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The following GRI Context Mapping refers to the following documents that are available for download at www.qiagen.com:

- QIAGEN 2020 Annual Financial Report
- QIAGEN 2019 Annual Report
- QIAGEN 2020 Sustainability Report

GRI content index

GRI 102: General Disclosures 2016

GRI 102-1: Name of the Organization
Qiagen N.V.

GRI 102-2: Activities, brands, products, and services

GRI 102-3: Location of headquarters
Venlo, Netherlands

GRI 102-4: Location of operations
See 2020 Annual Financial Report: Organizational Structure p. 44

GRI 102-5: Ownership and legal form

GRI 102-6: Markets served

GRI 102-7: Scale of the organization

GRI 102-8: Information on employees and other workers

GRI 102-9: Supply chain
GRI 102-10: Significant changes to the organization and its supply chain
See 2020 Annual Financial Report: Recent Acquisitions p. 64

GRI 102-11: Precautionary Principle or approach

GRI 102-12: External initiatives

GRI 102-13: Membership of associations

GRI 102-14: Statement from senior decision-maker
See Sustainability Report 2020: pp. 3-5

GRI 102-15: Key impacts, risks, and opportunities

GRI 102-16: Values, principles, standards, and norms of behavior
Sample to Insight is our strategic framework that puts the needs and challenges of our customers front and center.

We identify the key challenges holding customers back and deliver solutions so they can achieve greater success, ultimately helping them exceed their own expectations and gain the insights critical for their work.


GRI 102-17: Mechanisms for advice and concerns about ethics

GRI 102-18: Governance structure
See 2020 Annual Financial Report: Corporate Structure p. 82

GRI 102-40: List of stakeholder groups
We seek an open dialogue with our stakeholders including our employees, shareholders, customers, business partners, governments, regulators, tax authorities, NGOs, and the communities in which we operate.

GRI 102-41: Collective bargaining agreements
3.72% of our employees are covered by collective bargaining agreements.
GRI 102-42: Identifying and selecting stakeholders
QIAGEN serves over 500,000 customers globally. In this process, the company comes into contact with a variety of internal and external stakeholders. These include, but are not limited to, employees and their representatives including local workers councils, customers, shareholders, suppliers, journalists, governments, and non-government agencies.

GRI 102-43: Approach to stakeholder engagement
For management purposes, we also work on the basis of defined material topics relating to sustainability. In the reporting period, we reviewed the materiality analysis first conducted in 2019.
Please refer to our Non-Financial Statement 2019 for a detailed description of the procedure.

GRI 102-44: Key topics and concerns raised

GRI 102-45: Entities included in the consolidated financial statements
See 2020 Annual Financial Report: Organizational Structure p. 44

GRI 102-46: Defining report content and topic boundaries

GRI 102-47: List of material topics

GRI 102-48: Restatements of information
No changes, as initial report.

GRI 102-49: Changes in reporting
No changes, as initial report.

GRI 102-50: Reporting period

GRI 102-51: Date of most recent report
No changes, as initial report.
GRI 102-52: Reporting cycle
Annually.

GRI 102-53: Contact point for questions regarding the report
Michael Moeller – QIAGEN / Michael.Moeller@qiagen.com
Kate Bailey – QIAGEN / Kate.Bailey@qiagen.com

GRI 102-54: Claims of reporting in accordance with the GRI Standards
This report has been prepared in accordance with the GRI Standards: Core option.

GRI 102-55: GRI Content Index
This report is structured in accordance with the GRI Standards (2016, 2018 & 2019); therefore no additional GRI Content Index is provided.

GRI 102-56: External assurance
GRI 200: Economic

GRI 201: Economic Performance 2016

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 201-1: Direct economic value generated and distributed

GRI 201-2: Financial implications and other risks and opportunities due to climate change

GRI 201-4: Financial assistance received from government

GRI 205: Anti-Corruption 2016

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 205-1: Operations assessed for risk related to corruption

GRI 205-3: Confirmed incidents of corruption and actions taken

In the reporting period, QIAGEN had 0 (none) legal actions pending or completed regarding antitrust or corruption.
GRI 206: Anti-competitive Behavior 2016

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

In the reporting period, QIAGEN had 0 (none) legal actions pending or completed regarding antitrust or corruption.

