QIAGEN

QIAGEN ESG FAQs

Sample to Insight

QIAGEN ESG Frequently Asked Questions (FAQs)

This resource provides up-to-date answers to frequently asked questions about Environmental, Social and Governance (ESG) practices, policies and commitments at QIAGEN. It includes information on climate targets, sustainability initiatives, compliance standards, employee-related programs, supply chain management and related topics.

The purpose of this FAQ is to support transparency and provide a clear overview of how QIAGEN integrates sustainability considerations into business activities and decision-making processes.

Item	Category	Topic	Question	Answer
1	E	Chemical Safety	Mercury-Free Products and Processes	QIAGEN confirms compliance with hazardous material restrictions and does not incorporate mercury or mercury compounds.
2	E	Chemical Safety	Persistent Organic Pollutants (POPs)	QIAGEN cannot fully guarantee the absence of all POPs across its entire product portfolio but adheres to strict regulatory compliance and material safety standards.
3	E	Chemical Safety	Chemical Management and Precautionary Principle	QIAGEN's chemical management program aims to restrict the use of chemicals of very high concern and supports sustainable procurement criteria.
4	E	Climate	Headline Near-Term Reduction Targets	QIAGEN aims to significantly cut greenhouse gas emissions by 2030: Scope 1 and Scope 2 emissions: Reduce by 42% Selected Scope 3 emissions: Reduce by 25%
5	E	Climate	Scope 2 Accounting Methods	QIAGEN uses market-based and location-based methods for Scope 2 reporting.
6	E	Climate	Climate Transition Plan (CTP)	QIAGEN's Climate Transition Plan is in development. It will be in accordance with the requirements set out in the ESRS published no earlier than 2026.
7	E	Climate	Base Year for Climate Targets	The base year is 2020, ensuring comparability when tracking progress against reduction targets.
8	E	Climate	Supplier Engagement on Science-Based Targets	By 2027, QIAGEN expects 67% of suppliers by emissions to have set their own science-based targets, supporting value-chain decarbonization.
9	E	Climate	Carbon Emissions Data and Reporting	QIAGEN reports carbon emissions annually and provides detailed data in the latest Sustainability Statement under the table GHG emissions (in tCO_2e).
10	E	Climate	Scope of Emission Calculations	QIAGEN reports Scope 1, Scope 2, and selected Scope 3 emissions. Details are in the Sustainability Statement.
11	E	Climate	Climate Strategy and Carbon Reduction Roadmap	Refer to sections: Management of Scope 1 and 2 emissions Climate strategy and value chain in the latest Sustainability Statement and Carbon Reduction Plan. Additionally, a climate transition plan is currently under development.
12	E	Climate	Carbon Emission Reduction Target	QIAGEN has a target to reduce carbon emissions, detailed in the Sustainability Statement under Minimize Carbon Footprint and the Carbon Reduction Plan.
13	E	Climate	Internal Carbon Pricing	QIAGEN has not set an internal price for carbon.
14	E	Climate	Delivery Vehicle Compliance	In Europe, UPS delivers QIAGEN products. UPS confirms that newly purchased cars and vans from the supplier comply with Euronorm 6.
15	E	Climate	Actions to Reduce Energy and GHG Emissions	QIAGEN initiatives include: Employee awareness/training on energy conservation Purchase of renewable energy On-site renewable energy generation (solar, wind, biomass) Technology/equipment upgrades to reduce energy consumption Monitoring of direct and indirect GHG emissions For more details, please see the Energy Policy.
16	E	Climate	GHG Inventory Frequency	QIAGEN completes its GHG inventory annually.
17	E	Climate	Third-Party Verification of GHG Inventory	QIAGEN's GHG inventory undergoes third-party assurance as part of sustainability reporting. In 2024, a limited assurance was provided for QIAGEN's sustainability statement.
18	E	Climate	Environmental Data Collected	QIAGEN tracks: • Energy • Emissions • Water • Hazardous waste • Non-hazardous waste • Recycling

