



QIAGEN UK: 2024 Gender Pay Gap Report

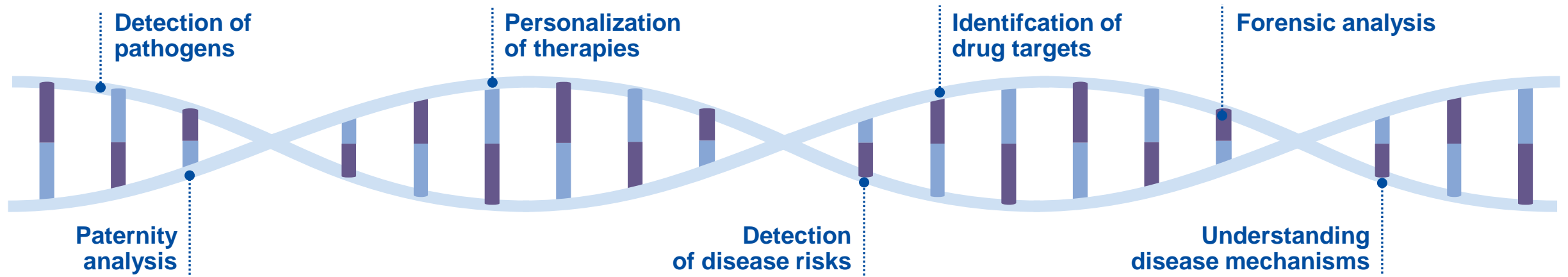
April 2025



QIAGEN in the UK: Summary



- QIAGEN N.V. is a Dutch holding company with global operations and at the forefront of the molecular biology revolution
- DNA and other biomolecules hold the answers to many of today's most urgent questions in science and healthcare
- QIAGEN is a leading player in the research, development, manufacturing and marketing of tools to enable customers to make breakthroughs and answer questions such as how to fight diseases and improve healthcare
- QIAGEN in the UK employs 393 people at our site in Manchester and in field-based roles across the country
- Our teams develop new technologies and sell directly to customers in universities, hospitals and biotechnology companies
- We have a unique mix of highly skilled and talented people, and many of our employees hold higher scientific degrees
- As an employer of choice, QIAGEN is committed to fairness, equality and diversity worldwide, and in particular in the United Kingdom



What is the gender pay gap?



Employers in the UK with more than 250 employees are required by law to publish their gender pay gap data

It is important to highlight that gender pay gap differs from equal pay

Gender pay

shows the difference in average pay between women and men across all levels of seniority in a company – it does not take into account job level, performance or experience

Equal pay

refers to how much a man or woman is paid for doing the same or similar job

Gender pay gap legislation requires data to be published annually on a company's website and on the government website:

- Reporting the gender pay gap: the differences in mean and median pay between men and women on their hourly pay rate
- Reporting the gender bonus gap: the differences in mean and median bonus pay between men and women
- Reporting the proportion of men and women receiving bonus pay in a year
- Reporting the distribution of men and women in each pay band quartiles, using the range of hourly pay rates

Before 2022, QIAGEN was not legally required to report on gender pay. However, as a signal of our commitment to this important topic, we have compiled data since 2017.

Our commitment to gender pay



On the snapshot date female leadership in the UK was at 42%



In 2024, we exceeded our global goal to achieve 37% female leadership. This success demonstrates our commitment to maintaining a diverse and inclusive environment in which all employees can develop and contribute to our success.

We continue to build on all aspects of our diversity through ongoing initiatives at both local and global levels.

Global reward framework

We introduced a Global Compensation Policy to provide a transparent standard for managing compensation and benefits across our organization.

In 2025, we have a goal to continue to review and standardize Global Pay Practices.

Inclusive working

We recognize that working parents or carers have multiple responsibilities at home and in the workplace.

We promote working practices that support this through our core hours, QIAFlex 2.0 framework and Carer leave policy.

Our menopause policy and initiatives continue to support the growing number of women working during this period of their lives and enable them to continue fulfilling careers.

STEM

Women remain under-represented in STEM industries (Science, Technology, Engineering and Mathematics professions).

We are continuing to engage with the future generation of employees in STEM areas through local outreach activities including careers events with university students and school children.

QIAGEN communities

QIAWomen promotes an inclusive environment where women feel supported and empowered to succeed personally and professionally.

QIAGEN Parent & Caregiver's Community, strives to build a dynamic and practical community that recognizes the diversity of circumstances and varying needs of parents and caregivers.