GRI 207: Tax 2019

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 207-1: Approach to tax

GRI 207-2: Tax governance, control, and risk management

GRI 207-3: Stakeholder engagement and management of concerns related to tax

GRI 207-4: Country-by-country reporting
**GRI 300: Environmental**

**GRI 301: Materials 2016**

**GRI 103: Management approach (including 103-1, 103-2, 103-3)**

**GRI 301-1: Materials used by weight or volume**
QIAGEN does not yet collect weight or volume data on raw material, auxiliary materials, or semi-finished products. This information will be available by 2024.

Currently, only information on external plastic packaging is available. In 2020, QIAGEN used 205 tons of plastic material for shipping products. All packaging data will be collected and available for reporting by 2022.


**GRI 302: Energy 2016**

**GRI 103: Management approach (including 103-1, 103-2, 103-3)**

**GRI 302-1: Energy consumption within the organization**

**GRI 302-2: Energy consumption outside of the organization**
Energy and emission data for Scope 3 upstream and downstream categories are not currently collected. This information will be available in 2022.

**GRI 302-3: Energy intensity**
**GRI 303: Water and Effluents 2018**

**GRI 103: Management approach (including 103-1, 103-2, 103-3)**

**GRI 303-1: Interactions with water as a shared resource**
Water is used for typical office activities, processes during manufacturing and within certain products, such as buffers. Over 80% of water used by QIAGEN is taken from public utilities in Germantown, U.S., and Hilden, Germany. Information on the water sources for all sites will be collected by 2022.

Wastewater is discharged in accordance with local regulations and may be evaporated through chillers or discharged into the public utility. If water is contaminated, it goes through a process water waste treatment system before entering the public utility or is disposed of as hazardous waste.

Currently there is no overarching global procedure or process for identifying or addressing runoff/process water impacts or water consumption. Water-related objectives are handled on a site-by-site basis in accordance with local regulations.

**GRI 303-2: Management of water discharge related impacts**
Currently there is no global standard; the minimum effluent discharge quality is determined on a site-by-site basis in accordance with local regulations.

**GRI 303-5: Water consumption**
QIAGEN consumed 113.74 megaliters of water in 2020. This data was compiled primarily from water bills, as well as estimations for shared buildings. 9.05 megaliters were extracted from areas classified as medium-high, high or extremely high-water stress by World Resources Institute Aqueduct.

<table>
<thead>
<tr>
<th>Water stress level of site (As determined through WRI Aqueduct)</th>
<th>QIAGEN water consumption (megiliters)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low</td>
<td>93.15</td>
</tr>
<tr>
<td>Low-medium</td>
<td>11.54</td>
</tr>
<tr>
<td>Medium-high</td>
<td>2.53</td>
</tr>
<tr>
<td>High</td>
<td>4.49</td>
</tr>
<tr>
<td>Extremely high</td>
<td>2.02</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>113.74</strong></td>
</tr>
</tbody>
</table>

Water storage has not been determined to cause significant wastewater or process water-related impacts.

See also Non-Financial Statement 2020: Environmental Performance p. 105
GRI 305: Emissions 2016

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 305-1: Direct (Scope 1) GHG emissions

QIAGEN’s emissions were calculated in terms of CO\(_2\)e with emission factors including CO\(_2\), CH\(_4\) and N\(_2\)O. For the location-based emission factors, those published by the VDA were used, which are provided by thinkstep – Sphera.

For the market-based emission factors, those provided by the corresponding utility (for sites in EU and USA) were used. For the emission factors (residual mix), AIB and Green-e were used. Where no emission factors from the utility or for the residual mix were available, the emission factors (location-based) from the GHG Protocol (by thinkstep – Sphera) were used.

GRI 305-2: Energy indirect (Scope 2) GHG emissions

QIAGEN’s emissions were calculated in terms of CO\(_2\)e with emission factors including CO\(_2\), CH\(_4\) and N\(_2\)O. For the location-based emission factors, those published by the VDA were used, which are provided by thinkstep – Sphera.

For the market-based emission factors, those provided by the corresponding utility (for sites in EU and USA) were used. For the emission factors (residual mix), AIB and Green-e were used. Where no emission factors from the utility or for the residual mix were available, the emission factors (location-based) from the GHG Protocol (by thinkstep – Sphera) were used.