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19	E	Climate	Reporting to CDP	QIAGEN reports climate-related data to CDP as part of its environmental transparency efforts. The company's latest CDP score, along with other ESG ratings, can be found here.
20	E	Climate	GHG Calculation Methodology	We apply the GHG Protocol to calculate our greenhouse gas inventory.
21	E	Climate	Scope 3 Emissions	Scope 3.1 purchased goods and services will be stepwise transferred to mass-based data from spend based.
22	E	Climate	Which categories were included under Scope 3 emissions calculations?	Calculated using a spend-based approach and includes categories 1, 2, 3, 4, 5, 6, 7, 11, 12, and 15.
23	E	Climate	GHG Reduction Activities	Roadmap: Built with input from climate experts, internal teams, and partners; focused on emissions assessment and improvement areas. Scope 1 & 2: 42% reduction by 2030 via renewable energy, EACs, and site upgrades; ISO and green building certifications in progress. Scope 3: Leadership role and cross-functional teams driving sustainable design, plastic reduction, and better emissions data modeling. Supplier Engagement: Maturity mapping, SBTi-aligned targets, and sustainability embedded in procurement KPIs. Find more details about our latest Carbon Reduction Plan here.
24	E	Climate	Challenges in Climate Action	Data quality, material and technological availability.
25	E	Climate	Green Tariff Electricity	QIAGEN currently purchases green tariff electricity.
26	E	Climate	Net Zero Reporting Method	We use both market-based and location-based methods to report progress toward our Net Zero target.
27	E	Energy	Energy Efficiency Measures	Please refer to the Energy Efficiency chapter in the latest Sustainability Statement for detailed information. Further, please see our Energy Policy.
28	E	Energy	RE100 Membership	QIAGEN is not a member of RE100.
29	E	Energy	Energy Reduction Target	QIAGEN's climate target requires energy efficiency and reduction, but we do not have a specific goal for energy reduction. However, we launched a campaign to encourage employees to save energy, including training videos and awareness initiatives.
30	E	Energy	Renewable Energy Target	QIAGEN's climate target requires a general increase in green electricity/renewable energy and we work on a global green electricity sourcing strategy.
31	E	Energy	Energy Consumption	Please refer to the "Energy consumption and mix" table in the latest Sustainability Statement for detailed figures.
32	E	Energy	Electricity Sources	QIAGEN's energy source mix (e.g., solar, wind, etc.) is available at the site level, but not consolidated company-wide.
33	E	Energy	Renewable Energy Procurement	QIAGEN purchases renewable energy through Power Purchase Agreements (PPAs) and Renewable Energy Certificates (RECs).
34	E	Environmental Impact	Biggest Environmental Impacts of QIAGEN Products	The largest relative impacts from QIAGEN products result from: Production of plastic Transport Electricity use during production and product lifecycle
35	E	Environmental Impact	Formal Environmental Policy	QIAGEN has a Corporate Global EHS Policy that governs environmental, health, and safety practices across all sites. This global policy ensures legal compliance, continuous measurement, and ongoing improvements in environmental performance, while covering health and safety standards across all operations.
36	E	Environmental Impact	Policy on Emissions, Water, Waste, and Pollution	QIAGEN addresses emissions, water, waste, and pollution management within its Climate Policy and Corporate Global EHS Policy. There are no separate policies for these areas; instead, site-specific Standard Operating Procedures (SOPs) guide implementation for pollution control and related practices.
37	E	Environmental Impact	Environmental Company Goals	QIAGEN's goals include: • Climate goal • Plastic reduction goals • Refer to the Sustainability Statement (sections Minimize Carbon Footprint and Reducing Our Environmental Footprint) and the Carbon Reduction Plan for details.

