrestricted reliability of our products is a top priority as any defects could lead to significant consequences such as inaccurate medical diagnoses for patients or erroneous scientific results in laboratory settings. Such an impact, however, would be systemic and directly linked to the specific product in question.

Our customers' satisfaction and high-quality products are an integral part of the QIAGEN vision to make improvements in life possible. To support this vision our approach to access to healthcare aims at providing individuals who may benefit from a QIAGEN testing solution with access to our solutions, regardless of where they live in the world and regardless of their economic status or background.

Understanding the IROs in our customer interactions is crucial. Conducting an IRO assessment helps us address customer needs and expectations more effectively, ensuring satisfaction and fostering long-term relationships. This approach allows us to enhance our services and maintain high customer satisfaction levels.

We identified material impacts in our 2024 materiality analysis (please see chapter General Information, Double materiality analysis), which are referred to below. The focus areas connected to our customer relationships are product quality, customer satisfaction and access to healthcare.

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	Description	Allocation in the value chain	Time horizon	Topic Sub-topic Sub-sub-topic
Potential negative impact	Any defects in the QIAGEN products can lead to inaccurate diagnosis or erroneous scientific results and lead to customer dissatisfaction	Downstream	Short-term	S4 Consumers and end-users
Actual positive impact	QIAGEN provides physical products, comprehensive services, and up-to-date product information to enhance customer experience and expedite the generation of reliable scientific insights through high-quality technical support	Downstream	Short-term	S4 Consumers and end-users
Actual positive impact	Improved accessibility and availability of healthcare services for underserved populations. This could lead to better healthcare, a reduction in disease burdens, and an overall improvement in public health in these regions	Downstream	Short-term	S4 Consumers and end-users
Risk	Customer dissatisfaction leads to increased time investment in handling unsatisfied customers, resulting in higher support costs for QIAGEN	Along the whole value chain	Medium-term	S4 Consumers and end-users
Opportunity	Demonstrated reliability and high customer satisfaction can open doors to additional and new business, new geographic or sector markets	Own operations	Short-term	S4 Consumers and end-users

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Targets

What we strive to achieve: continuous improvement

Product Quality
High product quality goes hand in hand with a positive customer experience. QIAGEN's ambition is to continuously increase product quality. While we have not set particular targets, we strive to continuously improve our processes and products. This includes keeping the number of recalls and the customer complaint rate as low as possible and maintaining a high rate of certified sites (ISO 9001 and/or ISO 13485) at best at 100%.

Customer satisfaction
In terms of customer satisfaction, QIAGEN has set itself a minimum target for the Service-NPS-T of 64 in 2024. As we reached a score of 69.7, we overachieved our goal by the end of December 2024. For 2025, the target Service-NPS-T is set to be 64.5. The global target for the metric is to be approved by the Head of Global Service Solutions Management and was defined for the first time for 2023 after base lining historical survey data dating back to 2019. The target is revisited and redefined yearly taking external benchmarks into consideration.

In 2024, Customer Care NPS-T established its first minimum target at 62, after collecting data during the 2024 calendar year. We achieved a score of 60 by the end of December 2024.

We actively address customer feedback as it is received and the CC-NPS-T target is revisited and redefined annually. We plan to set it at 60 for 2025.

We do not involve customers directly in the process of setting our targets, as they are based on internal reasoning. However, we take our customers' feedback into consideration for any actions aiming at improving our products or processes. For example, QIAGEN responded to customer feedback in connection with waste management. Although we have already been working on our waste management over the past years, we received concerns from customers particularly in the EU region, regarding our use and quantity of plastic transportation packaging. We have integrated customer feedback and, since 2020, defined a yearly corporate goal to reduce the use of plastic by eliminating it or replacing it with alternative packaging (see also chapter Resource Use and Circular Economy).

Access to Healthcare
To increase QIAGEN's impact on access to healthcare, we are expanding our networks and collaborations. While we track and report the number of collaborations as an indicator of our engagement, we have not set a specific target for these partnerships due to the complexity and variability of the challenges related to access to healthcare. Instead, our approach remains adaptive and responsive to evolving healthcare needs and opportunities to increase impact in underserved regions by leveraging collective expertise and resources to address critical diagnostic challenges.

Policies

Improving access to diagnostics remains a significant global healthcare challenge. QIAGEN is dedicated to addressing this issue through global healthcare projects and collaborations. By offering high-quality products and services, as well as through customer satisfaction tools, QIAGEN strives to meet the needs of both end-users and customers.

QIAGEN respects human rights as a fundamental value in its relations to customers and has aligned its Human Rights Policy (see chapter Workers in the value chain) and its Corporate Code of Conduct and Ethics (see chapter Business Conduct) with internationally recognized principles and frameworks, such as the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We do not tolerate the misuse of QIAGEN products and will block customers involved in practices, such as mass screening or the surveillance of ethnic minorities, from further sales should this become known to us. The QIAintegrity Line our publicly accessible reporting channel, allows for remedial actions in case of violations. In 2024, no violations of incidents involving customers in our downstream value chain were reported.

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Our Global Quality Manual in conjunction with the Quality Policy and global Process Documents lay the foundation for the QIAGEN Quality Management under the responsibility of our Executive Committee. The Manual sets out and defines the processes around product quality referring to the corporate mission and strategy, upon which the corporate and quality goals are based. The regularly updated Manual is not publicly accessible but is made available to hundreds of customers each year upon request.

As described in our Access to Healthcare Policy, our Global Public Health Task Force (GPHTF) is the highest governing body, responsible for oversight of QIAGEN's Access to Healthcare strategy and its objectives to expand access and improve affordability, including allocation of resources and overseeing project expansion in crucial regions.

The policy applies globally to all QIAGEN sites, employees, and processes within the GPHTF, as well as supporting departments. It covers all sales regions: Asian-Pacific Economic Cooperation (APEC), Europe, the Middle East, and Africa (EMEA), North America, and Latin America, with a focus on high-burden and underserved areas. The policy is designed to enhance diagnostic accessibility, apply global health access pricing, and foster partnerships with global health institutions, governments, and NGOs.

Actions and metrics

Quality management

Since the beginning of our operations in 1986, our products have been manufactured and distributed in compliance with applicable global regulatory requirements. To achieve and maintain our high-quality standards, we established Global Quality Management Systems in all our manufacturing facilities worldwide. Risk management is fully implemented in our Quality Management System. To ensure the quality of our products and solutions, we validate our manufacturing processes, and each manufactured lot is verified according to predefined specification prior to market release. We monitor product performance according to established procedures internally through trending and data analysis and in the market by assessing complaints and engaging in post market surveillance.

The Global Quality Management Systems (QMS) of QIAGEN form the basis for compliance with applicable regulatory requirements and continuous improvement of our products, processes and services, assuring the satisfaction of our customers. The QMS is certified according to ISO 9001, ISO 13485, Medical Device Single Audit Program (MDSAP), ISO 18385, and comply with European In Vitro Diagnostic Devices Regulation EU/2017/746 (IVDR) and U.S. FDA 21 CFR 820 and other applicable medical device standards around the world. Refer to the appendix Government Regulations for further discussion of our regulatory environment.