GRI 305-3: Other indirect (Scope 3) GHG emissions

QIAGEN’s emissions were calculated in terms of CO\(_2\)e with emission factors including CO\(_2\), CH\(_4\) and N\(_2\)O. For the location-based emission factors, those published by the VDA were used, which are provided by thinkstep – Sphera.

For the market-based emission factors, those provided by the corresponding utility (for sites in EU and U.S.) were used. For the emission factors (residual mix), AIB and Green-e were used. Where no emission factors from the utility or for the residual mix were available, the emission factors (location-based) from the GHG Protocol (by thinkstep – Sphera) were used.

GRI 305-4: GHG emissions intensity

QIAGEN’s emissions were calculated in terms of CO\(_2\)e with emission factors including CO\(_2\), CH\(_4\) and N\(_2\)O.

GRI 305-5: Reduction of GHG emissions

QIAGEN’s emissions were calculated in terms of CO\(_2\)e with emission factors including CO\(_2\), CH\(_4\) and N\(_2\)O.
GRI 306: Waste 2020

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 306-1: Waste generation and significant waste-related impacts
The raw materials, process and manufacturing materials, waste, byproducts, products and packaging used in QIAGEN’s products have potential impacts across the value chain. A comprehensive assessment of waste generated throughout QIAGEN’s value chain will be available in 2022.

Examples of how QIAGEN reduces waste throughout the value chain include: redesigning packaging and products to use fewer materials, efficiency improvements in manufacturing, electronics recycling and digitization.

QIAGEN contracts with third-party waste collectors. The process for selecting these third parties is handled on a site-by-site basis and is not subject to a global policy. An audit trail is used in accordance with EU requirements.

Company-wide waste data is collected on an annual basis, but many sites monitor their waste on a monthly or more frequent basis.


GRI 306-2: Management of significant waste-related impacts
The raw materials, process and manufacturing materials, waste, byproducts, products and packaging used in QIAGEN’s products have potential impacts across the value chain. A comprehensive assessment of waste generated throughout QIAGEN’s value chain will be available in 2022.

Examples of how QIAGEN reduces waste throughout the value chain include: redesigning packaging and products to use fewer materials, efficiency improvements in manufacturing, electronics recycling and digitization.

QIAGEN contracts with third-party waste collectors. The process for selecting these third parties is handled on a site-by-site basis and is not subject to a global policy. An audit trail is used in accordance with EU requirements.

Company-wide waste data is collected on an annual basis, but many sites monitor their waste on a monthly or more frequent basis.

GRI 306-3: Waste generated
GRI 308: Supplier Environmental Assessment 2016

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 308-1: New suppliers that were screened using environmental criteria
New suppliers were not screened on the basis of environmental criteria in 2020. These criteria are being amended in 2021.

GRI 308-2: Negative environmental impacts in the supply chain and actions taken

No data is available on the environmental impacts of suppliers, but will be collected in the long term. This information is expected to be available in 2022.
### GRI 400: Social

### GRI 401: Employment 2016

#### GRI 103: Management approach (including 103-1, 103-2, 103-3)

#### GRI 401-1: New employee hires and employee turnover

<table>
<thead>
<tr>
<th>Employees hires and turnover</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Global</strong></td>
<td>2020</td>
</tr>
<tr>
<td>December headcount</td>
<td>5,630</td>
</tr>
<tr>
<td>Hires</td>
<td>1,250</td>
</tr>
<tr>
<td>Terminations</td>
<td>716</td>
</tr>
<tr>
<td>Hires as % of headcount</td>
<td>22.2%</td>
</tr>
<tr>
<td>Turnover</td>
<td>13.6%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employees by region</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Region</strong></td>
<td>AMERICAS</td>
</tr>
<tr>
<td>December headcount</td>
<td>1,327</td>
</tr>
<tr>
<td>Hires</td>
<td>372</td>
</tr>
<tr>
<td>Terminations</td>
<td>171</td>
</tr>
<tr>
<td>Hires as % of headcount</td>
<td>28.0%</td>
</tr>
<tr>
<td>Turnover</td>
<td>14.5%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employees by gender</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender</strong></td>
<td>Female</td>
</tr>
<tr>
<td>December headcount</td>
<td>2,717</td>
</tr>
<tr>
<td>Hires</td>
<td>592</td>
</tr>
<tr>
<td>Terminations</td>
<td>341</td>
</tr>
<tr>
<td>Hires as % of headcount</td>
<td>21.8%</td>
</tr>
<tr>
<td>Turnover</td>
<td>13.3%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employees by age group</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Age group</strong></td>
<td>under 25</td>
</tr>
<tr>
<td>December headcount</td>
<td>187</td>
</tr>
<tr>
<td>Hires</td>
<td>162</td>
</tr>
<tr>
<td>Terminations</td>
<td>23</td>
</tr>
<tr>
<td>Hires as % of headcount</td>
<td>86.6%</td>
</tr>
<tr>
<td>Turnover</td>
<td>15.3%</td>
</tr>
</tbody>
</table>
GRI 402: Labor/Management Relations 2016