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38	E	Environmental Impact	Environmental Management System Certifications	QIAGEN has implemented ISO 14001-certified environmental management systems at several sites. Certified sites include: • Hilden, Germany • Shenzhen, China • Milan, Italy • Additional certifications are planned.
39	E	Environmental Impact	Policy on Biodiversity	QIAGEN has conducted a comprehensive biodiversity risk assessment, which did not identify any material biodiversity risks for the company. As a result, QIAGEN does not maintain a dedicated biodiversity policy.
40	E	Environmental Impact	Approach to Eco-Labels for Products	Currently, there are no published standards for eco-labels for medical devices. However, QIAGEN designs products to be: • Durable • Recyclable • Energy-efficient • Compliant with regulations Efforts include minimizing packaging and plastic, and eliminating substances of very high concern (SVHC).
41	E	Environmental Impact	Eco-Label Certifications for QIAGEN Products	QIAGEN partners with My Green Lab and has earned the ACT Label for certain products. More details are available.
42	E	Environmental Impact	Environmental Practices and Certifications	QIAGEN implements a range of environmental initiatives and goals, including selective waste sorting, minimizing packaging, treating wastewater, and complying with CLP regulations. We maintain ISO 14001-certified environmental management systems at certain sites and operate High Environmental Quality buildings. Our key objectives include reducing carbon emissions and plastic footprint, using renewable electricity at our two main manufacturing facilities, and collaborating with suppliers to lower their emissions. Our primary manufacturing site has achieved ISO 14001 certification, and our Hilden site is ISO 50001-certified for energy management.
43	E	Environmental Impact	Green Building Certifications	Yes. QIAGEN has achieved green building certifications at major sites: Germany (Hilden) and North America (Germantown) – LEED or BREEAM standards Manchester, U.K. – leased building under LEED/BREEAM Frederick, North America (2024) – LEED Gold certification Barcelona, Spain (2024) – leased Manufacturing and R&D site in a LEED Platinum certified building Stockach, Germany - DGNB For full details, see the *Environmental Sustainability section of the latest Sustainability Statement.*
44	E	LCA	Lifecycle Assessments (LCA)	QIAGEN has conducted LCAs on two products: • QIAamp DNA Mini Kit • QIAstat-Dx Analyzer 2.0
45	E	Packaging / Recyclability	Packaging Recyclability Approach	QIAGEN provides resources to help customers understand kit materials and potential contamination risks: • Recycling Card (General Purification) • Recycling Card (QIAsymphony) These cards guide customers in determining which components may be accepted by local recycling collectors. QIAGEN also complies with all relevant packaging regulations.
46	E	Packaging / Recyclability	Recycling Targets Policy	QIAGEN does not have its own recycling targets but follows local recycling requirements. At EU sites (Poland, UK, and Germany), we have defined recycling processes for cardboard, paper, food waste, plastic, etc., to minimize or eliminate environmental risks. These processes comply with EU law, and recycling targets are set by the EU government.
47	E	Packaging / Recyclability	Recycled Content and Certifications	**Recycled Content:** QIAGEN's QIAwave products contain recycled materials. **QIAwave kit boxes:** FSC Recycled – made entirely from recycled materials. **Other kit boxes:** FSC Mix – made from a combination of responsibly sourced materials, including some recycled content. **Certifications:** The cardboard packaging of QIAGEN products are certified by recognized bodies such as the Forest Stewardship Council (FSC).

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48	E	Packaging / Recyclability	Material Recyclability	Some QIAGEN product materials are recyclable, depending on local requirements. Please refer to our recycling card for details.
49	E	Packaging / Recyclability	Collection and Recycling Program	QIAGEN has a collection program for transport packaging and waste electrical and electronic equipment (WEEE). Find further details here.
50	E	Packaging / Recyclability	Packaging Take-Back Policy	QIAGEN is legally obligated to take back packaging that contains toxic substances and transport packaging such as pallets and shrink wrap. This does not include cardboard boxes or similar materials. Currently, we have a process for these specific items, but not for all packaging.
51	E	Packaging / Recyclability	Landpack Styrofoam Alternative	Landpack is used for non-hazardous shipments within Europe. It is made entirely from dry straw of food quality, which is de-dusted, cleaned of foreign bodies, and treated with saturated steam at more than 100°C using potable water. More details
52	E	Packaging / Recyclability	Product Shipping Packaging	**EMEA:** • **Ambient:** Cardboard boxes • **Refrigerated:** Landpack straw boxes • Frozen: Landpack straw boxes (within EMEA) and Styrofoam boxes (international) **Americas:** • **Ambient:** Cardboard boxes • **Refrigerated:** Sonoco Styrofoam coolers (transitioning to Landsberg ESG Gel coolers from Jan 1, 2025) • **Frozen:** Landsberg ESG Dry Ice coolers
53	E	Packaging / Recyclability	Recycled Content in Packaging Materials	• **Lupos (air bubble mailers):** Contain recycled polyethylene (>50%). • **Kraft paper:** FSC certified and contains 50% recycled content. • **Zip lock bags:** Do not contain recycled polyethylene.
54	E	Packaging / Recyclability	FSC Certification for QIAGEN Kit Boxes	All QIAGEN kit boxes are FSC certified, ensuring they meet responsible forestry standards. • **QIAwave kit boxes:** FSC Recycled – made entirely from recycled materials. • **Other kit boxes:** FSC Mix – made from a combination of responsibly sourced materials, including some recycled content.
55	E	Plastic	Plastic Reduction Strategy	Please refer to the "*Resource use and circular economy*" chapter in the latest Sustainability Statement for detailed information.
56	E	Repairability	Repairability	QIAGEN provides a dedicated service center for instrument repairs.
57	E	SBTi	Climate Targets Validation	QIAGEN's climate targets are validated by SBTi.
58	E	SBTi	Net-Zero Target and SBTi Commitment	QIAGEN is committed to achieving net-zero greenhouse gas emissions across the value chain by 2050, consistent with Science Based Targets initiative (SBTi) criteria. This target has been formally approved by SBTi. For more details, refer to: Sustainability Webpage | SBTi Approval Press Release | QIAGEN SBTi Certificate You can also check QIAGEN's target status on the SBTi website.
59	E	SBTi	2030 Climate Targets and 1.5°C Alignment	QIAGEN's near-term 2030 targets are validated by SBTi and aligned with the 1.5°C ambition of the Paris Agreement. For more details, refer to: Sustainability Webpage | SBTi Approval Press Release | QIAGEN SBTi Certificate You can also check QIAGEN's target status on the SBTi website.