All processes at QIAGEN are customer- and patient-oriented. Our activities are systematically and consistently integrated into cross-functional end-to-end processes. Based on collected insights and facts, reliable and sound information, and relevant measured data, we continuously monitor and improve our processes. This ensures the effectiveness and efficiency of our Quality Management System (QMS). Important key performance indicators (KPIs) to measure the effectiveness of our QMS and our product quality are:

- First time right of our products manufactured
- Customer complaint rate, including trending and turnaround cycle times
- Supplier and internal corrective and preventive actions (CAPA), including the efficiency and the cycle times
- Recalls and medical device reports, including trending and timely completion
- Internal and external audits and inspections, including tracking of timely completion of observations

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Audits and inspections

As a certified manufacturer of IVD and Life Science products, QIAGEN's QMS undergoes regular audits by competent authorities and notified bodies. QIAGEN values the recommendations and continuous improvements that can result from these audits. Additionally, QIAGEN closely monitors the audit nonconformance rate as an indicator of the compliance and effectiveness of its QMS.

Nonconformance refers to an event where a process, service, or product does not meet the required standards. This is measured by the number of nonconformances identified by a notified body or competent authority per auditor per day. A rate below 0.5 indicates that QIAGEN maintains an effective and efficient QMS.

Recalls

Due to our stringent quality management, recalls rarely occur. In the reporting year 2024, six recalls (U.S./EU FSCA) and no FDA Class I recalls were registered. In the event of a recall, all of our sites are subject to global procedures to avoid the further use of the affected product. We assure full traceability of each product to the final customer and can, therefore, notify customers directly in the event of a recall.

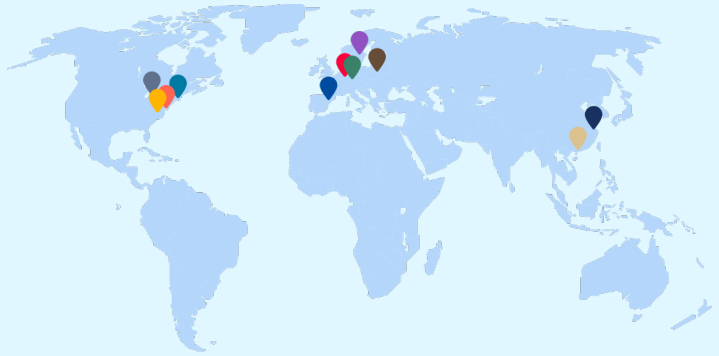
Required actions for recalls depend on the individual case. Actions can range from providing additional information to physically recalling a product. We have defined processes, responsibilities and improvement programs as required by regulating authorities to avoid the recurrence of recalls.

Our approach to quality

100%

of manufacturing facilities are certified to ISO 9001 and/or ISO 13485 quality system standards

Global certifications at manufacturing sites



ISO 9001 and/or ISO 13485 Certified manufacturing sites

- **Hilden,** Germany
- **Stockach,** Germany
- **Barcelona,** Spain
- **Västerås ,** Sweden
- **Germantown,** USA
- **Beverly,** USA
- **Ann Arbor,** USA
- **Frederick,** USA
- **Shenzhen,** China
- **Beijing,** China
- **Gdansk,** Poland

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QMS certification	2024	2023 (unassured)
Percent of certified manufacturing sites	100 %	100 %

Audits and inspection	2024	2023 (unassured)
External audit non-conformance rate (NC/audit man days)	<0.5	<0.5
Number of FDA warning letters	—	—

Recalls	2024	2023 (unassured)
Number of recalls (U.S./EU FSCA)	6	7
Number of FDA Class I recalls	—	—

Complaint management

Regarding our processes for engaging with customers, for the most part, complaints in 2024 centered around product performance. Typically complaints are very specific to the customer's application. Consequently, QIAGEN's actions focused on identifying the root cause and avoid reoccurrence by effective corrective and preventive actions.

QIAGEN has established a global process to manage customer feedback. Central entry gate for technical customer interaction is our Tech-Service. Each support incident can be escalated to a complaint case if product performance may be impacted. Each complaint is investigated and appropriate corrections and corrective and preventive actions (CAPAs) are implemented. The overall complaint numbers are trended and evaluated.

The complaint management process is part of QIAGEN global CAPA process landscape that also includes Risk management, CAPA investigations, handling of non-conforming products, and management of deviations. All are feeding into a structured process to identify potential root causes and establish effective corrections and CAPAs. This process is part of QIAGENs global QMS and is overseen by the Global Quality Assurance team. The CAPA process as all other processes are trained to relevant employee groups at QIAGEN.

Available channels for customers to reach out to QIAGEN are channels like the QIAintegrity Line (see also chapter Business Conduct) or Tech-Service. Customers may also get in contact via social media, telephone and e-mail.

Improving customer satisfaction

QIAGEN not only provides physical products but also comprehensive services and up-to-date product information to support customers in solving their scientific questions. This enhances the customer experience and, through high-quality technical support, accelerates the generation of valuable and trustworthy insights that customers are seeking. Meeting or exceeding service expectations builds trust, strengthens our reputation as a reliable partner, unlocks new business opportunities, and facilitates expansion into new regions and market sectors. By prioritizing customer needs and experiences, we build lasting relationships that benefit both our customers and our company while also streamlining interactions and reducing support efforts.

Service at QIAGEN is organized in regional operational teams supporting the customer remotely or onsite and a global team working on strategy, processes, and tools. Customer experience assessment and improvement actions are implemented through the collaboration of those regional and global service functions to continuously drive customer centricity. Additionally, customers can use various channels to submit their feedback and help us improve customer experience. In 2024, we launched our web-chat option in additional countries outside of North America, like Germany, France, the UK and Australia to offer even more timely solutions to the evolving requirements of our customers. Furthermore, additional web-based tools are being planned for 2025 and beyond to give customers further self-service options.

To address our customers' expectations in the best possible way, we emphasize trainings for our sales force, with the goal of enhancing our abilities to understand customer demands and to educate them about our solutions. Through our internal learning platform QIAlearn, we offer e-learning and

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instructor-led training to our sales professionals on various topics ranging from basic knowledge to detailed product offerings.

Offerings to meet customer needs

We are committed to enhancing our customers' experiences by monitoring system functionality and analyzing survey feedback. This helps us adapt to their evolving needs. Our products span various market segments, leading to both common and market-specific expectations. Customers expect reliability, safety, and environmentally friendly manufacturing. Our products are used in controlled environments, often involving hazardous liquids or complex machinery with electrical components. To ensure they function with high precision and to prevent misuse, we provide training on product usage. Customers are guided with accurate and accessible product- or service-related information, such as detailed product manuals, handbooks, and data safety sheets, to ensure proper handling and avoid potential hazards. Improved access to comprehensive product information and up-to-date research offers valuable guidance and strengthens our relationships with customers. Engaging with them through regular updates further deepens these relationships and can increase customer loyalty. In case our products do not meet the customers' needs, our Cancellation and Returns practices ensure flexibility and support for customers managing their orders, allowing standard orders to be cancelled if not yet shipped and providing prompt replacements for non-conforming products under warranty.

Measuring customer satisfaction with the Net Promoter Score

QIAGEN strives to create trust and demonstrate reliability, recognizing the risks related to customer dissatisfaction. Customer dissatisfaction leads to increased time investment in handling unsatisfied customers, resulting in higher support costs for QIAGEN. Additionally, unsatisfied customers are less likely to accept price increases due to a perceived mismatch in value for money. This might lead to a decline in repeat purchases, compounded by the fact that acquiring new customers is significantly more time-consuming and costly compared to retaining existing ones.

