



# QIAGEN UK: 2023 Gender Pay Gap Report

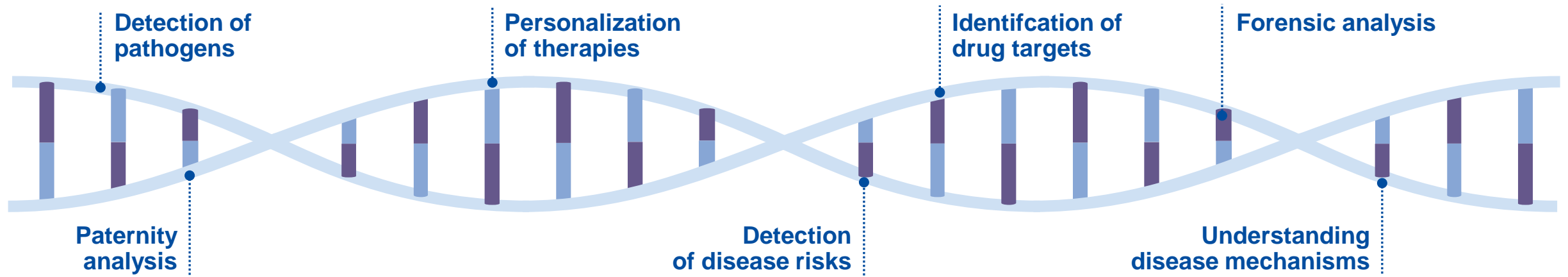
April 2024



# 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 390 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.

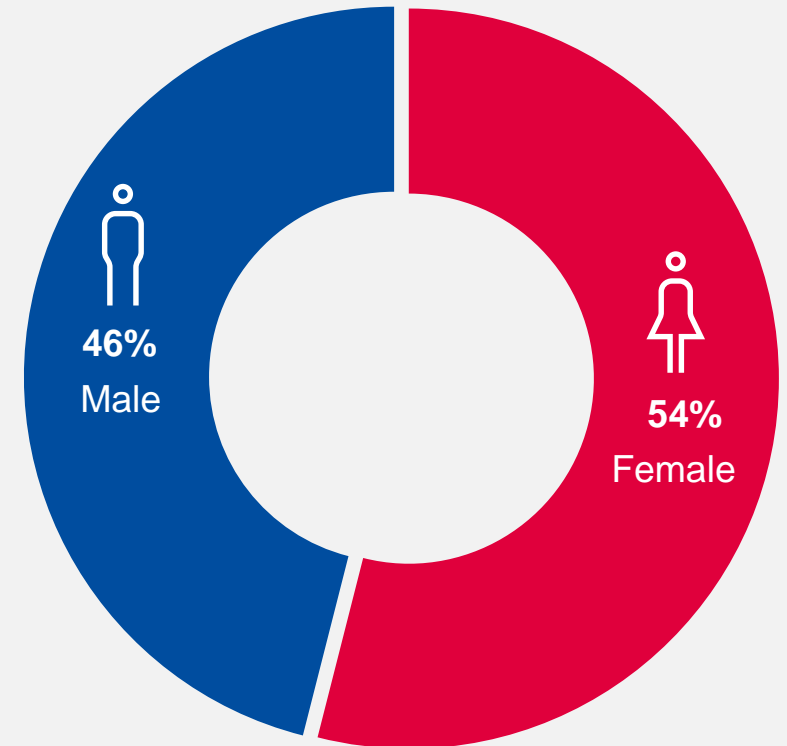
# QIAGEN UK: Gender split

As of April 5, 2023, QIAGEN UK had 390 employees in two legal entities:

- QIAGEN Manchester Ltd – 260 employees
- QIAGEN Ltd – 130 employees
- Perspectives on gender split

QIAGEN UK overall employs broadly an equal number of men and women – which is indicative of fair recruitment practices

QIAGEN UK gender split



# QIAGEN UK: Gender pay gap in 2023 and over multi-year period



## QIAGEN UK

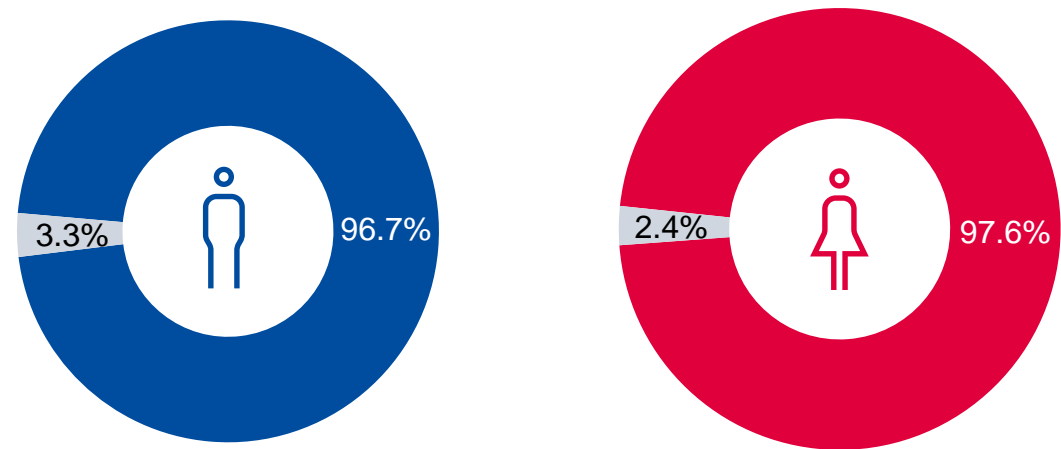
Year	2019	2020	2021	2022	2023
Mean hourly pay	18.6%	18.7%	21.7%	18.9%	16.4%
Median hourly pay	13.8%	10.4%	15.2%	17.2%	17.2%