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60	E	SBTi	Science Based Targets Initiative (SBTi) Registration	QIAGEN is registered with the Science Based Targets initiative under the number QIAG-NET-001-OFF. The official SBTi certificate is available here. Refer here for more details. You can also check QIAGEN's target status on the SBTi website.
61	E	SBTi	SBTi Targets & Approach	**SBTi Status:** Approved Near-Term and Net-Zero targets **Target Type:** Absolute Contraction Approach (based on total baseline year emissions) **Ambition:** • **Net-Zero:** Achieve net-zero GHG across the value chain by 2050 (base year 2020) • **Near-Term:** Reduce Scope 1 & 2 emissions by 42% and Scope 3 emissions (business travel, product use, end-of-life) by 25% by 2030 • **Supplier Engagement:** 67% of suppliers by emissions to have science-based targets by 2027 • **Long-Term:** Reduce Scope 1, 2 & 3 emissions by 90% by 2050 For more details, refer to: Sustainability Webpage | SBTi Approval Press Release | QIAGEN SBTi Certificate You can also check QIAGEN's target status on the SBTi website.
62	E	Waste	Waste Reduction Policy and Actions	QIAGEN's global EHS policy includes principles for waste reduction, supported by practical measures such as: • Hazardous Materials Management: Procedures to control the use of hazardous substances. • Reuse and Recycling Programs: Site-specific initiatives with recycling bins for paper, plastic, cardboard, and laboratory equipment (e.g., lab coats, gloves). • EU Compliance: Mandatory recycling programs under EU law; waste cannot be disposed of in a single trash bin. You can access the EHS Policy here
63	E	Waste	Hazardous Waste Reduction Strategy	QIAGEN complies with REACH regulations and has dedicated functions focused on hazardous waste management.
64	E	Waste	Waste Data	Please refer to the "Resource outflows: Waste management" chapter in the latest Sustainability Statement for detailed information.
65	E	Waste	Hazardous Waste Export/Import	QIAGEN does not export or import hazardous waste (including toxic, poisonous, explosive, corrosive, flammable, ecotoxic, and infectious wastes), household waste, or residues arising from the incineration of household wastes.
66	E	Water	Water Policy	QIAGEN does not have a separate water policy. Please refer to our EHS and Sustainability Policy for details.
67	E	Water	Water Stress Locations	Some QIAGEN locations are in water-stressed regions, but most water is sourced from low-stress areas. Our two primary manufacturing facilities (Germantown, MD, USA, and Hilden, Germany) are ranked "low water risk" by the WRI Aqueduct. For the locations with water risks, respective measures are in place to mitigate those risks. For more details, see the *Water Consumption section of the Sustainability Statement.*
68	E	Water	Water Reduction Target	QIAGEN does not have a water reduction target. We are not a water-intensive industry and therefore do not regard water as a material topic.
69	S	Employees	Inclusion and Diversity Goal	The company has established an inclusion goal. For further details, see the *Diversity and Inclusion chapter of the Sustainability Statement.*
70	S	Employees	Employment of Migrant Workers	The company employs migrant workers as part of its diverse workforce.
71	S	Employees	Liability Insurance and Workers' Compensation	Liability insurance and workers' compensation programs are in place and maintained in accordance with local laws and regulations. Details are disclosed externally when the customer signs our Confidentiality Disclosure Agreement (CDA) template.
72	S	Employees	Employee Health & Wellbeing	We have implemented measures to support physical and mental health, including occupational health programs and a Global Employee Assistance Program (EAP) that provides mental health resources and counseling. These initiatives align with standards such as the Mental Health at Work Commitment and aim to foster a safe, supportive work environment.