To continually assess the satisfaction of our customers, we employ the Net Promoter Score (NPS) methodology – a systematic global approach to measure customer experience, analyze feedback, resolve identified individual situations of dissatisfaction, and derive corrective actions to improve customer experience in the future where necessary. The NPS is a market research metric that measures customer satisfaction by asking customers to rate the likelihood that they would recommend a company or a specific product to a colleague. Respective NPS values can range from -100, indicating all customers were detractors and dissatisfied, to +100, indicating all customers were promoters and satisfied.

In 2024, we continued with our approach of the transactional Net Promoter Score (NPS-T) for customer care (ordering support) and for tech service (technical product requests) which we introduced firstly in 2023. Both are run independently, yet results are analyzed in a combined way to comprehensively assess customer satisfaction. Upon the completion of an interaction with a customer, we sent out requests to the respective NPS-T survey via email and solicited customer feedback on their experience. All collected customer feedback was directly accessible by local country managers. They analyzed the collected responses and followed up with customers who indicated they were not fully satisfied with the resolution of their requests. Based on the feedback we received, in the future, we will offer enhanced customer service features. As a consequence of the feedback received, we for instance established a specific priority routing for incoming requests of a specific customer group in North America leading to initial response times of less than two hours for those customers.

Access to healthcare

Our commitment to access to healthcare is focused on Accessibility, Affordability and Collaboration, with a special focus on therapeutic areas that disproportionately affect vulnerable populations, including elimination of Tuberculosis (TB) and Mpox among other infectious and neglected diseases.

Improved accessibility and availability of healthcare services for underserved populations leads to better healthcare, a reduction in disease burdens and overall improvements in public health in these regions. However, affordability

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remains a challenge, particularly in Low and Middle-Income Countries (LMICs) with constrained healthcare budgets. The pricing of QIAGEN's diagnostic tools may pose a challenge for lower-income populations, potentially limiting access to healthcare for these groups.

To address this, QIAGEN implements global health access pricing and collaborates with public health organizations, NGOs, and governments to reduce costs and expand access to diagnostics. While public health touches every region, particular consideration is given to LMICs where global health access pricing of our products is offered. By working in partnership with public health stakeholders, we continuously explore ways to expand access through technology donations, strategic pricing models, and funding collaborations to ensure that vital diagnostics reach the populations who need them most.

Facilitating our collaborations

We collaborate with public health laboratories, research institutions, and government agencies worldwide to enhance access to healthcare through strategic partnerships and shared initiatives. By working alongside key institutions, we support sustainable healthcare programs that strengthen diagnostic capacity, improve resource allocation, and facilitate the integration of molecular testing into public health strategies—without engaging in political influence or lobbying activities.

In 2024, QIAGEN continued to expand healthcare access in emerging markets through targeted collaborations and public health initiatives. Our actions included partnerships in Africa, Central America, Eastern Europe, and Asia, addressing critical infectious disease challenges through innovative diagnostic solutions. Below we highlight several examples of these partnerships.

GenPath Africa Project

One collaboration launched in 2024 involved working with the GenPath Africa Project based at Stellenbosch University in South Africa, using targeted whole genome sequencing (WGS) of the entire Tuberculosis mycobacterium genome for surveillance of drug-resistance. Multidrug-resistant TB (MDR-TB) remains a major public health challenge around the world and particularly in high-burden countries such as South Africa. According to the World Health Organization (WHO), in 2023 an estimated 400,000 people developed a form of drug-resistant TB. As part of a pilot project QIAseq xHYB Mycobacterium TB Panels were utilized, enabling the GenPath team to conduct AMR profiling by examining mutations in drug-resistant genes to identify MDR-TB "hot-spots" in the country.

Ministries of Health of Costa Rica and Panama

In Central America, QIAGEN has been working in collaboration with officials from the Ministries of Health of Costa Rica and Panama to provide QIAcuity digital PCR technology for disease surveillance of wastewater. Very often the monitoring of wastewater in local communities is the first line of defense for infectious disease outbreaks. Wastewater surveillance was a particularly effective tool during the COVID-19 pandemic to identify areas where transmission was occurring so that additional public health resources could be deployed to those areas. This is particularly important in the Panama Canal Zone where a confluence of multiple disease vectors makes wastewater monitoring critical to supporting the health and well-being of employees and their families who work to ensure the safe passage of goods through the canal. In 2024, QIAGEN shipped digital PCR assays and consumables to Panama and provided a quote for a sales opportunity, with shipment expected in 2025.

Response to public health emergencies – Mpox

QIAGEN rapidly responds to public health threats. In April 2024, our Early Warning and Response System (EWS) flagged an MPOX Clade 1 outbreak in the Democratic Republic of the Congo (DRC). We engaged public health officials, surveillance labs, and local partners to coordinate diagnostics.

Following WHO's PHEIC declaration in August 2024, QIAGEN shipped extraction kits and QIAstat-Dx panels to WHO and affected countries, including DRC, Kenya, Burundi, Rwanda, Senegal, Central African Republic, and Liberia, supporting outbreak response.

We continue working with WHO, Ministries of Health, and global partners to expand diagnostic access, aligning with our Access to Healthcare strategy.

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Tuberculosis

In their latest Global TB Report, the WHO confirmed that Tuberculosis (TB) is once again the world's leading infectious disease killer, taking the top spot from COVID-19. In 2023, an estimated 10.8 million people became ill with TB, the largest number since WHO began tracking this figure, and an estimated 1.25 million died of the disease. Recognizing this, for over a decade, QIAGEN has undertaken a global effort to advance diagnostics for TB in low-resource, high-disease burdened countries.

Our QuantiFERON-TB Gold Plus (QFT-Plus) remains a known test for the detection of Tuberculosis which is used globally. We work closely with the World Health Organization, Stop TB Partnership Private Sector Constituency, and many other organizations involved in the fight to eliminate this deadly disease and raise awareness on the importance of TB infection testing.

In the Philippines, for example, one of the five countries that makes up more than half of the total number of TB cases worldwide along with India, Indonesia, China and Pakistan. QIAGEN is supporting the Philippines Department of Health and the USAID in a major pilot project to introduce QFT Plus IGRA testing to support contact tracing in the country. The project involves approximately 40,000 tests and will begin in early 2025. This was the culmination of more than two years of ongoing discussions with Philippines health authorities, key opinion leaders, and advocacy through patient-centered organizations including the Philippine Coalition Against Tuberculosis (PhilCAT), to achieve this important milestone.

QIAGEN's commitment to eliminating TB did not go unnoticed. In 2024, we reinforced our position as a leader in TB detection by achieving a funding increase of over 50% compared to 2023. This substantial growth highlights our dedication to advancing innovative diagnostic solutions for TB. Our sustained investment underscores QIAGEN's commitment to supporting global efforts in combating this disease through cutting-edge research and development in diagnostics.

Governance

High awareness of integrity through compliance and trust-building is a key component of QIAGEN's long-term success. Our commitment to ethical business conduct is reflected in compliance programs, cyber security measures, and strategic industry collaborations, all of which support risk mitigation and operational resilience.