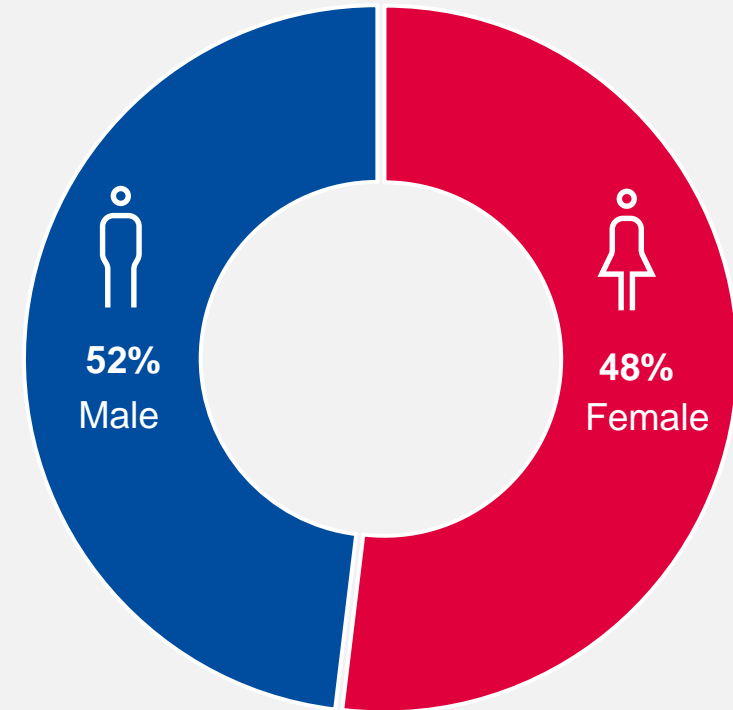
In the UK we have set up a New Parent Support group. In 2025, we have a goal to review and improve the support provided to new parents returning to work.

QIAGEN UK snapshot



- As of April 5, 2024, QIAGEN UK had 393 employees* in two legal entities:
- QIAGEN Manchester Ltd – 270 employees
- QIAGEN Ltd – 123 employees
- QIAGEN UK is made up of a broad and diverse range of roles across **13 QPN grades**
- QIAGEN UK overall employs broadly an equal number of men and women – which is indicative of fair recruitment practices

QIAGEN UK gender split



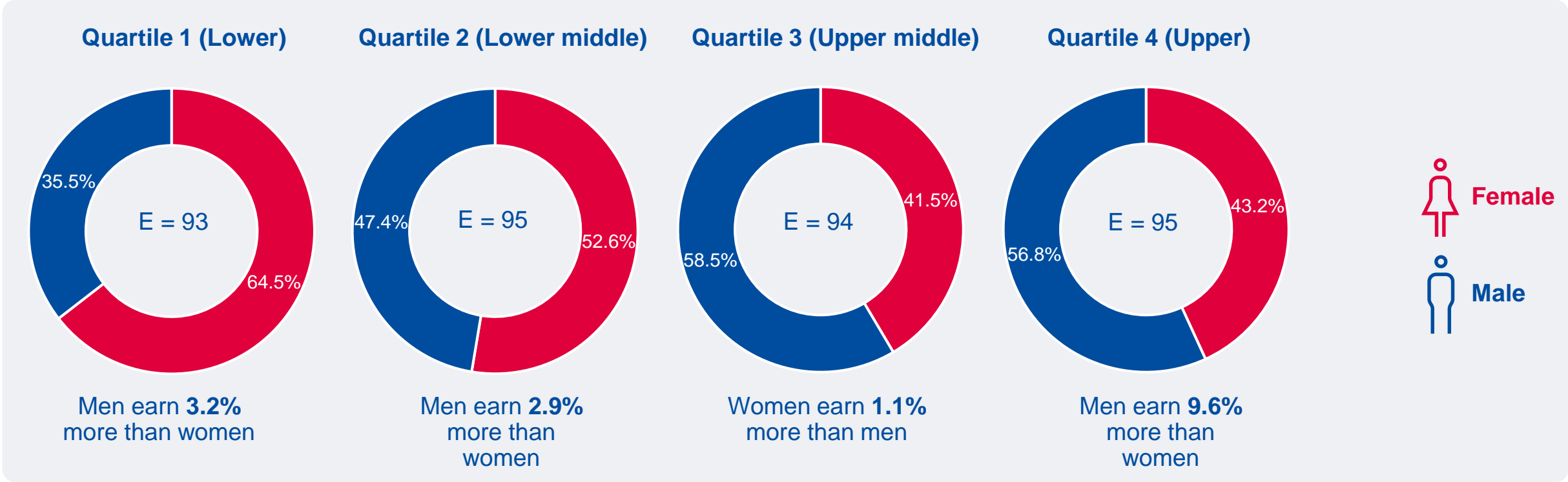
* Does not include contractors or agency workers