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73	S	Health and Safety	Health and Safety Policies and Procedures	QIAGEN has a written safety and health policy aimed at minimizing on-the-job employee accidents and injuries. Safety procedures are easily accessible for all on-site personnel, including workers, non-managerial staff, and visitors. Health and safety are integrated into overall management planning, with worker involvement in safety planning, resource allocation, and audits. For further details, see the *Occupational Health and Safety chapter of the Sustainability Statement.* You may access QIAGEN's Corporate EHS Policy here.
74	S	Health and Safety	Occupational Safety and Health Management System at Production Sites	QIAGEN has established occupational health and safety management systems at its production sites, with ISO 45001 certification forming a key part of our strategy to continuously improve safety performance. Our Occupational Health and Safety Management Systems at sites in Milan, Italy; Shenzhen, China; and Hilden, Germany were certified to ISO 45001 in 2021, 2023, and 2024, respectively. This achievement covers 25.57% of our total workforce, based on the average headcount of these sites as a percentage of the average total headcount for 2024. We are actively advancing our global safety program, with Germantown, Maryland, U.S., and Manchester, UK, already preparing for future certification as part of our long-term commitment to expanding ISO 45001 coverage across QIAGEN sites. For further details, see the *Occupational Health and Safety chapter of the Sustainability Statement.*
75	S	Health and Safety	Health and Safety Training Approach	Safety and health concerns are communicated through regular safety and health trainings for employees. For more information, see the Occupational Health and Safety – Impact, risk and opportunities chapter of the Sustainability Statement.
76	S	Health and Safety	Communication of Health and Safety Information	Senior management addresses safety issues through written communications or in company gatherings at least quarterly. Each site also has formal safety reporting systems for employees to submit their safety concerns.
77	S	Human Rights	Endorsement of UN Human Rights Principles	Yes. We publicly endorse the UN Guiding Principles on Business and Human Rights through our official statements and commitments. You may access QIAGEN's Human Rights Policy Statement here:
78	S	Human Rights	Policy on Child Labor and Forced Labor (Human Rights Policy) and Procurement on Labor	QIAGEN does not use child labor and obliges its contracted suppliers to comply with applicable minimum age restrictions in accordance with relevant laws and international standards. Freely chosen employment is a core principle—QIAGEN does not use forced, bonded, or indentured labor, or involuntary prison labor. Suppliers are required not to use child labor. The minimum age for employment is 15 years (or 14 in accordance with developing country exceptions under ILO Convention No. 138). If local law stipulates a higher minimum age for work or mandatory schooling, the higher age applies. You may access QIAGEN's Human Rights Policy Statement here.
79	S	Human Rights	ILO Declaration Recognition	QIAGEN explicitly recognizes the International Labour Organization's Declaration on Fundamental Principles and Rights at Work in its human rights policy. You may access QIAGEN's Human Rights Policy Statement here.
80	S	Human Rights	Recognized Human Rights Declarations	QIAGEN acknowledges and endorses several key human rights declarations and standards, including: ILO Declaration on Fundamental Principles and Rights at Work UN Guiding Principles on Business and Human Rights (including National Action Plans and the Standards of Conduct for Business: Tackling Discrimination against LGBTI People) UN Universal Declaration of Human Rights European Convention on Human Rights OECD Guidelines for Multinational Enterprises UK Modern Slavery Act For more information, see the *Human Rights chapter of the Sustainability Statement.* You may access QIAGEN's Human Rights Policy Statement here.
81	S	Human Rights	Human Rights Due Diligence	We screen scientific literature to identify researchers involved in activities that violate human rights, such as ethnic scanning.