>90%
cyber security awareness training

QIAintegrity line
enabled for reporting ethical concerns

Governance

Governance approach

High awareness of integrity through compliance and trust-building is a key component of QIAGEN's long-term success. Our commitment to ethical business conduct is reflected in compliance programs, cyber security measures, and strategic industry collaborations, all of which support risk mitigation and operational resilience.

In our 2024 materiality analysis, we assessed the following material impacts:

	Description	Allocation in the value chain	Time horizon	Topic Sub-topic Sub-sub-topic
Actual positive impact	High awareness of integrity through compliance can lead to stable relationships with employees and suppliers and can increase their sense of security and trust	Along the whole value chain	Medium-term	G1 Business Conduct - Corruption and bribery
Actual negative impact	Misbehavior can have negative consequences for those affected if it goes unnoticed -> leading to e.g. loss of trust or stigmatization	Along the whole value chain	Short-term	G1 Business Conduct - Protection of whistleblowers
Actual negative impact	Animal testing conducted by suppliers can negatively affect the animals involved	Upstream	Short-term	G1 Business Conduct - Animal welfare
Potential negative impact	We handle data from e.g., our suppliers, customers and business partners who could be exposed to negative consequences of sensitive data leakage	Along the whole value chain	Short-term	G1 Business Conduct

Governance

Policies

Our compliance-related policies outline the standards we uphold in our business activities and our expectations for both internal and external stakeholders. These policies reflect our commitment to integrity. Our compliance policies are developed by the designated policy owners, who are the managers responsible for the relevant topics. These policies undergo a thorough review and approval process by both the Compliance Committee and the Executive Committee. Annually, the policy owners reassess and update the policies as necessary. Any modifications are subsequently reviewed and approved by the Compliance Committee and the Executive Committee to maintain alignment with our corporate governance standards and sustainability objectives.

The Corporate Code of Conduct and Ethics Policy is designed to empower our employees with a clear understanding of the principles of business conduct and ethics that we uphold.

This policy is likely to positively impact employees by increasing their awareness of integrity and enhancing their sense of security and trust.

It applies to all employees of QIAGEN and its subsidiaries, all members of QIAGEN´s senior management and every member of the Managing Board and the Supervisory Board, even if such member is not employed by QIAGEN. Compliance with the Corporate Code of Conduct and Ethics Policy is expected by companies, organizations and individuals with whom QIAGEN does business, such as contract partners, distributors, and consultants.

QIAGEN commits to integrity and transparency concerning comprehensive disclosure to shareholders and authorities, fair dealing with stakeholders, leading ethical relations to public institutions, being compliant with laws, rules and regulations and taking responsibility towards society and environment.

Furthermore, QIAGEN is committed to advancing the industry responsibly and is a member of several industry trade associations, such as AdvaMed (U.S.) and MedTech (Europe), which ensures that collaborations between AdvaMed and MedTech companies and healthcare professionals adhere to high ethical standards.

We also collaborate with global health policy institutions such as the World Health Organization and regional consortia, such as the African Society for Laboratory Medicine, to improve affordable access to testing solutions for neglected diseases in low-resource settings.

Besides our engagement in industry associations, we are not active in any direct lobbying activities. Moreover, we do not make or receive any payments to or from political parties or political action committees. Such actions have been prohibited without exception by our Code of Conduct.

As a publicly traded company with global operations, we are governed by regulations across multiple jurisdictions. Ethical conduct and compliance with laws and regulations therefore are fundamental assets for our business integrity and our reputation.

Oversight and accountability play a central role in QIAGEN's compliance framework. The Compliance Program and the implementation of related policies is overseen by the Global Compliance Manager and is supported by the Compliance Committee under the leadership of the Head of Global Legal Affairs and Compliance. In this role, he reports directly to the Audit Committee of the Supervisory Board. The Compliance Committee consists of managers from Legal, Internal Audit, Human Resources, SEC Reporting, Clinical and Medical Affairs, and Trade Compliance.

The Supervisory Board consists of senior leaders, who are trained in and updated on compliance matters and new legal requirements. More information on the Supervisory Board and the Management are registered in our Corporate Governance Report and in the section General Information in this Sustainability Statement.

Our Compliance Program includes a comprehensive set of policies designed to ensure adherence to legal and ethical standards. These policies cover areas, such as conflicts of interest, insider trading, anti-corruption, revenue recognition, confidentiality, and social media policy. Particularly, policies regarding interactions with healthcare professionals are created based on the the AdvaMed Code of Ethics. The Advanced Medical Technology Association (AdvaMed) is a global trade association of companies that develop, produce,

Governance

manufacture, and market medical technologies. The policies are described in more detail in our Global Legal Framework for Sales and Marketing Activities Policy, which includes guidelines on various marketing activities such as samples, gifts, etc. All policies related to compliance and anti-corruption are available to QIAGEN employees via the intranet. Each policy includes contact information and the invitation to comment or to ask questions. Violation of these policies may result in a disciplinary response, up to and including termination of any employment or other relationship with the Company, and possibly other legal action.

Prevention of corruption and bribery

We pay special attention to anti-trust and anti-corruption laws with the help of our Global Anti-Corruption Policy. As a U.S. listed company with global operations, QIAGEN is subject to anti-corruption laws worldwide, such as the Foreign Corrupt Practices Act (FCPA) and the U.K. Bribery Act 2010 (UKBA).

Our Global Anti-Corruption Policy supports our commitment to aiming to abide by the anti-trust and anti-corruption laws of the countries in which we operate. As part of the policy QIAGEN expects all employees, directors, officers, and business partners to refrain from engaging in any form of bribery and corruption.

The policy strictly prohibits offering, giving or accepting payments, gifts or anything of value to influence business decisions, including dealings with government officials and private entities. Limited exceptions, such as non-cash gifts and business hospitality, are permitted but must comply with internal policies and approval procedures. The Global Anti-corruption Policy is based on the United Nations Convention against Corruption (UNCAC).

Animal welfare: animal testing

QIAGEN does not conduct any animal testing and does not engage in related activities. In our supply chain, however, we are unable to entirely rule out that we source raw materials for some of our products from suppliers who could engage in animal testing or research as stated in CIOMS (Council for International Organizations of Medical Sciences).

Rules are in place within the QIAGEN Supplier Code of Conduct to promote responsible actions and address the negative impact regarding animals which is generated by suppliers that conduct such animal testing. These rules require that suppliers involved in the use or supply of human embryonic stem cells, genetic information, human and animal biological samples or genetically modified microorganisms follow the animal research and welfare requirements set forth in the International Guiding Principles for Biomedical Research Involving Animals by the CIOMS. Suppliers shall conduct testing and research activities only in alignment with the guidelines of international organizations such as the Association for the Assessment and Accreditation of Laboratory Animal Care (AAALAC). Suppliers undertaking clinical trials ensure that they comply with the IFPMA (International Federation of Pharmaceutical Manufacturers & Associations) Code of Pharmaceutical Marketing Practices, the Declaration of Helsinki, local laws, regulations and applicable codes of marketing practice in connection with interactions with Healthcare Professionals (HCP's). Any violation of the Supplier Code of Conduct QIAGEN becomes aware of may result in the termination of the business relationship. Aside from following the rules in the Supplier Code of Conduct, QIAGEN has not set up actions for the reporting year or beyond in its upstream value chain.