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 402-1: Minimum notice periods regarding operational changes
Our goal is always to inform employees about significant operational changes as early as possible and in alignment with local and legal requirements as well as collective agreements. Compliance is always at the forefront of our business decisions. In most cases we provide employees with more notice than required.

GRI 403: Occupational Health and Safety 2018

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 403-1: Occupational health and safety management system

GRI 403-2: Hazard identification, risk assessment, and incident investigation

Procedures and processes for identifying work-related hazards and for assessing risks are handled on a site location basis. Each site has its own risk assessment process, and supervisor and employee training. Currently there is no overarching global procedure or process. The global process is in the implementation and planning phase and forms part of the global implementation roadmap with the goal of 2024.

Procedures for reporting work-related hazards and hazardous situations are handled on a site location basis. The global process is being implemented as part of the global implementation roadmap with the goal of 2021.

Employees in Germany are protected against retribution when leaving a dangerous situation by § 9, (3) of the “Act on the Implementation of Measures of Occupational Safety and Health to Encourage Improvements in the Safety and Health Protection of Workers at Work” (ArbSchG).

The procedures and processes for investigating work-related incidents are handled on a site location basis. The global process is being implemented as part of the global implementation roadmap with the goal of 2021.

GRI 403-3: Occupational health services
The functions of occupational health services vary between sites. This information exists and will be reported by 2024.

GRI 403-4: Worker participation, consultation, and communication on occupational health and safety
Employees are involved in OHS management through the joint management-worker Health and Safety Committee (meets quarterly), regular safety inspections including interviews with employees, and two-way communication through the official EHS email address.
GRI 403-5: Worker training on occupational health and safety
OHS training is managed on a regional basis. This information exists and will be reported by 2024.

GRI 403-6: Promotion of worker health

GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

GRI 403-9: Work-related injuries

In 2020, there were 29 work-related injuries with serious consequences other than fatalities, or 1.0 per 100 employees.

GRI 404: Training and Education 2016

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 404-2: Programs for upgrading employee skills and transition assistance programs
GRI 405: Diversity and Equal Opportunity 2016

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 405-1: Diversity of governance bodies and employees

On average, 32% of leadership positions were held by women worldwide. For a more detailed breakdown of per job level see table below.

<table>
<thead>
<tr>
<th>Women in leadership positions</th>
<th>Share of women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Committee</td>
<td>14%</td>
</tr>
<tr>
<td>Leadership Team</td>
<td>16%</td>
</tr>
<tr>
<td>Senior Management</td>
<td>23%</td>
</tr>
<tr>
<td>Management</td>
<td>37%</td>
</tr>
<tr>
<td>Professional Level</td>
<td>47%</td>
</tr>
<tr>
<td>Associate</td>
<td>60%</td>
</tr>
<tr>
<td>n/a</td>
<td>46%</td>
</tr>
</tbody>
</table>

Breakdown of diversity of governance bodies and employee categories by age group:

