

As a leading provider of Sample-to-Insight solutions that are used by our customers to advance science and improve outcomes for patients, our long-term success requires we conduct business in a safe and sustainable manner. By protecting the environment, eliminating hazards, and reducing risks, we provide safe and healthy working conditions for our employees, who in turn create more sustainable products and services.

The company conducts open communication and dialogue on workplace health, safety, and environmental sustainability issues with its employees and stakeholders, responding to environmental, health and safety concerns and suggestions.

We commit to the following objectives:

- Recognize and comply with applicable environmental, health and safety laws and regulations and to apply appropriate standards and procedures to assure continual improvement of our management systems.
- Integrate sustainable principles within our business decisions, processes, operations, and products, to consider conservation of natural resources, pollution prevention, and improve our carbon and plastic footprint.
- Promote sustainable design and development of our products, processes, and services, considering the lifecycle impact from material selection, use, circularity, and disposal at end of life.
- Work with our business partners to foster responsible practices throughout our supply chain, to attain social, economic and environment sustainable goals.
- Provide a safe and healthy working environment that considers the wellbeing and safety of our employees and contractors, by consultation and participation of the workforce in the promotion and achievement of safe and healthy conditions and to eliminate accidents and promote a culture of reporting of near misses and safety observations.

QIAGEN's Corporate Executive Committee defines the principles of the environment, health and safety policy and communicates the intent to all employees by approving this policy.

The Senior Management and Site Managers are responsible for all environment, health, and safety aspects in their areas of control, and to provide the necessary resources with clearly assigned responsibilities.

Line managers are responsible for the implementation of all necessary environment, health, and safety measures in their area of control.

Every employee is personally responsible for safety at their workplace to the full extent required of their duties and to the best of their knowledge, ability, and experience. They shall apply the requirements of this policy into their daily operational activities.

All activities governed by this corporate environment, health and safety policy shall be in accordance with applicable governmental regulations, related Corporate Directives and Standard Operating Procedures.