QIAGEN UK: 2024 pay quartiles in gender pay reporting



Total number of full pay relevant employees (E) = 377

Gender distribution across four quartiles and associated pay gaps



- Our current workforce shows lower female representation in senior-level roles and a higher proportion in lower-level roles
- 3 out of 4 quartiles indicate a negligible gap

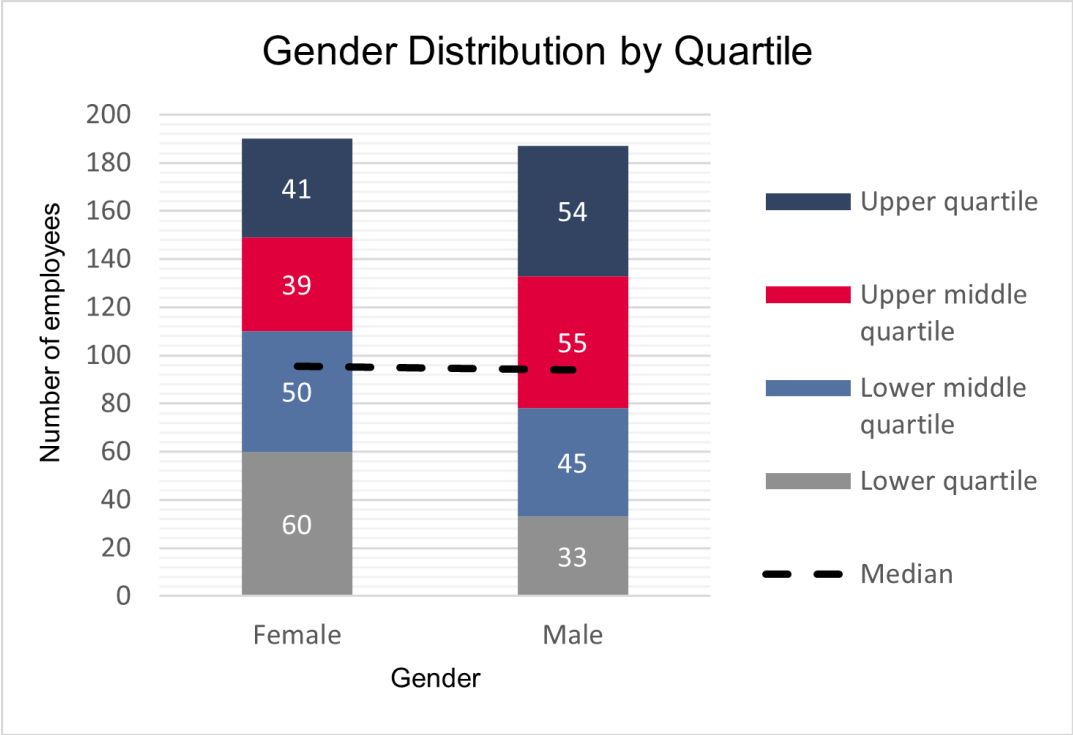
QIAGEN UK: Gender pay gap in 2024



QIAGEN UK

| Year | 2023 | 2024 |
|-------------------|-------|-------|
| Mean hourly pay | 16.4% | 16.5% |
| Median hourly pay | 17.2% | 20.0% |