<table>
<thead>
<tr>
<th>Leadership positions by age group</th>
<th>&lt; 30 years</th>
<th>30-50 years</th>
<th>&gt; 50 years</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Committee</td>
<td></td>
<td>42.9%</td>
<td>57.1%</td>
<td>100%</td>
</tr>
<tr>
<td>Leadership Team</td>
<td></td>
<td>12.0%</td>
<td>88.0%</td>
<td>100%</td>
</tr>
<tr>
<td>Senior Management</td>
<td></td>
<td>42.0%</td>
<td>58.0%</td>
<td>100%</td>
</tr>
<tr>
<td>Management</td>
<td>0.2%</td>
<td>59.4%</td>
<td>40.4%</td>
<td>100%</td>
</tr>
<tr>
<td>Professional Level</td>
<td>13.2%</td>
<td>71.8%</td>
<td>15.0%</td>
<td>100%</td>
</tr>
<tr>
<td>Associate</td>
<td>30.6%</td>
<td>52.2%</td>
<td>17.3%</td>
<td>100%</td>
</tr>
<tr>
<td>n/a</td>
<td>38.2%</td>
<td>33.7%</td>
<td>28.1%</td>
<td>100%</td>
</tr>
</tbody>
</table>

GRI 412: Human Rights Assessment 2016

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 412-2: Employee training on human rights policies or procedures
GRI 414: Supplier Social Assessment 2016

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 414-2: Negative social impacts in the supply chain and actions taken

Our Procurement Policy includes specific expectations on suppliers to respect human rights. All contracted suppliers are expected to provide a workplace with fair treatment and free of discrimination. The Policy further prohibits all kinds of child labor, forced, bonded and indentured labor.

Supplier audits are conducted if non-compliance is suspected. Audits are conducted on site at least every three years for all “A”-categorized direct suppliers. Audits are documented and results are shared with audited suppliers. To our knowledge, there were no violations regarding corporate governance or environmental and social standards in the reporting period.

GRI 416: Customer Health and Safety 2016

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 416-1: Assessment of the health and safety impacts of product and service categories

GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services

GRI 417: Marketing and Labeling 2016

GRI 103: Management approach (including 103-1, 103-2, 103-3)

GRI 417-1: Requirements for product and service information and labeling

GRI 417-2: Incidents of non-compliance concerning product and service information and labeling
**GRI 418: Customer Privacy 2016**

**GRI 103: Management approach (including 103-1, 103-2, 103-3)**


**GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data**

In 2020 QIAGEN did not experience any breaches of customer data privacy, cases of data theft or data loss related to customer data.
Sustainability Accounting Standards Board (SASB) Index

This SASB Index refers to the following documents that are available for download at the company website: [QIAGEN 2020 Annual Financial Report](#)