- Compared to 2022, our mean hourly pay gap decreased by 2.5 percentage points (pp)
- Our median pay gap during this same period remained the same
- One-off inflation payments have been included in the pay data for 2023

# QIAGEN UK: 2023 bonus perspectives



## QIAGEN UK: 2023 percentage of men and women who received a bonus



Category	QIAGEN UK
Mean bonus pay gap	40.9%
Median bonus pay gap	50.5%

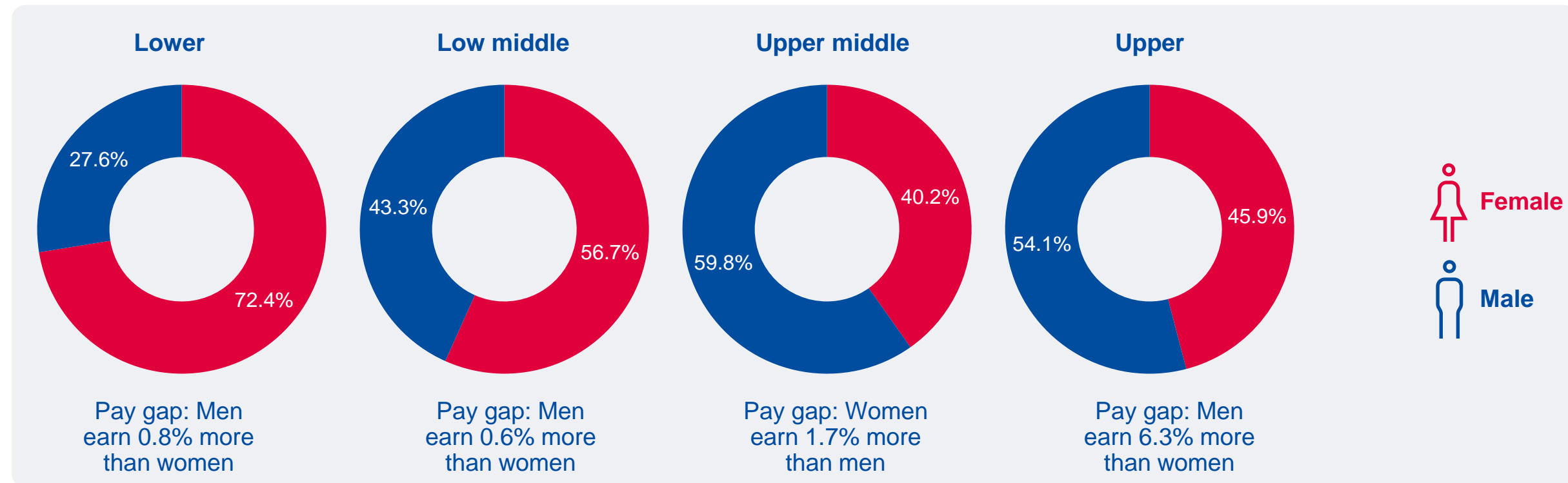
### Perspectives on bonus gap

- Similar to pay, the higher weighting of men in senior roles impacts the bonus gap.
- The significant company over-achievement in 2022 also plays a role, as those in senior roles have a higher bonus weighting towards company achievement.
- Statutory calculations do not allow us to take into account part-time working hours or start date

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

# QIAGEN UK: 2023 pay quartiles in gender pay reporting

## 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
- However, the pay gap for the upper quartile decreased by 9.9 pp since 2022



# QIAGEN UK: 2023 results summary



## QIAGEN Manchester (260 employees)

<b>21.4%</b> Mean gender pay gap	<b>17.4%</b> Median gender pay gap	<b>49.9%</b> Mean bonus pay gap	<b>19.2%</b> Median bonus pay gap
Proportion of men and women paid a bonus		 98.1%	 97.1%

## QIAGEN Ltd (130 employees)

<b>-0.9%</b> Mean gender pay gap	<b>-11.4%</b> Median gender pay gap	<b>12.4%</b> Mean bonus pay gap	<b>15.9%</b> Median bonus pay gap
Proportion of men and women paid a bonus		 96.4%	 96%