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82	S	Human Rights	ILO Principles at Manufacturing Sites	All QIAGEN manufacturing sites respect the fundamental principles and rights at work set out by the ILO. For details, see the Human Rights section of our Sustainability Statement. You may access QIAGEN's Human Rights Policy Statement here
83	G	Compliance	Actions to Prevent Information Fraud	We implement several measures to reduce the risk of information fraud, including: Staff awareness training Consent measures on the handling, sharing, and retention of confidential information Document retention policies These steps are part of a broader framework designed to safeguard sensitive data and maintain compliance.
84	G	Compliance	Compliance Contact	The designated contact for compliance-related matters at QIAGEN is the Vice President, Head of Global Legal Affairs and Compliance.
85	G	Cyber and Data security	Compliance with GDPR	QIAGEN complies with the EU's General Data Protection Regulation (GDPR) requirements.
86	G	Cyber and Data security	Privacy Officer	QIAGEN does not have an internal Privacy Officer position. Instead, the company engages an external Privacy Officer to oversee privacy compliance.
87	G	Employee Handbook	Employee Handbook Contents	Our employee handbook includes the following: • A non-discrimination statement • An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures • Statement on work hours • Policies on pay and performance issues • Policies on benefits, training, and leave • Grievance resolution process • Disciplinary procedures and possible sanctions • Prohibition of child labor and forced or compulsory labor These items reflect some of the core elements covered in the handbook, alongside other relevant policies and guidance.
88	G	Bioethics	Policy on Human Stem Cells	QIAGEN has a formal policy on the use of human stem cells. For details, refer to the latest Stem Cell Statement available at *QIAGEN's sustainability webpage*.
89	G	Bioethics	Use of Human Embryonic Stem Cells	QIAGEN does not utilize human embryonic stem cells in its research or manufacturing processes. For details, refer to the latest Stem Cell Statement available at QIAGEN's sustainability webpage.
90	G	Bioethics	Approach to Human Stem Cell Applications	QIAGEN does not develop or produce technologies or products that enable scientific research specifically on human stem cells. The company also does not participate in or fund external studies that use human stem cells or fetal tissue. For details, refer to the latest *Stem Cell Statement available* at QIAGEN's sustainability webpage.
91	G	Bioethics	Approach to Fetal Cell Line Usage	QIAGEN does not utilize fetal tissue in its research or manufacturing processes. However, the company uses the fetal cell lines HEK-293, HEK-293T, and HEK-293-YFP in research and development. For details, refer to the latest Stem Cell Statement available at QIAGEN's sustainability webpage.
92	G	Bioethics	Participation in External Studies Using Stem Cells or Fetal Tissue	QIAGEN does not participate in or fund any external studies that use human stem cells or fetal tissue. For details, refer to the latest Stem Cell Statement available at QIAGEN's sustainability webpage.
93	G	Bioethics	Approach to Genetic Engineering	QIAGEN does not conduct genetic engineering in human beings, including activities such as gene editing, human embryonic stem cell research, or cloning. For details, refer to the latest Stem Cell Statement available at QIAGEN's sustainability webpage.