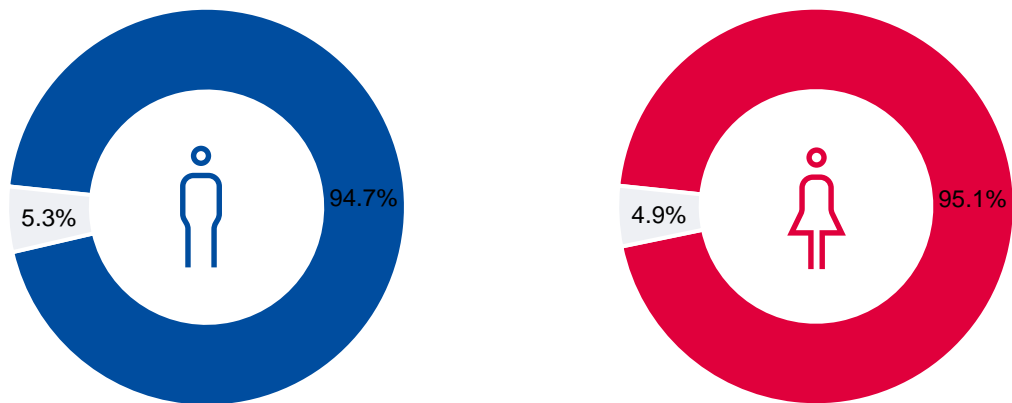
- Compared to 2023, our mean hourly pay gap increased marginally by 0.1 percentage points (pp)
- Our median pay gap increased by 2.08pp during this same period
- The median falls in the lower middle quartile for Females and the upper middle quartile for Males



QIAGEN UK: 2024 bonus perspectives



QIAGEN UK: 2024 percentage of men and women who received a bonus



| Category | QIAGEN UK |
|----------------------|-----------|
| Mean bonus pay gap | 36.4% |
| Median bonus pay gap | 47.9% |

Perspectives on bonus gap



- Similar to pay, the higher weighting of men in senior roles impacts the bonus gap.
- Statutory calculations do not allow us to take into account part-time working hours or start date
- Compared to 2023, the mean bonus gap has decreased by 4.5pp

➞ QIAGEN has a defined global bonus structure that links company results and personal performance with annual pay



QIAGEN UK: 2024 results summary



QIAGEN Manchester

| | | | |
|---|--|---|---|
| 22.8% Mean gender pay gap | 13.1% Median gender pay gap | 53.4% Mean bonus pay gap | 18.4% Median bonus pay gap |
| Proportion of men and women paid a bonus | |  93.5% |  92.2% |

QIAGEN Ltd

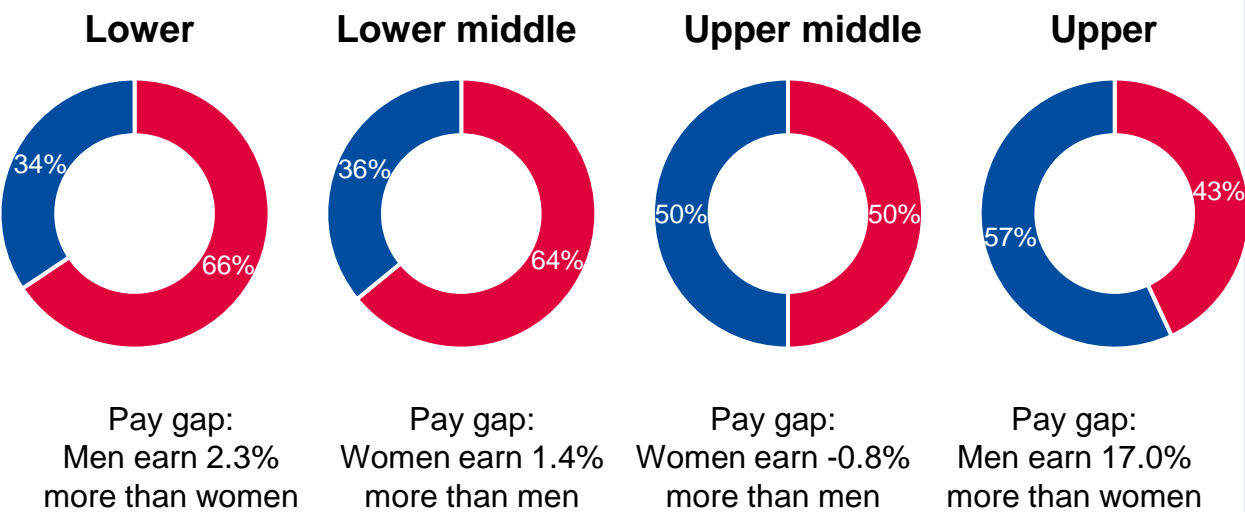
| | | | |
|---|---|--|---|
| -5.4% Mean gender pay gap | -22.7% Median gender pay gap | -10.8% Mean bonus pay gap | 4.7% Median bonus pay gap |
| Proportion of men and women paid a bonus | |  100% |  98.6% |

QIAGEN UK: 2024 results summary



QIAGEN Manchester (257 employees)

Gender distribution by pay quartiles



QIAGEN Ltd (120 employees)

Gender distribution by pay quartiles