Whistleblower policy

The Whistleblower Policy defines the competencies and procedures for submitting, receiving, handling, and retaining whistleblowing reports at QIAGEN. To encourage people to report misbehavior in order to prevent negative impacts and consequences for those affected, it also outlines the protection measures in place to ensure the effectiveness of the whistleblowing system. Applicable to all reasonable suspicions of actual or potential misconduct or risks, the policy covers reports related to any area of QIAGEN's business or operations, including those concerning direct or indirect suppliers. Reporting Persons may include current or former employees of QIAGEN, as well as any other individuals who submit a report in accordance with this policy. The administration of the policy falls under the responsibility of the Head of Global Legal Affairs and Compliance.

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Robust cyber security governance

Data and cyber security are critical priorities for QIAGEN due to the sensitive nature of the data the company handles, including proprietary scientific information, customer and partner data. As a global provider of Sample to Insight solutions, QIAGEN has a responsibility to protect this data from cyber threats that could result in financial loss, reputational damage, regulatory repercussions, harm to data subjects and loss of customer trust. We handle data from our suppliers, customers, and business partners, for example, who could be exposed to the negative consequences of a leak of sensitive data. Our Cyber Security Policy is made publicly available to these stakeholder publicly on our webpage-. Additionally, further details pertaining to our cyber security measures and protocols are provided within the framework of established contracts with our stakeholders, as necessary. Through the implementation of appropriate cyber security policies, monitoring, risk assessments and cooperation, QIAGEN aims to protect its intellectual property, ensure compliance with data protection and cyber security regulations, maintain the integrity and privacy of sensitive information, and reinforce the company's commitment to secure, reliable, and trustworthy operations. Our suppliers, customers, and business partners can access our publicly posted cyber security policies and measures for data protection matters.

With our Cyber Security Policy and Cyber Security Handbook, we have supporting privacy and cyber security policies and guidelines in place, which are reviewed and approved as part of our Cyber Security Council and Compliance Committee procedures. The Cyber Security Council is sponsored by the Head of Cyber Security (CISO) who will act as the Chair for the Council. The Cyber Security Policy and Cyber Security Handbook apply to all employees and are available on our intranet. Employees are required to acknowledge their understanding of the policies; otherwise, the training will not be marked as complete. With these procedures defined in the policy, QIAGEN promotes secure handling of sensitive data of suppliers, customers and business partners which would be negatively impacted in case of data leakage.

Our Cyber Security Policy defines and references the information security requirements and controls within QIAGEN that all stakeholders must adhere to when planning, implementing or operating information processing, storage or transmission to comply with the cyber security program of QIAGEN. It describes the approach and associated controls of information security for information-based systems and services in accordance with the company's business needs and legal obligations.

The policy documents the organization's cyber security objectives as agreed by the Cyber Security Council to address the specific needs and requirements of QIAGEN. Failure to comply with this policy could result in a legal or contractual violation with significant financial or reputational risks to QIAGEN.

To simplify and streamline the implementation of the objectives derived from the Cyber Security Policy, we have created our Cyber Security Handbook for Employees, which focuses on the day-to-day use by all employees for secure and compliant use of standard applications, information handling and communications. The handbook provides information on secure passwords, restrictions on the use of information, services and devices provided by QIAGEN, the use of mobile computing, communication and internet access, cyber incident reporting, and other security considerations such as access to work areas. Failure to comply with any provision of or referenced in the Handbook may result in disciplinary action, up to and including termination of employment for employees or termination of contractual relationships for third parties, contractors or consultants.

Our cyber security efforts are based on the ISO 27001 standard and incorporate the Information Security Forum "Standard of Good Practice for Information Security." Global cyber security and privacy requirements are actively monitored for and discussed as part of our Cyber Security Council as well as during Data Protection Committee meetings, both held multiple times a year.

Actions

Compliance program

Our Compliance Program incorporates several key initiatives to ensure effective implementation and adherence. These actions include training

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initiatives designed to educate employees on compliance requirements and ethical conduct. We monitor compliance risks through regular assessments and audits to identify and mitigate potential issues proactively. Additionally, our program includes thorough compliance investigations to address any reported or suspected violations. More detailed descriptions of these actions can be found further below.

Protection of whistleblowers: QIAGEN Integrity Line

A functioning whistleblower system offers potential whistleblowers the opportunity to expose misconduct and thus make a difference. The Head of Global Legal Affairs and Compliance and the Compliance Manager oversee corruption prevention and operation of the Company's web-based whistleblower reporting line called QIAintegrity. The QIAintegrity Line is an independent, impartial and confidential system put into place for the reporting of severe misconduct within our Company and/or in our supply chain.

Our hotline for the good faith reporting of violations of the law or our compliance policies are based on the applicable German Whistleblower Act (Hinweisgeberschutzgesetz), the U.S. Sarbanes-Oxley Act, and the listing standards of the NYSE.

We follow strict non-retaliation practices. Upon identification of a report, we diligently investigate all such complaints and protect the anonymity of the complainant to ensure protection from retaliation as well as to secure the employment status of the complainant. We also offer a direct email and telephone hotline for employees to communicate questions or make suggestions for our Compliance Program. The protection from retaliation does not apply to persons who intentionally or grossly negligently report false information. QIAGEN reserves the right to hold such persons liable for any damage resulting from such false reporting. Our Whistleblower Policy allows compliance- or audit-related complaints to be collected from outside the organization and not limited to only reports by employees.

Details about the QIAGEN Integrity hotline are outlined on the compliance intranet pages and included in our policies, such as the Code of Conduct. QIAGEN employees are informed about aware of it during their onboarding process and through the Code of Conduct training.

If potential or actual violations are reported through the QIAintegrity Line, we will take immediate action upon receipt of a report. The responsibility for receiving and handling reports lies with the Head of Global Legal Affairs and Compliance, the Compliance Manager, and the Head of Internal Audit, who qualify for this task due to their position, education and expertise. In cases involving possible conflicts of interest, external counsel is engaged to act as a party. Reported potential or actual violations and breaches will be forwarded to the Audit Committee of the Supervisory Board.

Investigation processes

Violation of anti-corruption laws such as the FCPA can have significant consequences for QIAGEN and its employees who can be held personally liable. In addition, individuals violating anti-bribery laws may be fined and imprisoned because of criminal prosecution. Our Global Anti-Corruption Policy gives us guidance to understand the requirements, risks and pitfalls of anti-corruption laws to avoid any conflicts. Our policies on bribery and anti-corruption can be found on our Compliance webpage under Investor Relations.

The Legal and Compliance Department closely monitors the evolution of the law to adapt our policies and training courses. No incidents of corruption and bribery were detected internally or reported to us during 2024.

Any suspected or reported corruption allegations will be investigated by the Head of Global Legal Affairs and Compliance in cooperation with the Head of Internal Audit, as applicable, so the parties are separated from each other. The investigation process is outlined as follows: Follow up can comprise any action taken to assess the accuracy of the allegations made in the report and, where relevant, to address the breach or risk reported, including, without limitation, through actions such an inquiry, an investigation, a prosecution, an action for recovery of funds, a referral of the Reporting Person and/or the matter to another competent internal person (e.g., manager or Executive Committee member) or function (e.g., Human Resources, Cyber Security, Internal Audit,

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Data Protection, Audit Committee of the Supervisory Board) or public authority, or the closure of the procedure.