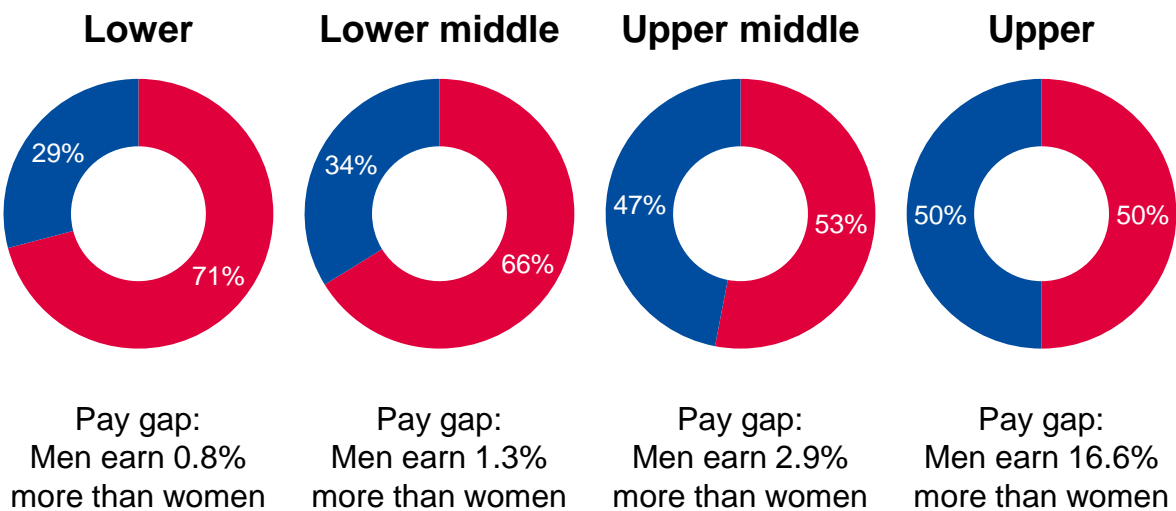


# QIAGEN UK: 2023 results summary



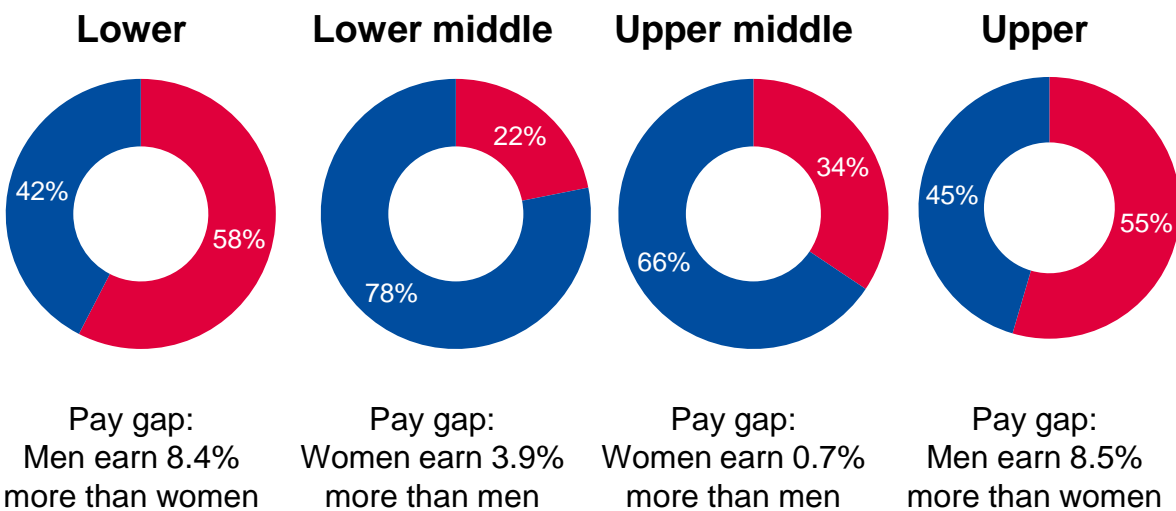
## QIAGEN Manchester (260 employees)

### Gender distribution by pay quartiles



## QIAGEN Ltd (130 employees)

### Gender distribution by pay quartiles



# Actions to support closing UK gender pay gap



**We are committed to maintaining a diverse and inclusive environment, in which all employees can develop and contribute to our success.**

**We seek to leverage all aspects of our diversity, through ongoing local and global initiatives.**

73% of UK promotions in 2023 were women



## Global reward framework

Our rewards are led by a globally consistent framework.

In 2023, we made changes in bonus split to provide a minimum payment ratio for all QIAGENers of at least 50% for the achievement of our Corporate Goals.

This will allow for an increased maximum payout level due to a higher share of these goals and help to improve the bonus gap.

## 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 aim 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 the science areas through local STEM outreach activities.

## QIAGEN communities

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

QPACC: 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.