<table>
<thead>
<tr>
<th>Topic</th>
<th>Accounting metric</th>
<th>Code</th>
<th>Content/Report/Location</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Affordability &amp; Pricing</strong></td>
<td>Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index</td>
<td>HC-MS-240a.1</td>
<td>Not yet reported</td>
</tr>
<tr>
<td></td>
<td>Description of how price information for each product is disclosed to customers or to their agents</td>
<td>HC-MS-240a.2</td>
<td>Not yet reported</td>
</tr>
<tr>
<td></td>
<td>List of products listed in the FDA’s MedWatch Safety Alerts for Human Medical Products database</td>
<td>HC-MS-250a.2</td>
<td>In 2020, no QIAGEN products were listed in the U.S. FDA’s MedWatch Safety Alerts for Human Medical Products database.</td>
</tr>
<tr>
<td></td>
<td>Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience</td>
<td>HC-MS-250a.3</td>
<td>There were no fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience.</td>
</tr>
<tr>
<td></td>
<td>Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type</td>
<td>HC-MS-250a.4</td>
<td>In 2020, one QIAGEN site was inspected by the U.S. Food and Drug Administration (FDA) to verify compliance with Good Manufacturing Practice (GMP) as described in 21 CFR 820. After the FDA inspection in January 2020, no FDA 483 Inspectional Observations were issued.</td>
</tr>
<tr>
<td>Topic</td>
<td>Accounting metric</td>
<td>Code</td>
<td>Content/Report/Location</td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>------------------------------------------------------------------------------------</td>
<td>-----------------</td>
<td>------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Ethical Marketing</td>
<td>Total amount of monetary losses as a result of legal proceedings associated with false marketing claims</td>
<td>HC-MS-270a.1</td>
<td>QIAGEN was not subject to any legal proceedings regarding the U.S. False Claims Act or any other false marketing claims laws in any country during the reporting period.</td>
</tr>
<tr>
<td></td>
<td>Description of code of ethics governing and promotion of off-label use of products</td>
<td>HC-MS-270a.2</td>
<td>Sec. 3 C of QIAGEN’s Code of Conduct and Ethics (the “Code”) provides clear guidance on our principles on ethical marketing in terms of non-disparagement of competitors and non-disruption of competitors’ business. It also defines QIAGEN’s position on unfair practices in international business (Sec. 3 E) and payments to governmental officials (Sec. 4 B). Additional and more detailed guidance is provided on general rules, e.g. for marketing communication to all customers (incl. off-label use) or compliance with the U.S. Sunshine Act, in the Global Legal Framework for Sales and Marketing Activities Policy (the “Marketing Policy”). As per QIAGEN Standard Operating Procedure GLO-SOP-52-01-005 Rev.04 off-label promotion is defined as the marketing of products for an unapproved use. It requires that promotion of IVD/Regulated Products must be in compliance with relevant regulations and consistent with intended uses. All product claims must be substantiated. Any violation of the policy by employees may trigger disciplinary action including termination of employment. To proactively ensure compliance, the Marketing Policy defines a process for the review and clearance of all marketing and sales promotion materials by QIAGEN’s Sales Compliance Manager and the Regulatory department and we provide training to the sales and marketing teams on our Marketing Policy. To ensure compliance with applicable law, the Code and QIAGEN’s policies, we have implemented a comprehensive mandatory e-learning program which is reviewed at least on a yearly basis and adjusted accordingly to the latest developments in this field. To raise awareness about most recent compliance-related events, we have introduced a quarterly Compliance Newsletter.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total amount of products accepted for take-back and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies</td>
<td>HC-MS-410a.2</td>
<td>See 2020 Annual Financial Report: Non-Financial Statement: Product Life Cycle Assessment p. 106</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Not yet reported; data is expected to be available in 2022. The Waste Electrical Electronic Equipment Directive and regulations in ROW require that producers of WEEE have a take-back scheme at end of life. QIAGEN has processes to meet these obligations. By 2022, this process will be formally documented.</td>
</tr>
<tr>
<td>Topic</td>
<td>Accounting metric</td>
<td>Code</td>
<td>Content/Report/Location</td>
</tr>
<tr>
<td>---------------------------</td>
<td>------------------------------------------------------------------------------------</td>
<td>-----------------</td>
<td>-----------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Supply Chain Management</td>
<td>Percentage of (1) entity’s facilities and (2) Tier I suppliers’ facilities participating in third-party audit programs for manufacturing and product quality</td>
<td>HC-MS-430a.1</td>
<td>See Non-Financial Statement 2020: Sustainable Supply Chain Management pp. 110-112</td>
</tr>
<tr>
<td></td>
<td>Description of efforts to maintain traceability within the distribution chain</td>
<td>HC-MS-430a.2</td>
<td>100% of QIAGEN production sites are participating in 3rd audit programs (1), and 100% of our Class A suppliers either maintain a quality system certificate (ISO 9001/13485/170325) or are audited by QIAGEN’s Supplier Quality unit (2).</td>
</tr>
<tr>
<td></td>
<td>Description of the management of risks associated with the use of critical materials</td>
<td>HC-MS-430a.3</td>
<td>For each new batch of raw material, semi-finished goods and final products, a batch number is assigned that is unique to the material. For raw materials, either the supplier lot number is adopted into QIAGEN’s ERP system or the ERP system assigns a new QIAGEN batch number. The combination of material number and batch number is unique. At each manufacturing step, a new batch number is assigned to the respective component by the ERP system. Batch numbers are printed on all sellable items and ensure full batch traceability from customer information to raw material.</td>
</tr>
<tr>
<td>Business Ethics</td>
<td>Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption</td>
<td>HC-MS-510a.1</td>
<td>See 2020 Annual Financial Report: Non-Financial Statement: Conflict Minerals p. 112</td>
</tr>
<tr>
<td></td>
<td>Description of code of ethics governing interactions with health care professionals</td>
<td>HC-MS-510a.2</td>
<td>In the reporting period, QIAGEN had 0 (none) legal actions pending or completed regarding antitrust or corruption.</td>
</tr>
<tr>
<td>Activity metric</td>
<td>Number of units sold by product category</td>
<td>HC-MS-000.A</td>
<td>Not yet reported</td>
</tr>
</tbody>
</table>
Annex

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