Follow up will be guided by the principle of proportionality. Each case will be examined individually to determine which consequences are suitable, necessary and appropriate.

At the same time, the rights of the persons being subject of the report and the other persons mentioned in the report will be respected, based on the principle that no individual should be considered in violation of any law or policy without adequate proof based on established facts.

The risk assessments are applied to the entire group. When evaluating the individual jurisdictions across each subsidiary, we generally observe a higher corruption risk in developing countries as per the Transparency International Corruption Perceptions Index. However, we have not identified any significant risks related to corruption in any of our operations.

Compliance training courses 2024

Our employees' awareness of compliance is shaped by regular in-person, web-based or virtual training courses held by in-house legal, compliance and regulatory experts. For example we offer online courses to instruct and verify knowledge of policies for anti-trust, bribery and corruption, conflicts of interest, data protection, gifts and entertainment, harassment, insider trading, reporting. Online training is provided to all employees in nine languages and supported by multiple communication resources. Additional mandatory courses, including courses related to risks linked with job function, are customized to the specific area of responsibility. For example, anti-bribery is addressed at a high level in the Code of Conduct training, which is mandatory for all new employees. However, for certain higher-risk roles, such as sales, finance & procurement, these employees are required to complete advanced training upon joining QIAGEN and annually thereafter. The basic training courses are followed by regular refresher courses, with reassessment varying in frequency from annually up to every three years, depending on the course. The members of the Executive Committee and the Supervisory Board are regularly updated on matters of anti-corruption and anti-bribery but are not requested to complete the standard e-learning courses.

Regarding the prevention of corruption and bribery, in 2024 QIAGEN offered various training courses. Below please find more detailed information by target group:

	2024		
Training coverage	At-risk functions	Managers	Other own workers
Total (number of employees)	1,683	1,055	3,058
Total receiving training (number of employees)	35	2	52
Delivery method and duration:			
Classroom training	–	–	–
Computer-based training (Hours)	36.5	2.1	158.6
Voluntary computer-based training	–	–	–
Frequency:			
How often training is required	Annually	Annually	Annually
Topics covered:			
Anti-Money Laundering	✓	✓	✓
Anti-corruption and Bribery: Global Anti-corruption	✓	✓	✓

Risk management and due diligence

Our third-party due diligence program follows a risk-based approach that categorizes third-party intermediaries, such as distributors and agents, based on the applicable Transparency International Corruption Perceptions Index.

Before any QIAGEN company enters into a contract or business relationship with any agent, reseller, distributor, consultant, or other representative, QIAGEN requires that due diligence be conducted, and proper authorization be obtained prior to commencing the relationship with the representative.

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Our third-party due diligence program entails the following elements:

(1) pre-screening, anti-corruption questionnaire and certification for new distributors, resellers and agents;

(2) annual risk assessment of selected third parties based on a calculated risk score, which factors in location of business and Corruption Perceptions Index;

(3) training for third-party distributors;

(4) contractual obligation to comply with applicable laws (including anti-corruption laws) and QIAGEN´s Code of Conduct and Anti-Corruption Policy, as well as compliance certification; and

(5) due diligence in the form of annual background checks of a random selection of third parties, and ongoing monitoring.

QIAGEN engages third-party resources to investigate and conduct due diligence (background checks) on a select sample of High Risk Distributors on an annual basis. We further exercise a due diligence program on distributors and agents with the support of external providers annually. This due diligence program includes the contractual obligation by all third party intermediaries to observe the related QIAGEN policies, trainings and background checks which will be applied with a risk-based approach.

Increasing awareness for cyber security among employees

In addition to managing external risks through due diligence processes, QIAGEN also prioritizes the protection of its digital infrastructure. QIAGEN has already built a culture of cyber security awareness.

We have implemented a mandatory cyber security awareness training program for all employees to be completed annually, the completion status of which we monitor monthly. This program includes educational material on key cyber threats relevant to our operations, ensuring that employees are aware of potential risks and their role in mitigating them.

Our online awareness training aims to enable all employees to understand key security principles, relevant regulations, and their role in protecting sensitive information. By educating employees about data security, privacy requirements, cyber threats, and secure data handling practices, e-learning directly supports compliance with regulatory standards and internal protection protocols.

This knowledge reinforces a culture of responsibility and vigilance in data protection across the organization which can potentially reduce the likelihood of security breaches.

On average, more than 90% of our global employees successfully completed the training in 2024, up from 85% in 2023.

We also conduct several times a year phishing simulations, which are carried out at least once a month, to give all employees the opportunity to safely interact with current phishing threats as seen from real threat actors. We offer awareness webinars and workshops on important security topics, including emerging phishing trends, as well as role-specific training. In addition, the cyber security team regularly conducts incident response exercises to evaluate the organization's established procedures, including an analysis of each applicable incident response phase.

Cooperation with international organizations

To facilitate information and knowledge exchange, QIAGEN has joined well-known industry and governmental cyber security communities like the Information Security Forum (ISF), Allianz für Cyber-Sicherheit and Health-ISAC. The Cyber Security team consists of professionals with varying industry experience, education and security expertise. The team maintains a balanced combination of managerial and technical skills to provide comprehensive security capabilities. The Cyber Security employees are also part of QIAGENS's HR development processes. The staff development is reviewed in line with other standard processes.

We are monitoring our organization's externally exposed assets and services (Attack Surface Monitoring), as well as information exposure (Dark Web Monitoring) to identify blind spots and potential weaknesses. For that, we use professional solutions for monitoring which are managed by the Cyber Security Team.

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Findings are analyzed and handled as part of our Security Operations work. Our vulnerability management program covers our global networks, digital workplaces and corporate cloud environments.

We are working with Council for Registered Ethical Security Testers (CREST) certified partners to conduct regular, at least annual, security assessments of our global infrastructure.

We further engage with external partners as needed to utilize their expertise for advanced security assessments. Cyber security risks are considered in the context of our Enterprise Risk Management.

Cyber Incident Response Plan

QIAGEN has a comprehensive Cyber Incident Response Plan as required by law to support management of material cyber security incidents. Skilled cyber security staff execute the plan, which includes regularly exercised response processes for efficient and effective incident management. During the reporting period, QIAGEN did not experience any material cyber security incidents (according to SEC reporting definition).

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ESRS disclosure requirements

The reference table presents the requirements of the ESRS. It indicates where you can find the specific ESRS disclosure requirement, as well as where we have used incorporation by reference

Cross-cutting standards

Disclosure requirement		Section / Report	Page	Additional information
ESRS 2 - General disclosures				
BP-1	General basis for preparation of the sustainability statement	SUS	2	
BP-2	Disclosures in relation to specific circumstances	SUS	2-3	
GOV-1	The role of the administrative, management and supervisory bodies	SUS	3	
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	SUS	5	
GOV-3	Integration of sustainability-related performance in incentive schemes	SUS	6	
GOV-4	Statement on sustainability due diligence	SUS	6	
GOV-5	Risk management and internal controls over sustainability reporting	SUS	7	
SBM-1	Strategy, business model and value chain	SUS	8	
SBM-2	Interests and views of stakeholders	SUS	12-14	
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	SUS	16	
IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	SUS	18	
IRO-2	Disclosure requirements in ESRS covered by the undertaking's Sustainability Statement	SUS	93	