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94	G	Bioethics	Approach to Animal Testing and Tissue Usage	QIAGEN does not conduct live animal testing in-house. The company occasionally uses animal tissues, which are acquired in accordance with local laws in the regions where they are used. Additionally, QIAGEN uses monoclonal antibodies generated from B lymphocytes of immunized mice, and no genetically modified animals are involved in this process. We expect our suppliers to conduct any necessary animal testing in accordance with all applicable laws and maintain AAALAC (Association for the Assessment and Accreditation of Laboratory Animal Care) accreditation or equivalent standards. Suppliers must minimize the number of animals used and ensure testing follows the most humane, scientifically valid protocols that meet study and regulatory requirements. The latest Supplier Code of Conduct is available at QIAGEN's sustainability webpage.
95	G	Bioethics	Adherence to the Nagoya Protocol	QIAGEN does not utilize genetic resources relevant to the Nagoya Protocol as part of its research and development activities. For this reason, the company has not established a corresponding process.
96	G	Business Conduct	External Frameworks for Responsible Business Conduct	QIAGEN aligns with: UNGPs (UN Guiding Principles on Business and Human Rights) ILO (International Labour Organization standards) OECD guidelines (as applicable)
97	G	Business Ethics	Social Policy	QIAGEN has a formal social policy that includes legal compliance, continuous measurement, and improvement of social performance. It also covers anti-corruption and ethical business practices.
98	G	Business Ethics	Code of Conduct and Ethics Policy	QIAGEN has a formal Corporate Code of Conduct and Ethics Policy that outlines standards for integrity, compliance, and ethical behavior across all operations.
99	G	Feedback Channels	Feedback and Complaint Mechanisms	Yes. We have formalized channels beyond direct reporting lines to ensure concerns can be raised and addressed effectively, supporting continuous improvement in company practices.
100	ESG	ESG	Double Materiality Assessment	In 2025, we re-evaluated the material ESRS topics, sub-topics and sub-sub topics from our 2024 Double Materiality Assessment to confirm their continued validity for the current year. The ESRS main topic level remained unchanged for 2025.
101	ESG	ESG	Where to Direct Requests for Reports or Policies	Teams should refer requesters to: • QIAGEN's official Sustainability Statement • Sustainability webpage • For additional support: **sustainability@qiagen.com**
102	ESG	ESG	ESG Oversight and Governance	ESG at QIAGEN is overseen at the Supervisory Board level and implemented by a corporate committee. In addition, a dedicated department with designated personnel is responsible for managing ESG and sustainability topics across the organization.
103	ESG	ESG	Sustainability Committees (Green Teams)	QIAGEN has active sustainability committees and green teams at multiple sites worldwide, including Brazil, Hilden (HQ), Mexico, the Nordics, North America, Manila, and Manchester. These teams promote sustainable business practices, organize events like tree planting and clean-ups, and encourage staff to adopt green practices in their offices and communities. Employees can join local teams and participate in regular meetings and initiatives.
104	ESG	ESG	Employee ESG Training	QIAGEN provides official EHS/Sustainability and unconscious bias training to employees. Additionally, volunteer sustainability committees run education campaigns on recycling, energy reduction, water reduction, and waste reduction. For more details, see the Preventive Measures – Competency and Awareness section of the Sustainability Statement.
105	ESG	ESG	Executive Compensation and ESG Performance	QIAGEN's corporate goals include social and environmental objectives such as plastic reduction and gender equity. These goals are tied to compensation for employees, including executives.
106	ESG	ESG	ESG Ratings	You can view QIAGEN's ESG Ratings on our sustainability webpage
107	ESG	Procurement	Integration of Social and Environmental Factors in Purchasing	QIAGEN integrates social and environmental considerations into its purchasing processes through: • Supplier Code of Conduct • Inclusion of social and environmental clauses in supplier contracts Evaluation of suppliers against sustainability criteria