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Environmental standards

Disclosure requirement		Section / Report	Page	Additional information
ESRS E1 - Climate change				
ESRS 2, GOV-3	Integration of sustainability-related performance in incentive schemes	SUS	26	
E1-1	Transition plan for climate change mitigation	SUS	25	
ESRS 2, SBM-3	Material impacts, risks and opportunities, and their interaction with strategy and business model	SUS	24	
ESRS 2, IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	SUS	18	
E1-2	Policies related to climate change mitigation and adaptation	SUS	26	
E1-3	Actions and resources in relation to climate change policies	SUS	26-30	
E1-4	Targets related to climate change mitigation and adaptation	SUS	28	
E1-5	Energy consumption and mix	SUS	31	
E1-6	Gross Scopes 1, 2, 3 and total GHG emissions	SUS	32-36	
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	—	—	Not applicable
E1-8	Internal carbon pricing	—	—	Not applicable
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	—	—	Phase-in
E2 - Pollution				
Not material				
E3 – Water and Marine Resources				
Not material				
E4 – Biodiversity and Ecosystems				
Not material				
ESRS E5 - Resource use and circular economy				
ESRS 2, IRO-1	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	SUS	18, 48	
E5-1	Policies related to resource use and circular economy	SUS	51	

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Environmental standards

Disclosure requirement		Section / Report	Page	Additional information
ESRS E5 - Resource use and circular economy (continued)				
E5-2	Actions and resources related to resource use and circular economy	SUS	52-54	
E5-3	Targets related to resource use and circular economy	SUS	50-51	
E5-4	Resource inflows	SUS	54	
E5-5	Resource outflows	SUS	54	
E5-6	Anticipated financial effects from material resource use and circular economy-related risks and opportunities	—	—	Phase-in

Social standards

Disclosure requirement		Section / Report	Page	Additional information
ESRS S1 - Own workforce				
ESRS 2, SBM-2	Interests and views of stakeholders	SUS	12-14, 58, 65, 68	
ESRS 2, SBM-3	Material impacts, risks and opportunities, and their interaction with strategy and business model	SUS	58, 59, 65, 68	
S1-1	Policies related to own workforce	SUS	61	
S1-2	Processes for engaging with own workers and workers' representatives about impacts	SUS	62	
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	SUS	62	
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	SUS	62, 66 ,69	
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	SUS	60, 65, 68	
S1-6	Characteristics of the undertaking's employees	SUS	64, 65, 68	
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	—	—	Phase-in
S1-8	Collective bargaining coverage and social dialogue	—	—	Not material

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Social standards

Disclosure requirement		Section / Report	Page	Additional information
S1-9	Diversity metrics	SUS	5, 68	
S1-10	Adequate wages	—	—	Not material
ESRS S1 - Own workforce (continued)				
S1-11	Social protection	—	—	Phase-in
S1-12	Persons with disabilities	—	—	Phase-in
S1-13	Training and skills development metrics	—	—	Phase-in
S1-14	Health and safety metrics	SUS	70	
S1-15	Work-life balance metrics	—	—	Phase-in
S1-16	Compensation metrics (pay gap and total compensation)	SUS	67, 68	
S1-17	Incidents, complaints and severe human rights impacts	SUS	63	
ESRS S2 - Workers in the value chain				
ESRS 2, SBM-2	Interests and views of stakeholders	SUS	12-14, 71	
ESRS 2, SBM-3	Material impacts, risks and opportunities, and their interaction with strategy and business model	SUS	71	
S2-1	Policies related to value chain workers	SUS	72	
S2-2	Processes for engaging with value chain workers about impacts	SUS	74-74,89	
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	SUS	74,89	
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	SUS	73-75	
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	SUS	75	

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Social standards

Disclosure requirement		Section / Report	Page	Additional information
ESRS S3 - Affected communities				
Not material				
ESRS S4 - Consumers and end-users				
ESRS 2, SBM-2	Interests and views of stakeholders	SUS	12-14, 75	
ESRS 2, SBM-3	Material impacts, risks and opportunities, and their interaction with strategy and business model	SUS	75-76	
ESRS S4 - Consumers and end-users (continued)				
S4-1	Policies related to consumers and/or end-users	SUS	77-78	
S4-2	Processes for engaging with consumers and end-users about impacts	SUS	78	
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	SUS	80	
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	SUS	78-83	
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	SUS	77	

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Governance standards

Disclosure requirement		Section / Report	Page	Additional information
ESRS G1 - Business conduct				
ESRS 2, GOV-1	The role of administrative, supervisory and management bodies	SUS CG	3 156, 158-161	
ESRS 2, IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	SUS	18	
G1-1	Business conduct policies and corporate culture	SUS	86-88	
G1-2	Management of relationships with suppliers			Not material
G1-3	Prevention and detection of corruption and bribery	SUS	90	
G1-4	Incidents of corruption or bribery	SUS	89	
G1-5	Political influence and lobbying activities	—	—	Not material
G1-6	Payment practices	—	—	Not material

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Data points that derive from other EU legislation

Disclosure requirement	Data point	Name of Data point	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Relevance	Page
ESRS 2 GOV-1	21 (d)	Board's gender diversity	x		x			5
ESRS 2 GOV-1	21 (e)	Percentage of board members who are independent			x			
ESRS 2 GOV-4	30	Statement on due diligence	x					6-7
ESRS 2 SBM-1	40 (d) i	Involvement in activities related to fossil fuel activities	x	x	x		Not applicable	
ESRS 2 SBM-1	40 (d) ii	Involvement in activities related to chemical production	x		x		Not applicable	
ESRS 2 SBM-1	40 (d) iii	Involvement in activities related to controversial weapons	x		x		Not applicable	
ESRS 2 SBM-1	40 (d) iv	Involvement in activities related to cultivation and production of tobacco			x		Not applicable	
ESRS E1-1	14	Transition plan to reach climate neutrality by 2050				x		25
ESRS E1-1	16 (g)	Undertakings excluded from Paris-aligned Benchmarks		x	x		Not applicable	
ESRS E1-4	34	GHG emission reduction targets	x	x	x			28
ESRS E1-5	38	Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors)	x					31
ESRS E1-5	37	Energy consumption and mix	x					31
ESRS E1-5	40–43	Energy intensity associated with activities in high climate impact sectors	x					31
ESRS E1-6	44	Gross Scope 1, 2, 3 and Total GHG emissions	x	x	x			34
ESRS E1-6	53-55	Gross GHG emissions intensity	x	x	x			35
ESRS E1-7	56	GHG removals and carbon credits				x	Not applicable	
ESRS E1-9	66	Exposure of the benchmark portfolio to climate-related physical risks			x		Phase-in	
ESRS E1-9	66 (a); 66 (c)	Disaggregation of monetary amounts by acute and chronic physical risk; Location of significant assets at material physical risk		x			Phase-in	
ESRS E1-9	67 (c)	Breakdown of the carrying value of its real estate assets by energy-efficiency classes		x			Phase-in	
ESRS E1-9	69	Degree of exposure of the portfolio to climate-related opportunities			x		Phase-in	

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Disclosure requirement	Data point	Name of Data point	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Relevance	Page
ESRS E2-4	28	Amount of each pollutant listed in Annex II of the E-PRTR Regulation emitted to air, water and soil	x				Not material	
ESRS E3-1	9	Water and marine resources	x				Not material	
ESRS E3-1	13	Dedicated policy	x				Not material	
ESRS E3-1	14	Sustainable oceans and seas	x				Not material	
ESRS E3-4	28 (c)	Total water recycled and reused	x				Not material	
ESRS E3-4	29	Total water consumption in m^3 per net revenue on own operations	x				Not material	
ESRS 2- SBM 3 - E4	16 (a) i	—	x				Not material	
ESRS 2- SBM 3 - E4	16 (b)	—	x				Not material	
ESRS 2- SBM 3 - E4	16 (c)	—	x				Not material	
ESRS E4-2	24 (b)	Sustainable land/agriculture practices or policies	x				Not material	
ESRS E4-2	24 (c)	Sustainable oceans/seas practices or policies	x				Not material	
ESRS E4-2	24 (d)	Policies to address deforestation	x				Not material	
ESRS E5-5	37 (d)	Non-recycled waste	x					55
ESRS E5-5	39	Hazardous waste and radioactive waste	x					55
ESRS 2- SBM3 - S1	14 (f)	Risk of incidents of forced labour	x					63
ESRS 2- SBM3 - S1	14 (g)	Risk of incidents of child labour	x					63
ESRS S1-1	20	Human rights policy commitments	x					63
ESRS S1-1	21	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			x			63
ESRS S1-1	22	Processes and measures for preventing trafficking in human beings	x					63
ESRS S1-1	23	Workplace accident prevention policy or management system	x					69
ESRS S1-3	32 (c)	Grievance/complaints handling mechanisms	x					62

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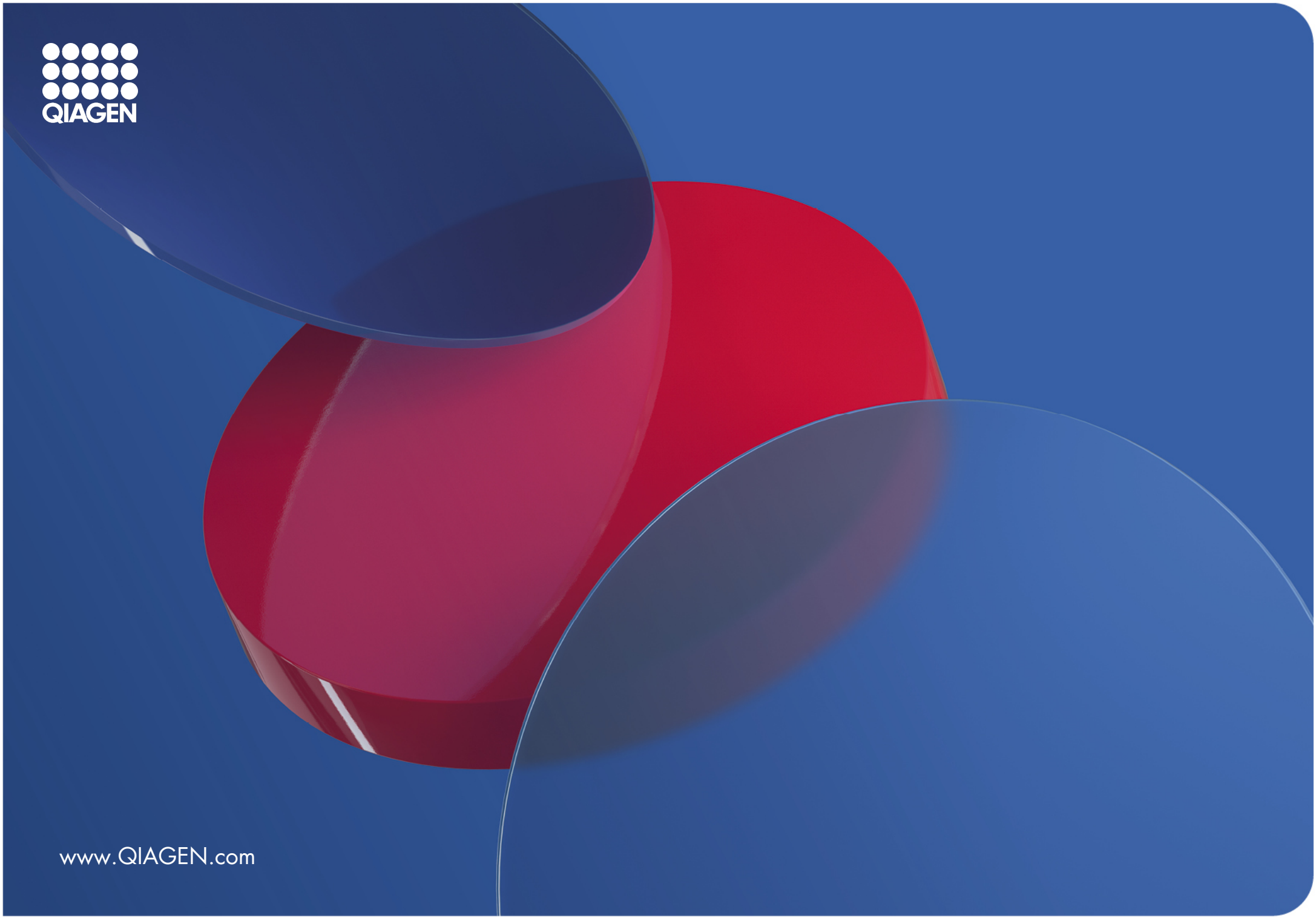
Disclosure requirement	Data point	Name of Data point	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Relevance	Page
ESRS S1-14	88 (b) and (c)	Number of fatalities and number and rate of work-related accidents	x		x			70
ESRS S1-14	88 (e)	Number of days lost to injuries, accidents, fatalities or illness	x					70
ESRS S1-16	97 (a)	Unadjusted gender pay gap	x		x			67
ESRS S1-16	97 (b)	Excessive CEO pay ratio	x					68
ESRS S1-17	103 (a)	Incidents of discrimination	x					63
ESRS S1-17	104 (a)	Non-respect of UNGPs on Business and Human Rights and OECD	x		x			63
ESRS 2- SBM3 - S2	11 (b)	Significant risk of child labour or forced labour in the value chain	x					71
ESRS S2-1	17	Human rights policy commitments	x					72
ESRS S2-1	18	Policies related to value chain workers	x					72
ESRS S2-1	19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	x		x			73
ESRS S2-1	19	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			x			72
ESRS S2-4	36	Human rights issues and incidents connected to its upstream and downstream value chain	x					73-74
ESRS S3-1	16	Human rights policy commitments	x				Not material	
ESRS S3-1	17	Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines	x		x		Not material	
ESRS S3-4	36	Human rights issues and incidents	x				Not material	
ESRS S4-1	16	Policies related to consumers and end-users	x					77-78
ESRS S4-1	17	Non-respect of UNGPs on Business and Human Rights and OECD guidelines	x		x			77
ESRS S4-4	35	Human rights issues and incidents	x					77
ESRS G1-1	§10 (b)	United Nations Convention against Corruption	x					87

Sustainability Statement - Annex

Disclosure requirement	Data point	Name of Data point	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Relevance	Page
ESRS G1-1	§10 (d)	Protection of whistle-blowers	x					89
ESRS G1-4	§24 (a)	Fines for violation of anti-corruption and anti-bribery laws	x		x			89
ESRS G1-4	§24 (b)	Standards of anti-corruption and anti-bribery	x					89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