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108	ESG	Procurement	Supplier Code of Conduct	QIAGEN has a formal Supplier Code of Conduct that sets out ethical, environmental, and social standards which all suppliers, contractors, and business partners are expected to understand and comply with as a condition of doing business with QIAGEN. The latest Supplier Code of Conduct is available at QIAGEN's sustainability webpage.
109	ESG	Procurement	Supplier Code of Conduct on Clinical Trials	QIAGEN's Supplier Code of Conduct requires that suppliers conducting clinical trials ensure compliance with local ethics committee requirements, the IFPMA Code of Pharmaceutical Marketing Practices, the Declaration of Helsinki, local laws, regulations, and applicable codes of marketing practice in their interactions with healthcare professionals (HCPs). The latest Supplier Code of Conduct is available at QIAGEN's sustainability webpage.
110	ESG	Procurement	Supplier Code of Conduct on Environmental Responsibility	QIAGEN's Supplier Code of Conduct requires that suppliers have safety programs and environmental management systems in place to manage business activities in accordance with applicable safety and environmental standards. Suppliers must minimize negative environmental impacts, conserve energy and natural resources, and reduce waste through improved efficiency, reuse, and recycling. Emissions to air, water, and land, as well as the movement of hazardous materials, must comply with all relevant laws and regulations and be controlled to minimize risks to human health and the environment. The latest Supplier Code of Conduct is available at QIAGEN's sustainability webpage.
111	ESG	Procurement	Supplier Code of Conduct on Conflict Minerals	QIAGEN's Supplier Code of Conduct requires suppliers to avoid sourcing minerals—including tin, tungsten, tantalum, and gold—that contribute to armed conflict or human rights abuses in Conflict-Affected and High-Risk Areas, including the Democratic Republic of the Congo (DRC) and adjoining countries. Suppliers must annually report supply chain information regarding mineral country of origin and the smelters and refiners used for products supplied to QIAGEN, using the most current Conflict Minerals Reporting Template (CMRT). The latest Supplier Code of Conduct is available at QIAGEN's sustainability webpage.
112	ESG	Procurement	Supplier Code of Conduc on Labor Practices	QIAGEN's Supplier Code of Conduct prohibits the use of child labor, setting a minimum employment age of 15 years, or higher if required by local law. Young workers under 18 must not be employed at night or in hazardous conditions, and all employment must be freely chosen—suppliers must not use forced, bonded, or involuntary labor. The latest Supplier Code of Conduct is available at QIAGEN's sustainability webpage. and the Rules of Procedure.
113	ESG	Procurement	Supplier Code of Conduct on Local Laws and Regulations	QIAGEN's Supplier Code of Conduct requires suppliers to comply with all applicable local and national laws and regulations, including those related to social and environmental performance. The latest Supplier Code of Conduct is available at QIAGEN's sustainability webpage.
114	ESG	Procurement	Supply Chain Sustainability Risk Assessment	QIAGEN conducts risk assessments to identify aspects of its supply chain and purchasing activities most at risk for negative social and environmental impacts. These assessments are part of the company's due diligence processes within the supply chain. For more details, see the *Due Diligence in the Supply Chain section of the Sustainability Statement.*
115	ESG	Procurement	Supplier Compliance with Human Rights and Labor Standards	QIAGEN requires suppliers to comply with international human rights and labor standards for both employees and contractors. For more details, see the Due Diligence in the Supply Chain section of the Sustainability Statement. Further, you may access these webpages: QIAGEN's Human Rights Policy Statement LkSG Complaints Procedure – Rules of Procedure
116	ESG	Procurement	Sourcing from Russia, Ukraine, Belarus, or Moldova	QIAGEN does not source any raw materials, intermediate goods, or finished goods from Russia, Ukraine, Belarus, or Moldova.

Item	Category	Topic	Question	Answer
117	ESG	Procurement	Distribution Partner Contracts	QIAGEN includes strict compliance clauses in all distribution agreements. Partners are required to cease service to any groups involved in questionable activities. Additionally, QIAGEN will block product sales immediately upon awareness of any violations, ensuring adherence to ethical and legal standards.
118	ESG	Procurement	Vendor Policy Implementation Tools	QIAGEN ensures vendor compliance through: Supplier Code of Conduct integrated into onboarding via ARIBA and referenced on all purchase orders Annual strategy meetings with strategic suppliers (QSR) ESG topics in quality audits, rolled out since Q4 2024 The latest Supplier Code of Conduct is available at QIAGEN's sustainability webpage.
119	ESG	Procurement	Supplier Compliance Follow-Up	QIAGEN has systematic routines for monitoring supplier and subcontractor compliance, including comprehensive supplier assessments and audits. These processes ensure adherence to social responsibility and code of conduct requirements.
120	ESG	Reporting	Reporting Framework for Sustainability Statement	QIAGEN prepares its Sustainability Statement in accordance with: CSRD (Corporate Sustainability Reporting Directive) ESRS (European Sustainability Reporting Standards)
121	ESG	Reporting	Frequency of Sustainability Statement Publication	QIAGEN publishes its Sustainability Statement annually.
122	ESG	Reporting	Third-Party Assurance on Sustainability Statement	QIAGEN's Sustainability Statement undergoes limited assurance by an independent auditor to support credibility of disclosures.
123	ESG	SDG	Commitment to UN Sustainable Development Goals (SDGs)	QIAGEN formally supports the UN Sustainable Development Goals (SDGs) and incorporates them into its corporate strategy. Our approach aligns with the following goals: Goal 3: Good Health and Well-being Goal 5: Gender Equality Goal 8: Decent Work and Economic Growth Goal 12: Responsible Consumption and Production Goal 13: Climate Action

QIAGEN remains committed to ongoing engagement with stakeholders as ESG priorities and initiatives continue to evolve.

For additional information on QIAGEN sustainability initiatives and related documents, please visit the **sustainability webpage**
If you have sustainability-related questions not addressed in this FAQ document, please contact: **sustainability@qiagen.com**

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